

Notice of Meeting and Agenda Council

Date	Time	Venue
Thursday, 20 April 2017	09:30	Council Chambers (Renfrewshire), Council Headquarters, Renfrewshire House, Cotton Street, Paisley, PA1 1AN

KENNETH GRAHAM
Head of Corporate Governance

Membership

Councillor Derek Bibby: Councillor Bill Brown: Councillor Maria Brown: Councillor Lorraine Cameron: Councillor Eddie Devine: Councillor Margaret Devine: Councillor Andy Doig: Councillor Audrey Doig: Councillor Christopher Gilmour: Councillor Roy Glen: Councillor Jim Harte: Councillor Jacqueline Henry: Councillor Michael Holmes: Councillor John Hood: Councillor Terry Kelly: Councillor Brian Lawson: Councillor Paul Mack: Councillor James MacLaren: Councillor Kenny MacLaren: Councillor Mags MacLaren: Councillor Mark Macmillan: Councillor Eileen McCartin: Councillor Cathy McEwan: Councillor Stephen McGee: Councillor Marie McGurk: Councillor Iain McMillan: Councillor James McQuade: Councillor Sam Mullin: Councillor Alexander Murrin: Councillor Will Mylet: Councillor Iain Nicolson: Councillor Allan Noon: Councillor Jim Paterson: Councillor Bill Perrie: Councillor Jim Sharkey: Councillor Maureen Sharkey: Councillor Tommy Williams:

Provost Anne Hall (Convener): Councillor John Caldwell (Depute Convener):

Further Information

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Items of business

Apologies

Apologies from members.

Declarations of Interest

Members are asked to declare an interest in any item(s) on the agenda and to provide a brief explanation of the nature of the interest.

1 Minutes of Meetings of Council, Boards and Panels (attached separately)

Houston, Crosslee, Linwood, Riverside and Erskine Local Area Committee, 22 February 2017, pages 509-512
Council, 23 February 2017, pages 513-528
Regulatory Functions Board, 8 March 2017, pages 529-536
Education and Children Policy Board, 9 March 2017, pages 537-542
Housing and Community Safety Policy Board, 14 March 2017, pages 543-550
Planning and Property Policy Board, 14 March 2017, pages 551-560
Environment Policy Board, 15 March 2017, pages 561-564
Finance and Resources Policy Board, 15 March 2017, pages 565-580
Johnstone and the Villages Local Area Committee, 16 March 2017, pages 581-582
Audit, Scrutiny and Petitions Board, 20 March 2017, pages 583-588
Economy and Jobs Policy Board, 22 March 2017, pages 589-594
Regulatory Functions Board, 23 March 2017, pages 595-602
Leadership Board, 29 March 2017, pages 603-608
Paisley North Local Area Committee, 30 March 2017, pages 609-610
Paisley North Local Area Committee, 13 April 2017 (to follow)

2 Humanitarian Crisis in East Africa 9 - 12

Report by Chief Executive

Planning Applications

Members must deal with planning applications in an objective manner to ensure that they cannot be challenged with accusations of bias or predetermination. Votes on planning applications must be seen to be impartial and not influenced by party political issues.

3 Planning Application - 16/0806/PP - Leith Planning 13 - 30

Ventures Ltd - Erection of Residential Development (in principle) Site on Northern Boundary of Beech Burn, Johnshill, Lochwinnoch

Report by Director of Development and Housing Services

4 Paisley West End Regeneration - Masterplan 31 - 44

Report by Director of Development and Housing Services

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| 5 | Renfrewshire Economic Leadership Panel | 45 - 48 |
| | Report by Director of Development and Housing Services | |
| 6 | Community Empowerment (Scotland) Act 2015 - Participation Requests | 49 - 54 |
| | Report by Director of Finance and Resources | |
| 7 | Lifecycle Maintenance Upgrade - Paisley Town Hall | 55 - 58 |
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| 9 | Governance Issues - Appeals Panels | 105 - 110 |
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| | Exclusion of Press and Public | |
| | <p>The Board may by resolution exclude the press and public from the meeting during consideration of item 10 as it is likely, in view of the nature of the business to be transacted, that if members of the press and public are present, there could be disclosure to them of exempt information as defined in paragraphs 3 and 6 of Part I of Schedule 7A of the Local Government (Scotland) Act, 1973.</p> | |
| 10 | Paisley's Bid for U.K. City of Culture 2021 | |
| 11 | Notice of Motion 1 | |
| | Notice of motion by Councillors McCartin and Mack in the following terms: | |
| | "Motion | |
| | <p>During 2007-12 the council worked hard to find homes and care packages funding for people with Learning Disabilities, particularly those living at home with increasingly elderly and frail parents.</p> | |
| | Council asks the Health and Social Care Partnership Joint Board to: | |
| | <p>1 Examine the total number of people with Learning Disabilities who remain unable to get suitable permanent homes of their own, together with an appropriate care package.</p> | |
| | <p>2 Identify this information in relation to varying appropriate age categories of those clients with Learning Disabilities, for example above 50, above 30, below 30.</p> | |
| | <p>3 Show what plans are being put in place, and in what timetable, to meet the needs of these clients."</p> | |

12 Notice of Motion 2

Notice of motion by Councillors Andy Doig and Mack in the following terms:

"Renfrewshire Hosting the Grand Depart of the Tour de France

Council applauds the significant sporting contribution of Paisley and Renfrewshire cycling clubs, such as Paisley Velo Racing Team and Johnstone Wheelers Cycling Club, to national and international cycle sport over the decades.

Council recognises the number of key local cycling events that have become a core part of the Renfrewshire tourism events calendar, such as the Circuit Road Race championships in Paisley, and the Pedal the Park Annual Sportive at Castle Semple, and notes the benefits they bring to the Renfrewshire economy.

Council appreciates the significant financial benefits to Yorkshire which accrued when they hosted the first stage of the Tour de France in 2014. Accordingly, this Council agrees to contact the Tour de France organisers, the Amaury Sport Organisation, Scottish Cycling and the Scottish Government, to examine the viability of a bid to host the Grand Depart from Renfrewshire in the run up to Paisley 2021."

13 Notice of Motion 3

Notice of motion by Councillors Nicolson and McGurk in the following terms:

"The Getting it Right for Every Child approach is underpinned by common values and principles which apply across all aspects of working with children and young people. Some of these are:

- Promoting the well-being of individual children and young people
- Keeping children and young people safe: emotionally and physically
- Putting the child's views at the centre of decision making;
- Taking a whole child approach

Council therefore agrees that the principles of GIRFEC should be applied as part of our planning development process and that they also form part of any review or renewal of Renfrewshire's Local Development Plan and policies.

That the head of Housing and Development brings forward proposals of how that would be best achieved and in what timescale."

14 Notice of Motion 4

Notice of motion by Councillors McGurk and Nicolson in the following terms:

"In light of the bid for Paisley 2021 City of Culture. Council agrees that the condition of Paisley town centre with regard to chewing gum

deposits is an ongoing disgrace. This is reflective of the condition of Renfrewshire as a whole with regard to street cleanliness under this Labour administration.

Council agrees that immediate action is taken to clean Renfrewshire's town centres of chewing gum deposits and to maintain a cleaning regime that other Councils for example Stirling, appear not only to achieve but sustain."

15 Notice of Motion 5

Notice of motion by Councillors K MacLaren and M MacLaren in the following terms:

"Council notes with concern the ongoing press reports of bullying within our schools. Council is concerned that this has been a long running issue and that the current administration has failed to address bullying and to allow all our pupils to regard their school as a safe environment for learning."

16 Notice of Motion 6

Notice of motion by Councillors McEwan and Paterson in the following terms:

"Council notes with concern that due to Labour's continued cuts to Community Resources, that Renfrewshire is now 30 out of 32 councils when it comes to the cleanliness of our streets. Council notes the impact this will make on attracting visitors to Renfrewshire and on the day to day life of local residents."

17 Notice of Motion 7

Notice of motion by Councillors J MacLaren and McCartin in the following terms:

"In Bishopton, the junction of Stuart Road and Leslie Avenue sits at a 'slow' S-bend in Stuart Road which regrettably does not necessarily attract slow moving vehicles in Stuart Road. Traffic is blind in at least one of the directions to emerging traffic from Leslie Avenue or, indeed crossing pedestrians in this residential area. I do not understand the logic of the current replacement of two working lighting columns in Leslie Avenue whilst the Stuart Road column, only a hundred yards away but at a potentially dangerous junction, remains untouched.

Many of the missing lampposts in our council area are due to accidents. I have mentioned the one in Bishopton but could easily have mentioned others such as those in Kilbarchan Road, Bridge of Weir which is missing several posts due to accidents. I have reported these and a number of other missing lampposts around my ward. The feedback I get from the council officers is that the contractor will replace these lampposts once they have replaced the old lanterns with the new LED ones. This is putting the cart before the horse.

Council is asked to change the priority and start replacing the missing lampposts as the old lanterns still provide light. Once these lampposts

are replaced then the contractor can continue to replace with the new LED lanterns."



To: Council

On: 20th April 2017

Report by: Chief Executive

Heading: Humanitarian Crisis in East Africa

1. Summary

- 1.1 Elected members will be aware from recent press coverage that East Africa is currently facing its worst humanitarian crisis since 1945. It is estimated that drought and conflict have left 16 million people on the brink of starvation and in urgent need of food, water and medical treatment.
- 1.2 Famine has been declared in parts of South Sudan, where 100,000 people face starvation and nearly 5 million people urgently need food. The situation is also concerning in Somalia, Kenya and Ethiopia where media reports suggest that 14 million people are going hungry every day.
- 1.3 It is proposed that the Council should respond to the ongoing humanitarian crisis. As the Council is not authorised to provide direct relief to communities abroad, it is proposed that a donation of £10,000 is made to the Disasters Emergencies Committee (DEC) to fund its member charities UK-based activities in recognition of the considerable strain the effects of the East Africa crisis is placing on the resources of these charities.
- 1.4 The DEC brings together 13 leading UK aid charities in times of crisis, which includes: Action Aid, Age International, British Red Cross, CAFOD, Care, Christian Aid, Concern Worldwide, Islamic Relief,

Oxfam, Plan International, Save the Children, Tearfund and World Vision. The DEC allocates money to each member agency based on its ability to deliver aid where it is needed.

2. Recommendations

2.1 It is recommended that the Council agrees:

- To make a donation of £10,000 to the Disasters Emergency Committee to fund its members' UK-based activities in recognition of the East Africa Crisis appeal.
- That a supplementary estimate of £10,000 for this donation be approved.

Implications of the Report

1. **Financial** - A supplementary estimate of £10,000 in respect of this donation is required.
2. **HR & Organisational Development** - none
3. **Community Planning** – none
4. **Legal** – the council is not authorised to provide direct relief to communities abroad.
5. **Property/Assets** - none
6. **Information Technology** - none
7. **Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** - none
9. **Procurement** – none
10. **Risk** - none

11. **Privacy Impact** - none

Author: Gemma Wilson, Planning and Policy Development Officer, 0141 618 5796

RENFREWSHIRE COUNCIL

Application No: 16/0806/PP

DEVELOPMENT AND HOUSING SERVICES
RECOMMENDATION ON PLANNING APPLICATION

Regd: 06/12/2016

Applicant

Agent

Mr Plenderleith
Leith Planning Ventures Limited
10 Coniston Road
Blackpool
Lancashire
FY4 2BY

Leith Planning Limited
14 South Clifton Street
Lytham St Annes
Lancashire
FY8 5HN

Nature of proposals:

Erection of residential development (in principle).

Site:

Site on Northern boundary of Beech Burn, Johnshill, Lochwinnoch

Application for:

Planning Permission in Principle

Introduction

This application was the subject of a Pre-Determination Hearing in line with the requirements set out in Section 38A of the Planning etc. (Scotland) Act 2006 and the related Development Management Regulations.

Section 14(2) of the Planning etc (Scotland) Act 2006 requires that where an application has been the subject of a Pre Determination Hearing under Section 38A, then the application must thereafter be referred to the Full Council for determination.

The Pre Determination Hearing took place at the Planning and Property Policy Board on 14th March 2017.

The issues raised at the Pre Determination Hearing and through objection have been summarised in this report under the section 'Objections/Representations' and have been fully considered in the assessment of the application.

Description

This application seeks planning permission in principle for the erection of a residential development on an area of open grassland to the east of Johnshill, Lochwinnoch. The site extends to approximately 7.5 hectares in area, and is bound by residential properties to the west with Lochwinnoch beyond, open countryside to the south with Castle Semple and Barr Lochs Sites of Special Scientific Interest (SSSI) beyond, and open countryside to the north and east with Park Hill Woods Site of Interest for Nature Conservation (SINC) beyond. The site slopes downhill from the western boundary towards Castle Semple.

As the application is in principle only, no details of the proposed residential layout have been provided. However within the supporting information, the applicant has advised that the site could accommodate 100 units, with the primary vehicle access taken from Johnshill.

History

16/0548/EO - Request for screening opinion as to the requirement for an Environmental Impact Assessment for a residential development. Environmental Assessment not Required 26/08/2016.

16/0529/NO - Proposal of Application Notice relating to the erection of a residential development. Accepted 16/08/2016.

91/0186/PP - Residential development (in outline). Refused 25/06/1991. Appeal dismissed 10/07/1992.

90/0499/PP - Residential development (in outline). Refused 05/09/1990.

Policy & Material Considerations

Scottish Planning Policy

Scottish Planning Policy highlights the primacy of the Development Plan. The extant Development Plan is the Glasgow and the Clyde Valley Strategic Development Plan 2012, Clydeplan's Strategic Development Plan Proposed Plan (2016) and the Adopted Renfrewshire Local Development Plan 2014 as detailed below with relevant policies identified.

Glasgow and the Clyde Valley Strategic Development Plan 2012

Strategy Support Measure 1: Delivering the Spatial Development Priorities
 Strategy Support Measure 8: Green Infrastructure: An Economic Necessity
 Strategy Support Measure 10: Housing Development and Local Flexibility
 Diagram 3: Spatial Development Strategy and Indicative Compatible Development
 Diagram 4: Sustainable location assessment

Clydeplan's - Strategic Development Plan Proposed Plan (2016)

The Proposed SDP is a material consideration as it is the settled view of the Clydeplan Authority of which Renfrewshire Council is a constituent part.

Policy 1: Placemaking
 Policy 7: Joint Action Towards the Delivery of New Homes
 Policy 8: Housing Land Requirement
 Policy 14: Green Belt
 Policy 16: Managing Flood Risk and Drainage
 Policy 18: Strategic Walking and Cycling Network
 Table 1: Placemaking Principles
 Schedule 14: Strategic Scales of Development
 Diagram 11: Assessment of Development Proposals

Adopted Renfrewshire Local Development Plan 2014

Policy ENV1: Green Belt
 Policy ENV2: Natural Heritage
 Policy ENV4: The Water Environment
 Policy ENV5: Air Quality
 Policy P2: Housing Land Supply
 Policy I1: Connecting Places
 Policy I5: Flooding and Drainage

New Development Supplementary Guidance

Green Belt
 Housing in the Green Belt
 Natural Heritage
 The Water Environment
 Air Quality
 Contaminated Land
 Places Development Criteria
 Connecting Places
 Flooding and Drainage

Material considerations

Renfrewshire's Housing Land Supply Supplementary Guidance 2015 requires to be considered in addressing the Council's shortfall in housing land supply. The replacement Renfrewshire Local Development Plan will set out a framework for new and appropriate housing sites for meeting housing need and demand in Renfrewshire.

An update to the HLSSG 2015 (i.e. Renfrewshire's Housing Land Supply Supplementary Guidance (Update) 2017) was approved for consultation by the Planning and Property Policy Board on the 14th March 2017. The update identifies the shortfall having reduced from 755 units to 230 private sector units. There is no change to the detailed assessment framework, criteria or considerations in the guidance.

Planning legislation requires that planning decisions are made in accordance with the Development Plan unless material considerations indicate otherwise. In this case the proposal requires to be considered against the policies and guidance set out above, the supporting information submitted, the comments of the consultees, any objections received and any other material considerations.

Publicity

The application was advertised in the Paisley and Renfrewshire Gazette on the 21st December 2016, with a deadline for representations to be received of 20th February 2017.

Objections/Representations

One thousand, three hundred and sixty letters of representation have been received, all of which object to the proposed development. The points of objection can be summarised as follows:

- (1) The proposal is contrary to the Local Development Plan green belt policy;
- (2) The proposal will have a detrimental visual impact;
- (3) Traffic, access, congestion and road safety concerns;
- (4) There is insufficient capacity in the local primary school and medical centre;
- (5) There is insufficient infrastructure capacity in terms of sewage, drainage, electricity and water supply network;
- (6) Housing shortfall should not be used as justification;
- (7) Lochwinnoch has absorbed its fair share of new housing development in recent years, and does not need any more;
- (8) The local community are against the development;
- (9) The proposal will set an undesirable precedent for further development in the green belt;
- (10) The proposal would have a detrimental impact on wildlife, habitats and ecology within the site and nearby SSSI and SINCS;
- (11) The proposed development will make the village less attractive and deter tourism;
- (12) The proposal would have a detrimental impact on car parking at the train station and in the village centre which is already over capacity;
- (13) The proposal would create noise, disturbance, vibration and air pollution;
- (14) The proposal would result in a loss of privacy;
- (15) The proposal would have a detrimental impact on the character and setting of the village;
- (16) Priority should be given to developing brownfield sites instead of further greenfield sites;
- (17) The proposal would result in light pollution;
- (18) The proposal would have a detrimental impact on water quality and pollution risk at Castle Semple;
- (19) The Pre-application Consultation Report does not provide an accurate representation of the consultation event;
- (20) The proposal would have a detrimental impact on views, including into and through the Clyde Muirshiel Regional Park;
- (21) The site is at risk from flooding;
- (22) The proposal would have an adverse impact on setting of built heritage assets including buried archaeology;
- (23) The proposal would have a detrimental impact on the nearby 'Semple Trail';
- (24) There would be a loss of open space which is of high amenity and recreational value;
- (25) Site is not served by sufficient public transport or pedestrian links;
- (26) The proposed houses are unlikely to be of the 'affordable' type, and would not meet the real housing needs within the locality;
- (27) A similar proposal for residential development on the site has previously been refused;
- (28) There are inaccuracies within the assessments carried out;
- (29) Those living in the development will be car dependant, and this will increase pollution;
- (30) The applicants have no experience of residential house building in Scotland, and have no interest in the local community or heritage;

- (31) The proposal would have a detrimental impact on property values;
- (32) The proposal is contrary to Scottish Planning Policy;
- (33) The proposal is not in keeping with character of surrounding properties;
- (34) The development of the site will not benefit the local economy.

It is noted that the applicant has issued a rebuttal to the objection points raised.

Consultations

Director of Community Resources (Head of Roads - Design) - Flood Risk Assessment is acceptable. Drainage Impact Assessment requires to be finalised to a level of outline design to support the application.

Director of Community Resources (Head of Roads - Traffic) - Conditions are recommended regarding detailed information required in respect the internal layout, parking provision, and the formation of an additional minor access to Johnshill.

Director of Community Resources (Environmental Services) - No objection subject to conditions in respect of contaminated land.

The Director of Education and Leisure - Has advised that, whilst there is currently available capacity within schools in the catchment area of the site, the development, if approved, would result in Lochwinnoch Primary School exceeding 90% capacity.

West of Scotland Archaeology Service - Recommends that a condition should be attached which requires the developer to secure the implementation of a programme of archaeological works in accordance with a written scheme of investigation.

West of Scotland Water - No response at time of writing.

Lochwinnoch Community Council - Object to the development on the following grounds:

- Previous proposal for residential development on the site was refused, with appeal subsequently dismissed. The previous reasons for refusal apply to this proposal;
- Proposal is contrary to policy ENV1, ENV2 and ENV3 within the Local Development Plan;
- Proposal is contrary to the Strategic Development Plan;
- The density of development on the site (circa 100 units) is not in keeping with the surrounding area;
- Traffic, access and congestion;
- Detrimental impact on visual amenity, landscape and the skyline;
- Detrimental impact on wildlife and protected species;
- Proposal would undermine Lochwinnoch's 'village' status;
- The development is speculative, and is of no benefit to the community;
- No mitigation has been offered;
- Proposal would be out of keeping with the character of Lochwinnoch;
- Approval would lead to further, cumulative, coarse encroachment into the green belt;
- Drainage infrastructure is not sufficient;
- Surface water drainage will exacerbate existing flooding issues;
- Insufficient public transport to serve the site, and existing train station car park is at capacity;
- Proposal will not integrate with its surroundings with respect to layout and built form;
- Infrastructure upgrades required to accommodate development are cost prohibitive.

The Community Council have also submitted a document in response to the Planning Statement prepared by the applicant. The response seeks to challenge the statements made in the Planning Statement with respect to housing land requirement, the public exhibition, impact on character of Lochwinnoch, public transport, traffic, pre-application engagement and the Development Plan.

Kilbarchan Community Council - Object to the development on the following grounds:

- Encroachment on the green belt;
- Detrimental impact on visual and landscape amenity;
- Additional traffic generated by the development will pass through Kilbarchan to access the A737.

Summary of Main Issues:

Transport Assessment - Sets out the general transport planning policy context, before assessing site specific issues such as existing transport links, the development proposals, development trip generation and distribution, and assessment of the development impact. The applicant's assessment concludes that predicted traffic from the proposed development can be accommodated on the surrounding road network, and that the proposed development will integrate well with the existing transport network in a sustainable manner. The applicant's assessment recommends that there are no transport related issues preventing the award of planning permission.

Pre-application Consultation Report - Provides details of the public consultation activity undertaken, and the feedback received. A public exhibition was held on Wednesday 7th September 2016, with just over 400 people in attendance. The applicant's report states that feedback was generally positive, however concerns were raised over infrastructure, development of a green belt site, impact on wildlife, and affordable housing.

Preliminary Environmental Assessment Report - Outlines the regulatory context, historical land uses, the proposed development, environmental setting, a conceptual site model and recommendations for invasive investigation. The applicant's report concludes that contamination samples should be obtained in conjunction with a geotechnical investigation to confirm presence/absence of contamination. This should also include gas monitoring. However, the report notes that there is a very low risk potential for contamination to be present given historical and current land uses. The southern extremity of the site is noted as being at risk to surface flooding. The site lies outwith a Radon affected area, and is at low risk of being impacted by historical mineral extraction.

Drainage Strategy Plan and Flood Risk Assessment - Provides information on the existing site, the proposed development, the management of surface water and a flood risk assessment. The surface water strategy states that drainage from the site will incorporate full SUDS measures to control discharge, and that attenuation will be provided to limit the peak surface water discharge rate. It is anticipated that foul water will be discharged to the existing combined sewerage network in Johnshill. The Flood Risk Assessment confirms that the site is at low risk of flooding from fluvial, tidal, groundwater and pluvial sources.

Tree Survey and Constraints Report - Provides information on the tree population within the site, development constraints and opportunities, and statutory protection and guidance. Tree coverage across the site is low, with 22 individual trees, 8 groups of trees, 1 woodland compartment and 5 hedges recorded within influencing distance of the site. The applicant's report recommends that additional management of the trees may be required in response to a land use change on the site, and that an Arboricultural Impact Assessment will be required in support of a reserved matters application.

Landscape Appraisal - Provides a baseline review of designations, landscape and visual amenity before providing suggestions as to how the site could be developed to reduce the impact of the development on the landscape. Surrounding landscape designations include the Green Belt, Clyde Muirshiel Regional Park and Castle Semple Country Park, and the site is stated to fall within a 'Broad Valley Lowland' landscape character area. It is advised that the appraisal should be used to inform the subsequent layout of the site, and the applicant's suggestions for landscape mitigation include setting the development within a framework of open space, woodland and hedge planting.

Ecological Assessment - States that the site comprises a simple mix of habitat types dominated by semi-improved grassland with a significant area of marshy grassland and swamp habitat in the south of the site. It is recommended that as much of the marsh and swamp wetland habitat should be preserved, while hedgerows and trees should be retained where possible and supplemented by

additional planting. Further recommendations are also made in respect of invasive species, and the safeguarding of protected species including badgers, bats, birds, otters, water voles and reptiles.

Planning Statement - Sets out the legislative context, pre-application engagement undertaken, the development plan policies and the Housing Land Supply Supplementary Guidance 2015. The applicant's statement concludes that the proposed development is compliant with the provisions and principles of planning policy at national, strategic and local level, and the tests set out within the Housing Land Supply Supplementary Guidance 2015.

Appropriate Assessment - N/A

Planning Obligation Summary - No discussions have taken place between Renfrewshire Council and the applicant with respect to any planning obligations. However the applicant has provided a draft Section 75 agreement which states that the applicant is willing to enter into an agreement with the Council in respect of the following matters: 15% of the residential units to be constructed shall be Affordable Housing Units, an education contribution shall be made (the exact amount to be agreed in writing with the Council), and the establishment of a nature reserve.

Scottish Ministers Direction - N/A

Assessment

Section 25 of the Town and Country Planning (Scotland) Act 1997, requires that planning applications are determined in accordance with the Development Plan unless material considerations indicate otherwise. In this case, the Development Plan comprises the Approved Glasgow and Clyde Valley Strategic Development Plan (GCVSDP) 2012 and the Adopted Renfrewshire Local Development Plan 2014 and associated New Development Supplementary Guidance, including the Housing Land Supply Supplementary Guidance 2015. The proposal also requires to be assessed taking account of Scottish Planning Policy and Clydeplan's Strategic Development Plan Proposed Plan 2016. In addition, the comments of consultees and the issues raised through representations are material considerations in the assessment of the application.

It is noted that two previous applications for residential development on the site were refused, with the subsequent appeal also dismissed. While the previous reasons for refusal may still be relevant, assessment of the application on its own merits and against the provisions of the currently adopted development plan and associated planning policy is required. The determining issues in this case are whether there is a need for this site to be developed for housing in the short term; the ability of the proposed development to meet this need; and whether the benefits of doing so would justify the use of green belt land and the effects on the surrounding area having regard to the development plan and other material considerations.

Scottish Planning Policy

Scottish Planning Policy (SPP) sets out national planning policies which reflect Scottish Ministers' priorities for the operation of the planning system and for the development and use of land. SPP aims to support sustainable development and the creation of high quality places. It sets out two overarching policy principles namely a presumption in favour of development that contributes to sustainable development; and, placemaking which seeks the creation of high quality places. It considers that the planning system should support economically, environmentally and socially sustainable places by enabling development that balances the costs and benefits of a proposal over the longer term. The aim is to achieve the right development in the right place. It is not to allow development at any cost.

The presumption in favour of sustainable development does not change the statutory status of the development plan for decision making. For proposals that do not accord with development plans, the primacy of the plan is maintained. The presumption in favour of development that contributes to sustainable development is a material consideration.

In this instance the proposed development comprises a significant housing development on green belt land on the north eastern edge of Lochwinnoch that has no defensible green belt boundary. There are few opportunities for connection and integration with the existing village, and there are limited public transport services in close proximity to the site. Significant infrastructure investment would also be

required to successfully deliver homes at this location. It is not therefore considered that the proposal comprises sustainable development.

In relation to placemaking, development of the site would be backland in nature as the site is located to the rear of existing dwellings and does not benefit from a street frontage. Integration with the existing village would therefore be challenging. Poor connectivity with the existing village would present challenges with regard to the creation of a high quality place. In this regard, development on the site is considered to constitute an unsympathetic 'add-on' as opposed to the planned growth of Lochwinnoch (i.e. the release of green belt sites through the LDP process), or the creation of a successful place.

On Enabling the Delivery of New Homes, the SPP indicates that the planning system should identify a generous supply of land within the plan area to support the achievement of the housing land requirement across all tenures, maintaining at least a 5 year supply of effective housing land at all times; enable provision of a range of attractive, well-designed, energy efficient, good quality housing, contributing to the creation of successful and sustainable places.

In this regard the LDP identified land across the Renfrewshire area to meet the housing land requirements with the focus on brownfield land to meet the majority of the housing land requirements along with a number of green belt release sites to help stimulate supply in the short term. Following the examination of Renfrewshire's Local Development Plan, the Reporter concluded that there was a potential shortfall in housing land in Renfrewshire and that the LDP did not identify sufficient land to meet the housing need and demand. In response, three additional green belt housing sites, identified by the Reporter, were released to address the potential shortfall in housing land supply. Furthermore, the Housing Land Supply Supplementary Guidance 2015 (HLSSG) was produced in order to provide a framework to assess sites which could come forward in the short term to contribute to the housing land supply. The application site under consideration is not one of those sites identified by the Reporter for release and neither does it meet all the requirements set out in the HLSSG 2015.

The 2017 update to the HLSSG, which is currently out to public consultation, contains the same detailed assessment framework and considerations as set out in the 2015 HLSSG. On this basis, the application site is also not considered to meet the requirements of the updated 2017 HLSSG.

SPP states that where a plan is under review it may be appropriate to consider whether granting planning permission would prejudice the emerging plan. In this respect it is considered that the proposed development would be so significant to the village of Lochwinnoch that it would have an adverse impact on the deliverability of more appropriate sites to serve housing need and demand for the local community. It is therefore considered that the granting of planning permission would undermine the plan making process and be premature in respect of appropriate housing site selection through the emerging local development plan.

Glasgow and the Clyde Valley Strategic Development Plan 2012

The Approved Glasgow and the Clyde Valley Strategic Development Plan 2012 provides the framework for local authority development management decisions and outlines a Spatial Vision for the city-region to 2035 along with a Spatial Development Strategy (SDS) to deliver that vision. The Approved SDP establishes the principle of development where development proposals conform to its policy direction and provisions. Strategy Support Measure 1 'Delivering the Spatial Development Priorities' states that the Spatial Development Strategy is clear and consistent in its intent, to support sustainable economic growth and development.

The Fundamental Principles of the Strategic Development Plan include the acceptance that development and investment proposals whose location and development compatibility accords with the Spatial Development Strategy and its related frameworks, will be deemed to support the Spatial Vision and Strategy. Diagram 3 sets out the range and type of development which the Authority would expect as part of the Spatial Development Strategy and with regard to Green Belt indicative forms of development considered to be in line with the strategy include: green infrastructure; woodland creation; sustainable access and natural leisure facilities; biodiversity and biomass planting. This proposal for a significant residential development within the green belt is therefore not a development considered to conform to the Spatial Development Strategy.

The Strategic Plan further considers that new strategic development proposals which do not reflect the Spatial Development Strategy and its related frameworks are deemed not supportive of the Spatial Vision and Strategy. Where this is the case, it states that proposals will require to be assessed upon their own merits by the relevant local authority adopting the sustainable location assessment set out in Diagram 4. When the proposal is assessed against Diagram 4, the following conclusions can be made:

Climate Change - Minimising the Development footprint of the city-region/minimising the carbon footprint of the city- region/mitigating greenhouse gas emissions - The development of the site, given its size and location in the green belt, will not contribute towards the aims of minimising the carbon footprint of the city region. Renfrewshire Council accepts that additional sites are required to facilitate the development of new homes to meet identified need and that there may be a requirement for development of green belt land. However development of the application site, given its size, and location in respect of public transport links, is not considered to constitute sustainable development.

Low Carbon Economy - Supporting sustainable economic competitiveness/supporting key economic sectors and new environmental technology sectors/supporting the farming and rural economy - Although it is widely accepted that the housebuilding industry makes a significant contribution to the Scottish economy, this is not dependant on the development of the application site. The application site comprises an area of open grassland, and falls within Class 3.1 of the Land Capability for Agricultural classification (land capable of supporting arable agriculture). It is not considered that the proposed development will support economic competitiveness, key economic sectors or the farming and rural economy.

Sustainable Transport - Supporting sustainable access and active travel/providing appropriate public transport access/supporting future public transport services - The site is considered to be well located for access to active travel routes, with the 'Semple Trail' bordering the site to the north, and National Cycle Network 7 to the south. Access to public transport is summarised in the accompanying Transport Assessment. The assessment states that the site is within a one minute walk of a bus stop located on Johnshill, and on this basis bus use is convenient. However scheduled bus routes along Johnshill are infrequent (service every hour on weekdays) and unlikely to prove attractive for the majority of journeys. Lochwinnoch Station is 2km from the site. It is not considered that the site provides appropriate access to sustainable public transport links, and will likely increase the number of vehicle journeys undertaken in the local area. It is noted that the Transport Assessment advises that the local road network can accommodate these additional journeys, and the Head of Roads has not offered any objection to the application on this basis.

Green Network - Developing green infrastructure/supporting green belt objectives/ supporting biodiversity networks and designations - Paragraph 4.48 of the Approved SDP and Strategy Support Measure 8 'Green Infrastructure: an economic necessity' establishes that the green belt is central to the sustainable planning of the city-region, that it is an important strategic tool and has a significant role to play in achieving key environmental objectives by directing planned growth to the most appropriate locations, supporting regeneration, creating and safeguarding identity through place-setting and protecting the separation between communities. The application site comprises open grassland on the edge of Lochwinnoch, and occupies a prominent location in the landscape especially with regard to long distance views of the village. It is considered to contribute to the setting of the village, and adds to the local landscape character. Development on the site would breach the established settlement boundary, and have a detrimental impact on the setting of the village as a result. Lack of connectivity with the village, and the potential detrimental impact on its landscape setting, also make it difficult to envisage the development making a positive contribution to the overall sense of place. The site is not considered to benefit from a defensible green belt boundary, and an undesirable precedent could be set for further encroachment into the green belt. It is not considered that the development constitutes the direction of planned growth to appropriate locations, or regeneration as the site has not previously been developed. The development of this site does not therefore support the green belt objectives of maintaining the identity of settlements and protecting and enhancing their landscape setting.

Water Environment - Managing flood-risk/improving and safeguarding water quality - The Director of Community Resources has advised that the Flood Risk Assessment is acceptable. However it is noted

that the Drainage Impact Assessment needs to be finalised to a level of outline design in order to support the application. It is not evident that there will be no unacceptable impacts in this regard.

Network of Centres - Respecting the scale of the centres/Supporting the network of centres/Keeping the impact on the City Centre, including cumulative impact, to an acceptable level - The application is for residential development and it is not therefore considered that this part of the assessment criteria is directly relevant.

Low Carbon Energy - Developing green energy and/or energy smart-grids/contributing to a low carbon energy and technology future - It is not evident that the proposal would contribute to developing green energy or that it would contribute to a low carbon energy and technology future.

Taking all of the above considerations together leads to the conclusion that the application site is not a sustainable location, and as such the set tests under Diagram 4 are not satisfied.

With regard to housing land supply the Approved SDP indicates that Local Development Plans should allocate sufficient land which is effective, or likely to be capable of becoming effective, so as to deliver the scale of house completions required across all tenures both in the period to 2020, and from 2020 to 2025.

It is stated in Strategy Support Measure 10 that where the supply needs to be augmented, priority should be given to bringing forward for earlier development any sites which have been allocated in the Local Development Plan for construction in the period 2020 to 2025. It continues that if further sites are needed, their identification for release should be guided by the criteria in Diagram 4 to find the most suitable locations. It considers that these sites must be absent of insurmountable infrastructure constraints and be of a scale which is capable of delivering its house completions in the next five years. Such sites should also be compatible with the vision and planning principles of both the Strategic Development Plan and the Local Development Plan. It is accepted that there remains a potential Housing Land Supply shortfall within Renfrewshire and that additional housing sites are required. However, such sites require to be in sustainable locations.

The application site has not been identified as a housing development site through the preparation and adoption of the Local Development Plan, or as one of the additional housing sites identified by the Reporter following the Examination of the Local Development Plan. It is noted that the site was rejected during the 2015 Suggestions for Land Use Change Exercise on the basis that it would be unlikely to add to the overall place of Lochwinnoch, and is unlikely to be considered as effective or deliverable in the lifetime of the LDP. The application site has been assessed against the criteria of Diagram 4 but fails to satisfy the set tests. It is considered that the proposal does not contribute to sustainable development, nor accord with the Vision and Spatial Development Strategy of the Approved SDP.

Proposed Strategic Development Plan 2016(SDP)

The Proposed SDP 2016 was submitted to the Scottish Ministers for Examination on 26th May 2016 and represents the settled view of Clydeplan, the Strategic Development Planning Authority of which Renfrewshire is a constituent part. It therefore has to be considered in the assessment of this proposal.

The Proposed SDP sets out a Spatial Development Strategy which supports a presumption in favour of sustainable development that contributes to economic growth. It acknowledges the city region's legacy of development and infrastructure and recognises that maximising the benefit of those resources is fundamental to ensuring the long term success of the city region. Through Policy 1 'Placemaking', it seeks to embed the creation of high quality places firmly as part of its Vision and Spatial Strategy.

It considers that in support of the Vision and Spatial Development Strategy, new development proposals should take account of the Placemaking Principles set out in Table 1, including maintaining and enhancing landscape character and supporting the objectives of the Glasgow and Clyde Valley Green Belt. The application proposal would neither maintain nor enhance the landscape character of Lochwinnoch nor support the objectives of the Green Belt in this location and therefore does not comply with Policy 1 Placemaking.

The Proposed SDP 2016 advocates a consistent approach to the consideration of development proposals across the city region and considers that proposals which are in locations or at a scale or of a nature not identified in the SDP could undermine the Vision and Spatial Development Strategy. To assist in the development management process Section 10 of the Plan 'Implementing the Plan and Development Management' sets out 'thresholds for strategic scales of development ', within Schedule 14. With regard to Greenfield Housing Schedule 14 considers that 10 or more units outwith the Community Growth Areas or sites outwith those identified in LDP's are considered to be strategic. Given that the proposal comprises a housing development where an indicative number of 100 dwellings is proposed on a site located within the Green Belt designated through the Adopted LDP, it is considered to fall within the definition of strategic scale of development.

The Proposed SDP 2016 states that Diagram 11: 'Assessment of Development Proposals' should be used by local authorities when assessing strategic scale development proposals or other proposals that may impact on the Plan Strategy. This Diagram will determine whether strategic scale development proposals comply with the policies, schedules and diagrams of the SDP, and Box 1 sets out the considerations relevant to each development type which will ascertain whether it supports the Vision, Spatial Development Strategy and Placemaking Policy. When the proposal is assessed against the relevant policies and schedules the following conclusions can be made.

Policy 8 'Housing Land Requirement', states that Local Authorities should make provisions in Local Development Plans for the Housing Land Requirement set out in Schedule 8 and Schedule 9, allocate a range of sites which are effective or expected to become effective in the plan period to meet the housing land requirements, provide for a minimum of 5 years effective land supply at all times, undertake annual monitoring of completions and through Section 10 of the Plan 'Development Management' take steps to remedy any shortfalls through the granting of planning permissions that contribute to sustainable development and accord with the Vision and Spatial Development Strategy, Local Development Plans and other local strategies. It is accepted that there is a shortage in the effective housing land supply in Renfrewshire and therefore the application proposal is being assessed against Section 10 of the Plan.

Policy 14 'Green Belt' states that in support of the Vision and Spatial Development Strategy, Local Authorities should designate within Local Development Plans, the boundaries of the Green Belts to ensure that the objectives set out in paragraph 8.15 are achieved. Paragraph 8.15 considers that the Green Belt is an important strategic tool which has a significant role to play in supporting the delivery of the Spatial Development Strategy and achieving the objectives set out below. When the potential impact of the application proposal is considered against these objectives, the following conclusions can be made:

Directing planned growth to the most appropriate locations - the application site is located within the designated Green Belt and has not been identified through the LDP as an appropriate location for planned growth.

Supporting regeneration- the application site is located within the designated Green Belt and has not previously been developed. It will not therefore support the regeneration of Renfrewshire or the city-region as a whole.

Creating and safeguarding identity through place-setting and protecting the separation between communities/landscape setting and identity of settlements - The site occupies a prominent location on the edge of Lochwinnoch, and is visible from a wide area. It is considered to contribute to the setting of the village in this regard. Development on the site would breach the defined settlement boundary, and would have a detrimental impact on the setting and identity of the village. The application site also does not benefit from a defensible green belt boundary which again may set an undesirable precedent for further encroachment into the green belt. The site is also considered to suffer from poor connectivity with the village itself, and is likely to appear as backland development. Integration between the development and the existing village would therefore be limited as a result of these factors, and it is difficult to envisage the development making a positive contribution to the overall sense of place or the landscape setting of the village.

Protecting open space and sustainable access and opportunities for countryside recreation - The development will result in the loss of open grassland which makes a positive contribution to the setting of the village. However it is not envisaged that the development will have a detrimental impact on existing sustainable access routes.

Maintaining the natural role of the environment - the proposal for a large housing development will not maintain the natural role of the environment in this location, and will impact on the setting of Lochwinnoch and the surrounding agricultural landscape.

Supporting the farming economy of the city region - the proposal is for housing development and will not support the farming economy of the city-region.

Meeting requirements for the sustainable location of rural industries including renewable energy, mineral extraction and timber production - the application proposal does not comprise a rural industry.

The application site is designated as Green Belt within the Adopted LDP and currently performs the functions set out in paragraph 8.15 of the Proposed SDP. Development of the site for housing would undermine many of these functions including protection of the identity of Lochwinnoch, and its landscape setting and would not therefore support the delivery of the Spatial Development Strategy.

Policy 16 'Improving the Water Quality Environment and Managing Flood Risk and Drainage'. This policy seeks to support the Vision and Spatial Development Strategy and to achieve the objectives set out in paragraph 8.28 which include securing improvements to water and drainage capacity and reducing flood risk. The Director of Community Resources is satisfied that the Flood Risk Assessment submitted in support of the application is sufficient at this stage, although the Drainage Impact Assessment requires to be finalised to a level of outline design to support the application and to confirm that there would be no unacceptable impacts.

Policy 18 'Strategic Walking and Cycling Network' requires that development proposals should maintain and enhance the strategic walking and cycling network. It is not envisaged that the application proposal will have a detrimental impact on the strategic walking and cycling network. Feasibility of direct connection between the site and the strategic network has not been established.

Taking all of the above considerations together leads to the conclusion that the application proposal does not meet the relevant criteria in Box 1 and is therefore regarded as a Departure from the Proposed Strategic Development Plan. To ascertain whether this Departure is acceptable, the proposal requires to be assessed against the criteria of Box 2. When the proposal is assessed against these criteria, the following conclusions can be made:

The proposal will not make a significant contribution to sustainable development either through modal shift or a contribution to carbon reduction;

The proposal will not provide a significant economic benefit including the need to accommodate inward investment that would otherwise be lost to the city region;

The proposal would not respond to economic issues, challenges or opportunities, and will not lead to the creation of a significant number of net additional permanent jobs;

There is no specific locational need for the proposal;

The proposal will have a detrimental impact on the landscape setting of Lochwinnoch given the loss of open countryside associated with the development. However it is noted that the applicant has included the creation of a nature reserve in the draft planning obligation with regard to the wetland habitat to the south of the site, and this will help protect the natural heritage assets within the site.

The proposal would not improve health and well-being by offering opportunities for social interaction and physical activity, including sport and recreation, which do not already exist in the area.

It is not evident that the proposal would support the digital connectivity to a rural area which does not presently benefit from such connectivity.

It can be concluded therefore that the development proposal is an unacceptable departure from the Strategic Development Plan and it is therefore deemed contrary to the Proposed Strategic Development Plan 2016.

Adopted Renfrewshire Local Development Plan 2014

When the proposal is assessed against the relevant policies of the LDP and New Development Supplementary Guidance, the following conclusions can be made.

The application site is located in the green belt and is subject to assessment against Policy ENV1 'Green Belt'. Policy ENV 1 states that, amongst others, the green belt in Renfrewshire aims to identify appropriate locations to support planned growth, where required, as well as maintaining the identity of settlements and protecting and enhancing the landscape setting of an area. It states that appropriate development within the green belt will be acceptable where it can be demonstrated that it is compatible with the provisions of the New Development Supplementary Guidance.

The New Development Supplementary Guidance 'Delivering the Environment Strategy - Green Belt' considered that development within the green belt is appropriate in principle where it is for the purposes of or in support of a use which requires a green belt location including agriculture, forestry and recreational uses. The application proposal for residential development is not connected with one of these uses, and as such is not considered to be an acceptable form of development in the green belt.

The New Development Supplementary Guidance 'Delivering the Environment Strategy - Housing in the Green Belt' sets out a number of criteria against which proposals for residential use in the green belt require to be assessed and considers that the majority of the criteria must be met. When the application proposal is assessed against these criteria the following conclusions can be made:

The development is required to maintain and support an established activity that is suitable in the green belt; The application proposal is not required to maintain or support an established activity that is suitable in the green belt.

It is demonstrated that there is a need for the residential use to be located out with the settlement; it has not been demonstrated that there is a need for the residential use to be located outwith a settlement.

The proposal demonstrates outstanding quality of design; The application is in principle only and therefore these details would require to be assessed through the submission of further planning applications.

The proposal integrates with, complements and enhances the established character of the area and has no significant impact on the landscape character; It has been stated above that the proposed development is likely to have a detrimental impact on the landscape character of the area given the visibility of the site, and the contribution it makes to the setting of Lochwinnoch. The application has been submitted with a Landscape Appraisal which includes several recommendations as to how this impact could be mitigated. These recommendations focus on additional woodland planting to the south and north of the site, and a framework of open space, tree and hedge planting within the development layout itself. While planting of this nature may screen the development, it would also alter the character of the area in itself and would be detrimental to the setting of the village and the established character of the area. Additional planting would also not create a defensible green belt boundary for the site.

The proposal does not comply with the criteria as listed in the Supplementary Guidance, and is therefore considered to be contrary to the provisions of Policy ENV1.

Policy P2 'Housing Land Supply' states that the Council will maintain a 5 year supply of effective housing land at all times and prepare Supplementary Guidance including a framework to guide the release of additional housing land where a 5 year supply of effective housing land is not being

maintained. It is accepted that there is a potential shortfall in the supply of effective housing land and the Housing Land Supply Supplementary Guidance was approved in 2015 (and the HLSSG 2017 review is currently out for public consultation).

Policy P2 further states that the Council will grant planning permission in accordance with the detailed guidance provided that a number of criteria are met. When the application proposal is assessed against these criteria the following conclusions can be made.

The site is shown to be effective and can be delivered to address the identified shortfall - The applicant asserts in their supporting documentation that housing on the site can be delivered within the five year effective land supply period as detailed in the 2015 Housing Land Supply Supplementary Guidance (development would therefore be built out by 2019). However it should be noted that the 2015 call for sites review stated that the site is unlikely to be considered as effective or deliverable in the lifetime of the Local Development Plan (2014 to 2019) as significant preliminary infrastructure work would be required.

It will not undermine the spatial strategy of the plan – With regard to the criteria of the Spatial Strategy, it has been demonstrated above that the proposed development will not contribute positively to Lochwinnoch as a place, nor will it protect its setting or the natural environment. The proposal does not accord with the adopted LDP Spatial Strategy, the focus of which is on the development of previously used sites, concentrating on existing built-up areas and key redevelopment sites, aiming to facilitate sustainable development and a low carbon economy. It is acknowledged that sites have been identified outwith Renfrewshire's urban areas but these have been of a scale which are able to be supported by existing infrastructure, services and facilities.

Its design would comply with the criteria for implementing the spatial strategy – The application is in principle only and therefore these details would require to be assessed through the submission of further planning applications.

It is concluded therefore that the application proposal does not comply with Policy P2 - Housing Land Supply.

The Housing Land Supply Supplementary Guidance 2015 (HLSSG) provides a framework for release of further housing land against which residential planning applications are to be assessed. The HLSSG sets out the circumstances within which the additional release of land for housing will be supported but demands that those sites meet the "main" and "other" considerations.

For the reasons set out earlier in this report, the proposals are not considered to satisfy the first three 'Main Considerations' set out in the HLSSG with reference to (1) Scottish Planning Policy - Sustainability and Placemaking Principles; (2) compliance with the Glasgow and the Clyde Valley Strategic Development Plan - Spatial Development Strategy, sustainable location assessment (Diagram 4) or Strategy Support Measure 10; (3) nor the adopted Renfrewshire Local Development Plan - including the Spatial Strategy or Policy P2 - Housing Land Supply.

Similarly, the proposals are not considered to have satisfied all of the HLSSG 2015 'Other Considerations' and in particular with reference to failing to create or be contained within robust defensible boundaries, setting a precedent for further expansion, by having a significant effect on the character and amenity of the surrounding area and the potential to impact on the prior provision of infrastructure required by existing housing land allocations which are either not yet consented or are committed. Furthermore, the proposals are likely to have a significant effect on the character and amenity of the surrounding area.

It is concluded therefore that the application proposal does not comply with the framework for release as required by the HLSSG 2015.

Policy ENV2 and the associated New Development Supplementary Guidance 'Delivering the Environment Strategy - Natural Heritage' states that developments must not have an adverse impact on the integrity of sites protected for their natural conservation interest. It is not envisaged that the development will have a detrimental impact on either the SSSI or the SINC which are in close proximity

to the site. The Ecological Assessment submitted as part of the application also does not identify any specific impact on protected species (subject to recommendations regarding the development of the site). In addition, the draft planning obligation states that the applicant will establish a nature reserve on the site to reinforce a wetland habitat in the south of the site which is of particular ecological interest. In view of the above, the development is not considered to raise any issues with regard to Policy ENV2.

Policy ENV4 and the associated New Development Supplementary Guidance 'Delivering the Environment Strategy - The Water Environment' states that there will be support for proposals which encourage protection of the existing water environment as well as improvement to the control and management of water. It is not envisaged that the development will significantly compromise the water environment in terms of its ecological status, or significantly impact on water quality in adjacent watercourses. The development is not considered to raise any issues with regard to Policy ENV4

Policy ENV5 and the associated New Development Supplementary Guidance 'Delivering the Environment Strategy - Air Quality' states that the Council will seek to ensure that development proposals shall not individually or cumulatively have an adverse impact on air quality. The Director of Community Resources has not raised the issue of air quality in their consultation response. The development is therefore considered to be acceptable with regard to air quality.

The New Development Supplementary Guidance 'Delivering the Environment Strategy - Contaminated Land' requires sufficient information to be submitted to establish whether contamination is present at an application site so that appropriate conditions can be attached to ensure that the necessary remediation action will be undertaken to prevent unacceptable risks to human health or the environment. In this regard the Director of Community Resources (Environmental Services) has requested the submission of a site investigation report and remediation method statement for the site by way of a planning condition should consent be given.

The New Development Supplementary Guidance 'Delivering the Places Strategy - Places Development Criteria' sets out a number of criteria which new residential developments are required to meet. It considers that development proposals require to ensure that the layout, built form, design and materials of all new developments will be of a high quality; density will require to be in keeping with the density of surrounding areas; surrounding land uses should not have an adverse effect on the proposed residential development and that development proposals should create attractive and well connected street networks which will facilitate movement. Given that the application is in principle only, it is not possible to make an assessment in relation to layout, design and materials.

Regarding the remainder of the Places Development Criteria, it is not considered that surrounding land uses will have a significant adverse effect on the proposed development. The development will result in the loss of open countryside which contributes to the landscape setting of Lochwinnoch, and it has been established above that this will have a detrimental impact on the setting of the village and the landscape character of the area. The retention of existing ecological features, and the formation of a Nature Reserve as detailed in the planning obligation, is not considered to compensate for the loss of the open countryside.

The Director of Education and Leisure has advised that whilst there is currently available capacity within schools in the catchment area of the site, the development, if approved, would result in Lochwinnoch Primary School exceeding 90% capacity. As a consequence of reaching this capacity it is likely that operational or infrastructure improvements at Lochwinnoch Primary School would be required. Future housing developments may therefore be required to provide financial contributions in order to mitigate education capacity pressures.

Policy I1 and the associated New Development Supplementary Guidance 'Delivering the Infrastructure Strategy - Connecting Places' advises that access to walking, cycling and public transport networks is a key consideration for investment locations within Renfrewshire. It has been outlined above that the development will likely increase the number of vehicle journeys through Lochwinnoch as the site is not in a sustainable location with regard to public transport links. Those residing in the development would be car dependent given the proximity of the site to the train station, and the infrequency of bus services along Johnshill. While there is scope for good access from the site to walking and cycling networks, it is likely that this would be for recreation rather than getting to and from employment, education,

residential, retail and other land uses. While traffic from the site can be accommodated on the local road network, it is not considered that the site is suitable with regard to supporting sustainable travel.

Policy I5, 'Flooding and Drainage' considers that new development must not have an impact on existing drainage infrastructure or increase the risk of flooding elsewhere and requires to be assessed against the New Development Supplementary Guidance 'Delivering the Infrastructure Strategy - Flooding and Drainage' which sets out a number of criteria which require to be considered. These generally require minimum standards to reduce the risk of flooding in new developments and to ensure that the risk of flooding is fully considered in the assessment of new development proposals. In this regard, the Director of Community Resources is satisfied with the Flood Risk Assessment. However the Drainage Impact Assessment requires to be finalised to a level of outline design to support the application and it has not been demonstrated that there will be no unacceptable impacts.

In view of the above assessment, development on the site is considered to be unacceptable and would not comply with the Spatial Development Strategy of the Approved Strategic Development Plan 2012, Proposed Strategic Development Plan 2016 and Adopted Local Development Plan 2014 and associated New Development Supplementary Guidance. Nor does it represent an exception which can be justified through the Housing Land Supply Supplementary Guidance 2015.

In response to the material points of objection raised in the letters of representation which have not been addressed in the above assessment, it may be commented that as the application is in principle only, no details have been provided with respect to layout, house types or design. A full assessment of the impact of the development on the amenity of existing residential properties, including privacy, cannot therefore be undertaken. Such issues would usually be addressed at the approval of matters stage. However in this instance, and for the reasons stated above, it is not considered that residential development on the site is acceptable in principle.

Conclusion.

In light of the above assessment, it is concluded that notwithstanding the potential shortfall of an effective land supply, as set out in the Housing Land Supply Supplementary Guidance 2015, the supporting information submitted with the application and the justification provided for the development, it has not been demonstrated that this is an appropriate site for residential development, which would not impact unacceptably on the purposes of the green belt in this location. The proposal is therefore considered to be contrary to Policy ENV1 and associated New Development Supplementary Guidance. For these reasons it is considered that the proposal cannot satisfy the requirements of Policy P2 and the Housing Land Supply Supplementary Guidance 2015, as the residential development of this site would not comply with the Spatial Strategy of the LDP.

There is no justification for setting aside the policies of the SDP and LDP for a site which is in an unsustainable location and greater weight should be given to the development plan at both strategic and local levels. It is therefore recommended that this application be refused.

RECOMMENDATION

Refuse

Reasons

- 1 The proposal does not accord with the Spatial Development Strategy and related Spatial Frameworks of the approved Glasgow and the Clyde Valley Strategic Development Plan and Clydeplan's Strategic Development Plan Proposed Plan 2016 in terms of its location and development compatibility and therefore fails to support the Spatial Vision of the Plan.

- 2 The proposal is contrary to Policy ENV 1 of the Adopted Renfrewshire Local Development Plan in that it would result in development within the designated Green Belt without appropriate justification and due to its location and scale would not be commensurate with the aims of maintaining the identity of settlements and protecting and enhancing the landscape setting of an area.
- 3 The proposal is contrary to the Adopted Renfrewshire Local Development Plan New Development Supplementary Guidance - Delivering the Environment Strategy as it does not require a specific green belt location and does not maintain or support an established activity which is suitable in the green belt. The proposal would thereby introduce an inappropriate form of development into the Green Belt, result in an unacceptable erosion of the Green Belt and result in an adverse and detrimental impact on its character.
- 4 The proposal is contrary to Policy P2 of the Adopted Renfrewshire Local Development Plan and the Housing Land Supply Supplementary Guidance 2015, and due to its scale and location, the proposed development would undermine the Spatial Strategy of the Adopted Renfrewshire Local Development Plan. The proposal would thereby introduce an inappropriate form of development into the Green Belt, result in an unacceptable erosion of the Green Belt and result in an adverse and detrimental impact on its character.
- 5 The proposal is considered to be premature in respect of the emerging local development plan and would therefore undermine the plan making process.

Fraser Carlin
Head of Planning and Housing

Local Government (Access to Information) Act 1985 - Background Papers
For further information or to inspect any letters of objection and other background papers, please contact David Bryce on extension 7892.



Renfrewshire
Council

16/0806/PP

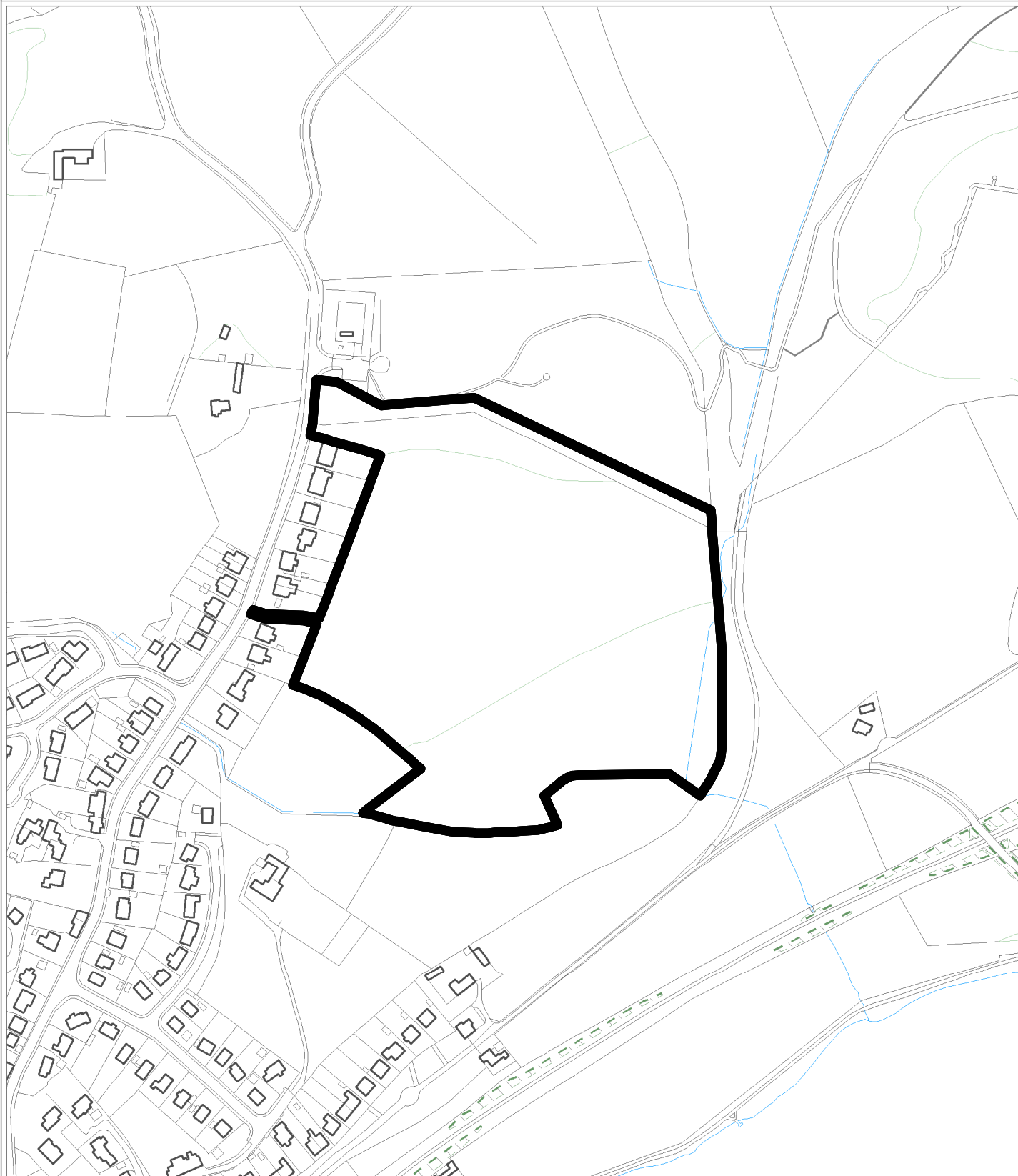
Site on Northern boundary of Beech Burn,
Johnshill, Lochwinnoch



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User: ptcameronr1

Date: 07/02/2017



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To: Council

On: 20 April 2017

Report by: Director of Development and Housing Services

Heading: Paisley West End - Regeneration Masterplan

1. Summary

- 1.1 This report sets out proposals for the regeneration of Paisley's West End. In November 2015 Sanctuary Scotland were appointed as the Council's housing association partner to take forward the development of regeneration plans for the area. A draft regeneration masterplan has now been developed and this report seeks the approval of the Council to take forward a period of public consultation on the proposals.
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2. Recommendations

- 2.1 It is recommended that the Council:
- (i) Agree the draft Paisley West End Regeneration Masterplan for public consultation, the results of which will be reported back to the Council's Housing & Community Safety Policy Board;
-

3. Background

- 3.1. The West End of Paisley has been the subject of a number of regeneration plans in the past including an Area Development Framework which was approved in 2009. A number of the objectives set out in this Framework became difficult to achieve due to the nationwide downturn in the economy and the significant drop in the levels of demand for new house building that took place in the years following the onset of the recent economic recession.

- 3.2. Since then the Council and their local partners have trialled a number of other initiatives including the feasibility of converting vacant commercial property to residential use as well as examining incentives for private residential owners to bring empty homes back into use.
- 3.3. In November 2015 the Council's Housing & Community Safety Board approved the appointment of Sanctuary Scotland as the Council's housing association partner to develop and deliver regeneration plans for Paisley West End. Architects macmon were subsequently appointed in 2016 and their team have worked with Sanctuary Scotland and the Council to develop the draft Masterplan presented alongside this report.
- 3.4. The geography of the area set out in the November 2015 report has been amended slightly during preparation of the Masterplan to include land on the west side of Well Street (consisting of 2 vacant residential blocks on Clavering Street East and the buildings on the south corner of Well Street and Clavering Street East). The attached draft Masterplan (Appendix 1) defines the revised boundary on a plan.
- 3.5. The current make up of the Masterplan area is as follows (moving east from Well Street):
- 20 blocks of tenement flats (7 owned by Renfrewshire Council and 3 in private ownership with a further 10 in mixed Council / private ownership);
 - 128 tenement flats in total:
 - 80 owned by Renfrewshire Council (14 of which are currently occupied);
 - 48 privately owned;
 - 28 commercial properties (4 owned by Renfrewshire Council and 24 in private ownership);
 - Privately owned land between Well Street / Underwood Lane and Oakshawhead / John Nielson Institute;
 - Former UWS Underwood Residences (now vacant and surplus to UWS estate requirements);
 - Two "gap sites" at Sutherland Street, demolished as part of the approved Area Regeneration Framework, which are currently utilised by the local community as an area for temporary raised growing beds.
-

4. The Proposals

- 4.1. The regeneration masterplan has been prepared during 2016 by Renfrewshire Council in conjunction with Sanctuary Scotland and a consultant team led by macmon architects.
- 4.2. Due to the current context of low demand tenement flats and commercial premises in the area around Well Street and surplus undeveloped land within

the masterplan area, the vision has been focused on achieving transformational change. The key objectives of this approach have been to firstly make the West End feel more integral to the regeneration of Paisley Town Centre and the surrounding area; and secondly, to achieve a marked improvement in perceptions of the West End as a place to live or operate a business within Paisley.

4.3. The draft masterplan proposes the following elements:

- Around 150 new homes built within the masterplan area which are most likely to be a mix of properties for sale and for social rent and a range of sizes and types of home;
- Relocation of the existing community growing areas from Sutherland Street to elsewhere in the West End;
- Demolition of 98 existing tenement flats on the east side of Well Street;
- Demolition of vacant residential blocks at 1, 3 and 5 Clavering Street East;
- Potentially the demolition of blocks at 15 and 17 Well Street;
- Clearance of the vacant former UWS Halls of Residence;
- Demolition of 28 commercial ground floor properties in the tenement blocks;
- Potential provision of new commercial units;

4.4. The proposals have been developed in the knowledge of plans being developed by Sanctuary Scotland to acquire the former Co-op site at Wellmeadow Street (just south of the masterplan area boundary) for redevelopment for affordable housing. This may provide some re-housing opportunities for existing council tenants and resident owners in the event that the consultation supports demolition of some tenement properties.

4.5. As noted in para 3.5 there are currently 14 occupied Council properties. All Council tenants whose properties may be directly affected by the proposals in the draft West End Masterplan will be consulted on the proposals contained in this report. In the event that following the consultation period, that the proposals to demolish existing tenement properties are approved, then each tenant would be offered suitable alternative accommodation in line with the Council's allocation policy.

4.6. All private tenants within the Masterplan area will also be consulted and officers will discuss their particular housing circumstances with them. Advice can then be offered on options available to them depending on their circumstances and preferences.

4.7. The Council will contact all business owners and their tenants directly to consult them on the content of the draft Masterplan. The intention is to ascertain their current situation and how many would wish to relocate within Paisley West End or whether any would consider relocating elsewhere in the town. Depending on their preferences and requirements officers will then work with the owners and tenants to determine whether alternative premises could be available that will meet their aspirations. This process, depending on the

details, could assist with wider regeneration objectives as well as retaining local businesses to serve the proposed increase in residents over time.

- 4.8. The Council will assess alternative locations for the existing growing beds and consult users and the Community Council and residents association on these. The aim will be for this to be in a location that is accessible as possible to current users. However, it is most likely that this will be outside the draft masterplan area.
-

5. Consultation

- 5.1. As mentioned earlier in this report the residents and businesses of Paisley West End have been asked to participate in a number of consultations on the potential regeneration of their local area in recent times.
- 5.2. It is proposed that an extensive engagement process will take place with all key local stakeholders in Paisley West End on the content of the draft masterplan. This will include residents, businesses, landowners and all other interested parties. A number of specific events are planned including:
- Minimum of two public events at local community venues that will be publicised widely. this will offer any interested parties an opportunity to attend and view the proposals, ask officers questions and make comments on the draft masterplan;
 - All property owners and tenants in the masterplan area will be contacted and offered the opportunity for an individual face-to-face meeting with officers to discuss their thoughts on the proposals;
 - Meetings with UWS, West End Community Council, residents association and private landowners together with any other specific interested groups that respond to the publicity surrounding the masterplan;
- 5.3. All residents within the draft masterplan area and the immediate surrounds have been notified in advance by letter of the imminent intention to publish a draft masterplan. Council housing officers have also been briefed on the masterplan so that they can answer any queries that arise when they meet tenants.
-

6. Delivery

- 6.1. The specific costs of delivering the draft Masterplan are still being developed. It has not been possible as yet to reach a definitive cost for the project as this will depend on a number of factors. However, as a first step it is proposed that consultation is taken forward at an early stage with the local community to establish their views on some of the key principles proposed in the draft Masterplan, including the proposed demolition of existing tenemental stock.

- 6.2. In due course once we have worked up the costs in more detail including through consultation with businesses and site investigations of the undeveloped land, the Scottish Government will be able to confirm the level of grant support they are willing to offer to the project. This financial support will be brought forward through the Council's Strategic Housing Investment Programme (SHIP) to align with the phased delivery of the new housing. A provisional allowance (£10m) has been included in Renfrewshire's SHIP 2017/18 to 2021/22 which was approved by the Housing and Community Safety Policy Board on 8 November 2016.

Development partner

- 6.3. In November 2015 the Council's Housing & Community Safety Board confirmed Sanctuary Scotland as the Council's housing association partner to work with the authority to develop and deliver the regeneration plans for the West End. This work has been partially completed resulting in the draft Masterplan.
- 6.4. The intention is that Sanctuary Scotland will be the developer of the social housing element of the masterplan. Whether Sanctuary Scotland will also have a role in the delivery of the private sale element of the new housing proposed will be determined at a later stage.

Phasing

- 6.5. As is evident from the draft masterplan this is a large scale project that would have to be implemented in a number of phases and over a number of years. The potential scale of new build housing and potential clearance of existing low demand stock is unprecedented in Paisley West End in the recent past.
- 6.6. A detailed phasing plan will be prepared in due course subject to the outcomes of the public consultation exercise and the Council's response to this.
- 6.7. One of the key elements in any phasing plan will be to minimise disruption to surrounding communities and to traffic and services, to allow the remainder of Paisley West End to function as normal.

7. Financial implications

- 7.1. A full business case is under development and in negotiation with Scottish Government and in partnership with Sanctuary Scotland. Scottish Government is currently assessing the draft masterplan and its costs against their grant eligibility thresholds and policies. The outcome of these negotiations will determine the level of contribution made by Scottish Government to the overall project cost.
- 7.2. The total cost of delivering the draft masterplan depends on a large number of factors, including the negotiation with owners / tenants of relocating existing

businesses and the purchase of privately owned land and buildings, as well as the ground conditions that exist within the Masterplan area. This detail is not available to date but will be in due course, should the principles outlined in the draft Masterplan be acceptable to the local community and (following a report on consultation outcomes) to the Council.

Implications of the Report

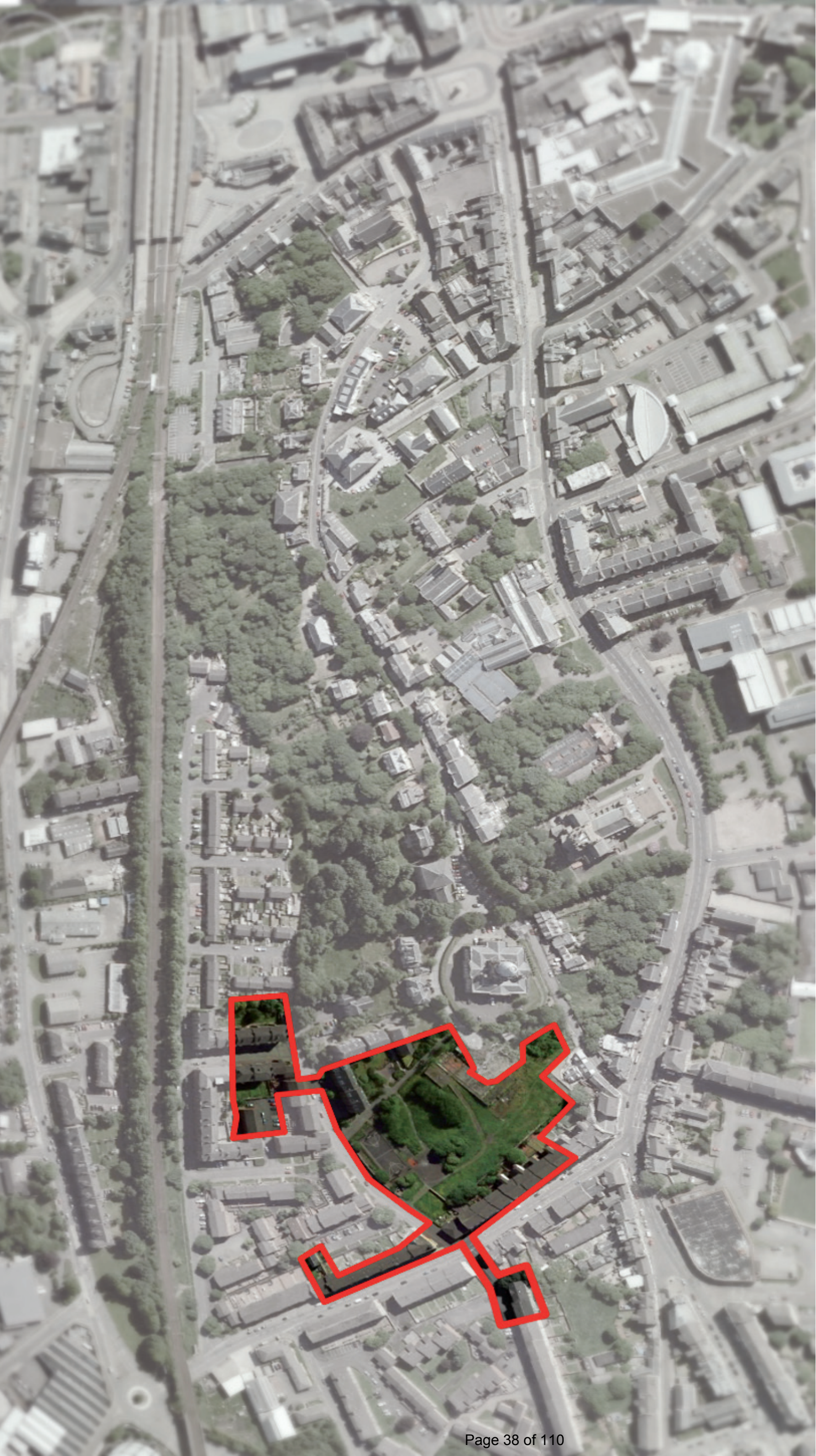
1. **Financial** – The financial implications arising from the draft Masterplan could be significant. A full and detailed financial analysis will be reported to the relevant Council Board in due course subject to views expressed on the draft Masterplan public consultation and any changes thereof.
2. **HR & Organisational Development** - None
3. **Community Planning**
Empowering our Communities – Improving housing conditions and local neighbourhoods.

Safer and Stronger – providing sustainable housing and regenerating communities
4. **Legal** – Legal advice and support will be required in relation to any land or property transactions.
5. **Property/Assets** – The Council owns a significant amount of residential and commercial property within the masterplan area.
6. **Information Technology** – None
7. **Equality & Human Rights** - The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because the draft HRA is for consultation only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
8. **Health & Safety** – None
9. **Procurement** – Should the masterplan be approved following consultation, a Procurement Strategy will be developed that deals with the delivery of any proposed development project.
10. **Risk** –None
11. **Privacy Impact** - None

-
- **Appendix 1: Paisley West End Regeneration – Draft Masterplan Document; April 2017**

List of Background Papers:

- Paisley West End; Housing & Community Safety Policy Board report; 10 November 2015
- Paisley West End – Regeneration; Housing & Community Safety Policy Board report; 11 November 2014



Paisley West End Regeneration

Draft Masterplan Document

April 2017

macmon
chartered architects

1.0 | Historical Context

WEST END, PAISLEY

The West End of Paisley is an inner urban area located immediately to the west of Paisley Town Centre. Paisley is historically known for its role in the weaving industry, and the scale of the West End population led to the formation of a secondary town centre.

1850s

The site perimeter is defined by tenemental properties and low rise cottages constructed at Well Street and West Brae. In 1852, the John Neilson Institution was constructed and the majority of the predominantly sloping site was then used as school playing area.

1900s

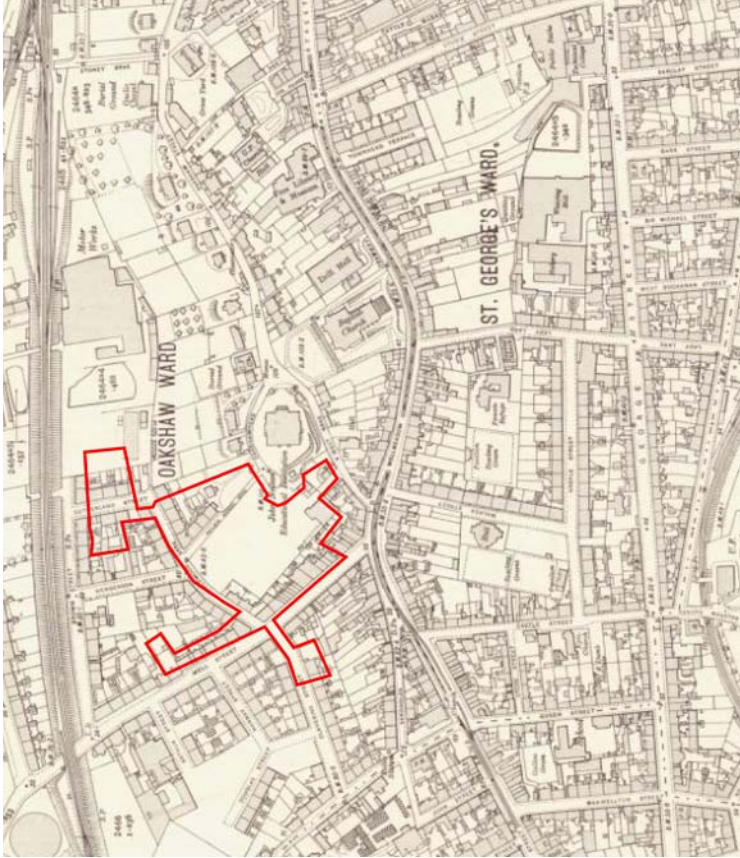
The central open area of the site remains in use as school playing area and the edges of the site at Sutherland Street and Underwood Lane are now defined by tenemental residential properties.

1950s

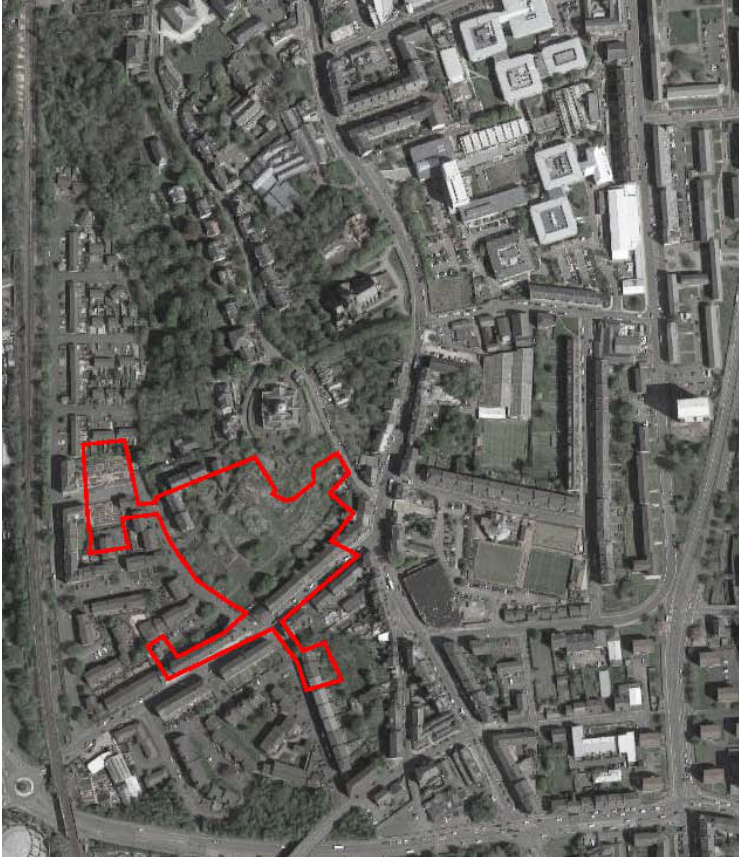
No substantial changes to the site. Industrial use is consolidated to the North beyond the site boundary. Housing is predominantly tenemental in scale with ground level shops serving a high density, established local community.

TODAY

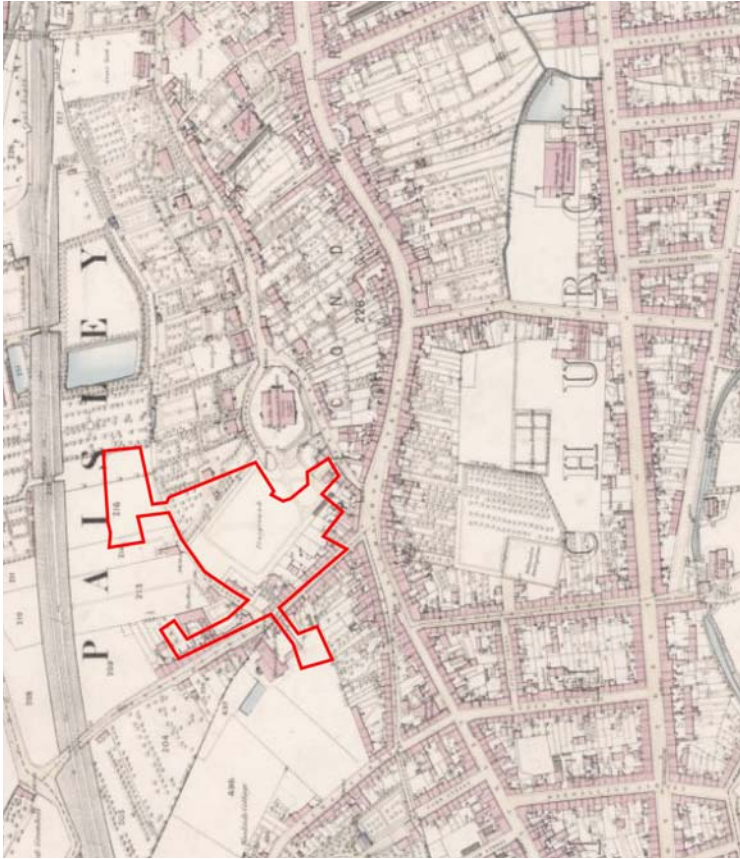
The Neilson Institution has been converted to residential use. The central sloping open area is privately owned and unmaintained. There is an outdoor play area which is located behind the stone wall at Underwood Lane which is unsupervised. The University of West of Scotland student accommodation is redundant and vacant. Some of the tenements on the east side of Well Street are in a very poor state of repair. In addition the industrial area to the North has been demolished and replaced with low level family type housing. The tenements at Sutherland Avenue have also been taken down and their footprint is currently used as a community allotments area.



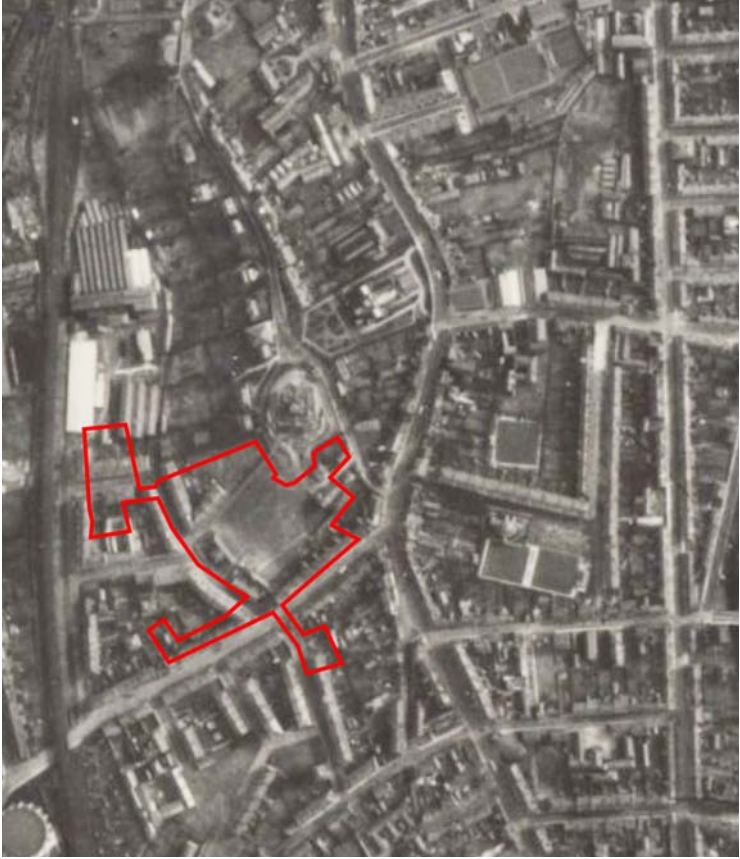
OS map 1913



OS map 2016



OS map 1858



OS map 1950

2.0 | Area Appraisal

The project is located in the West end of Paisley. The site covers Well Street, Underwood Lane, Sutherland Street, Oakshaw Brae and West Brae.

LOCAL ROAD NETWORK

The A761 is located a short distance to the south, and the site is also within a 10 minute drive from Glasgow Airport.

RAILWAY NETWORK

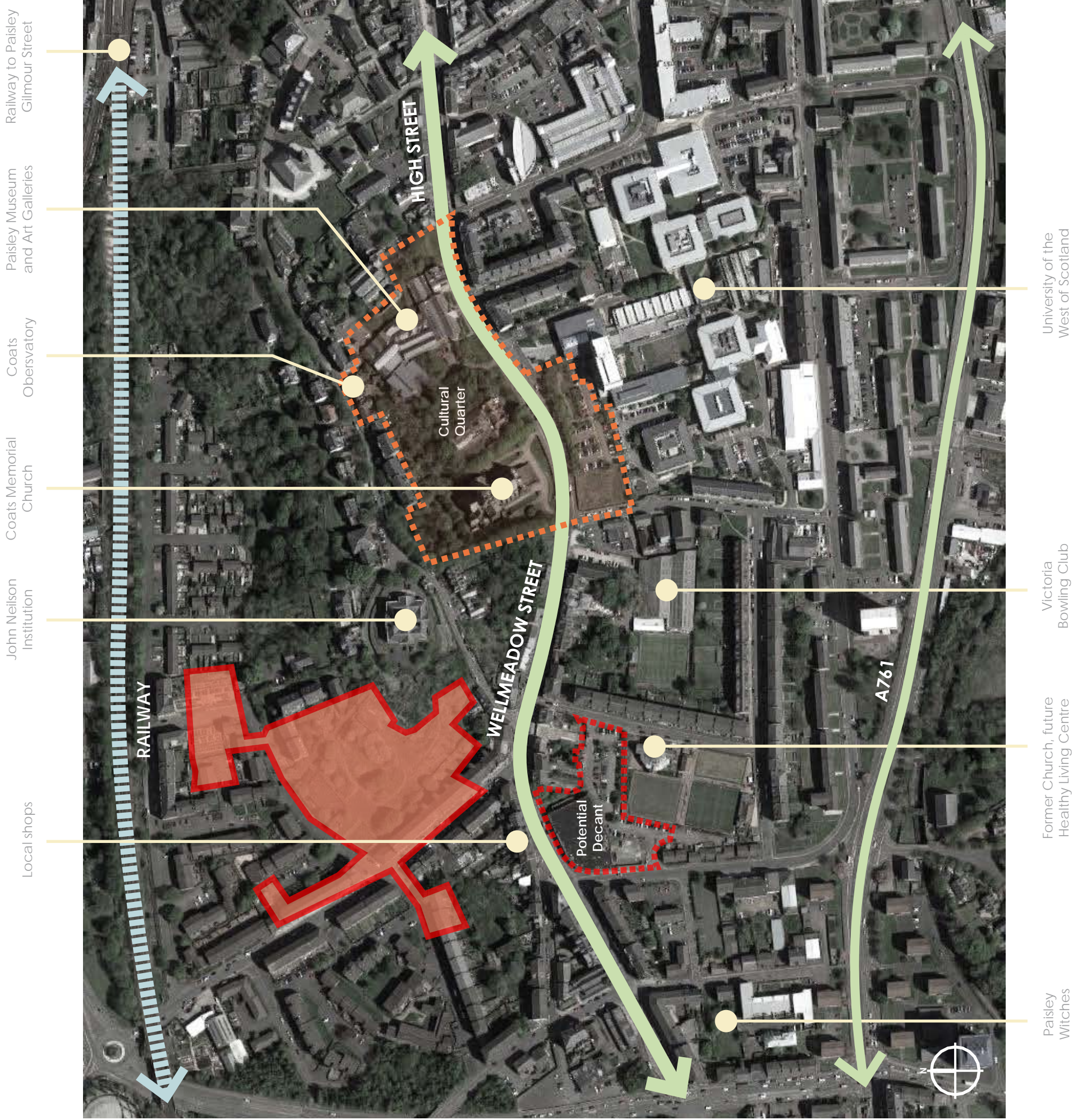
Nearby railway stations include Paisley Gilmour Street, which provides a link to Glasgow with a 10 minute train journey to Central Station. Gilmour Street is also earmarked as a future station hub on the proposed new rail link to Glasgow Airport.

PROMINENT LOCAL DESTINATIONS

The site is centrally located, at only half of a mile from the town centre. The John Neilston Institution, the Paisley Museum and Art Galleries and the University of the West of Scotland campus are all within a short walk from the site.

ORIENTATION

The positioning of the proposed units in order to maximise potential solar gain was a key consideration in developing the masterplan.



3.0 | Existing Plan

Residents/Businesses involved:

19 blocks of tenement flats - in 8 blocks all flats are owned by Renfrewshire Council; in 3 blocks all flats are privately owned; in 8 blocks the flats are in mixed ownership.

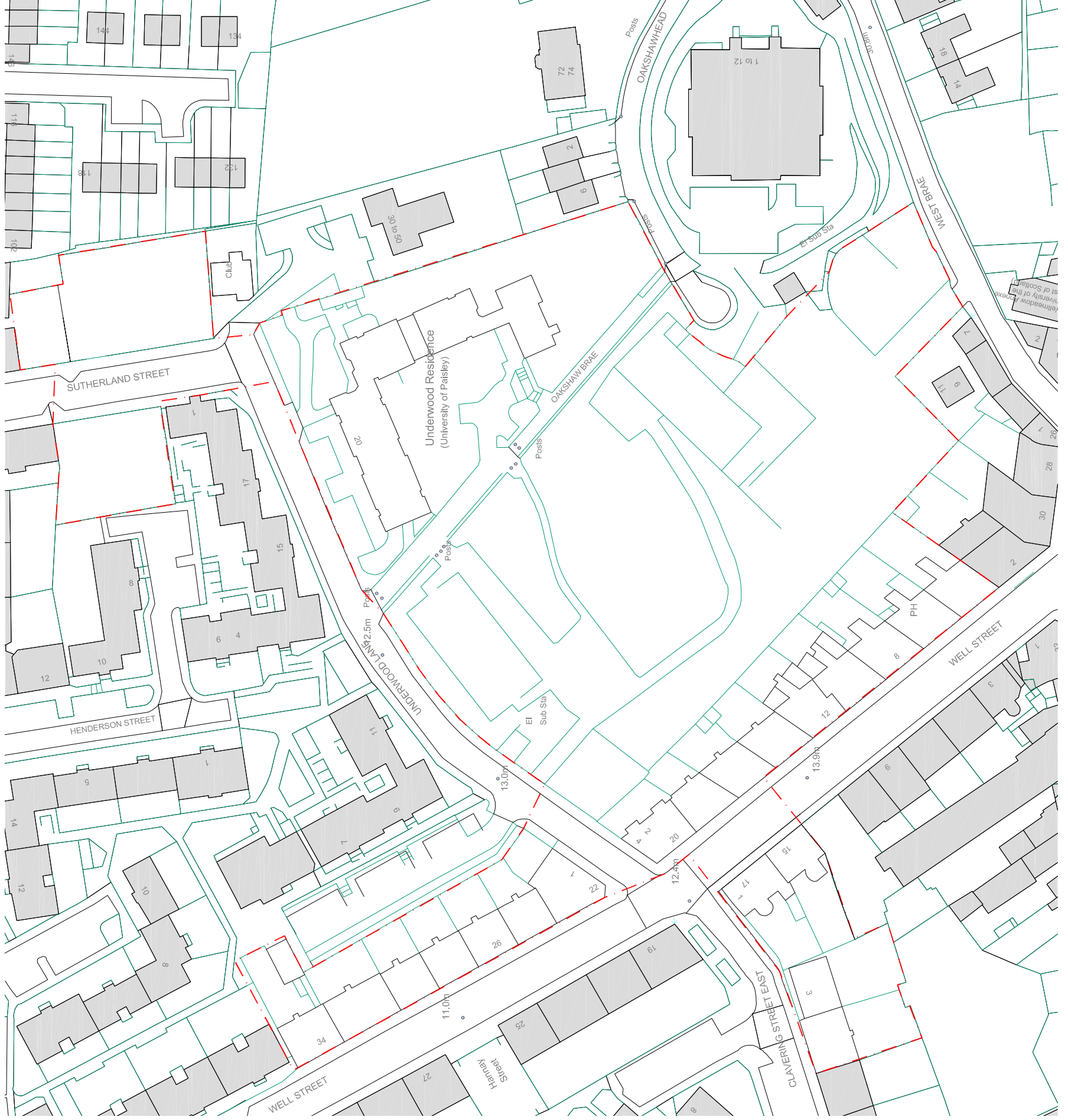
128 tenement flats in total:

- 80 owned by Renfrewshire Council (62.5%)
(17 of which are currently occupied)

- 48 privately owned (37.5%)

28 commercial units (13 trading at April 2017):

- 4 are owned by Renfrewshire Council





5.0 | Proposal

Currently, this part of Well Street is narrow and compressed. The existing retail units are predominantly vacant and the tenemental flats above are in a poor state of repair with high levels of empty properties. The landscape backland to the rear of the tenements is poorly maintained and views to the Neilston Institute and the Coates Memorial spire are largely obstructed.

The masterplan seeks to work as a catalyst for regeneration and transformation of the West end of Paisley. The proposals aim to widen the street, and to create a landscaped public space which affords views through to the listed cupolla and spire at the Neilston Institute and the Coates memorial church, seeking to increase pedestrian movement towards the Oakshaw Conservation area and into the town centre.

The Masterplan has been developed to encourage passive supervision of pedestrian linkages to assist improved wayfinding and safer movement through this area.

The housing mix and layout has been developed to encourage increased sustainable family living in the west end and to create a vibrant and accessible community in the heart of the town.



Well Street view south - Proposed



Well Street view south - Existing

6.0 | Proposal

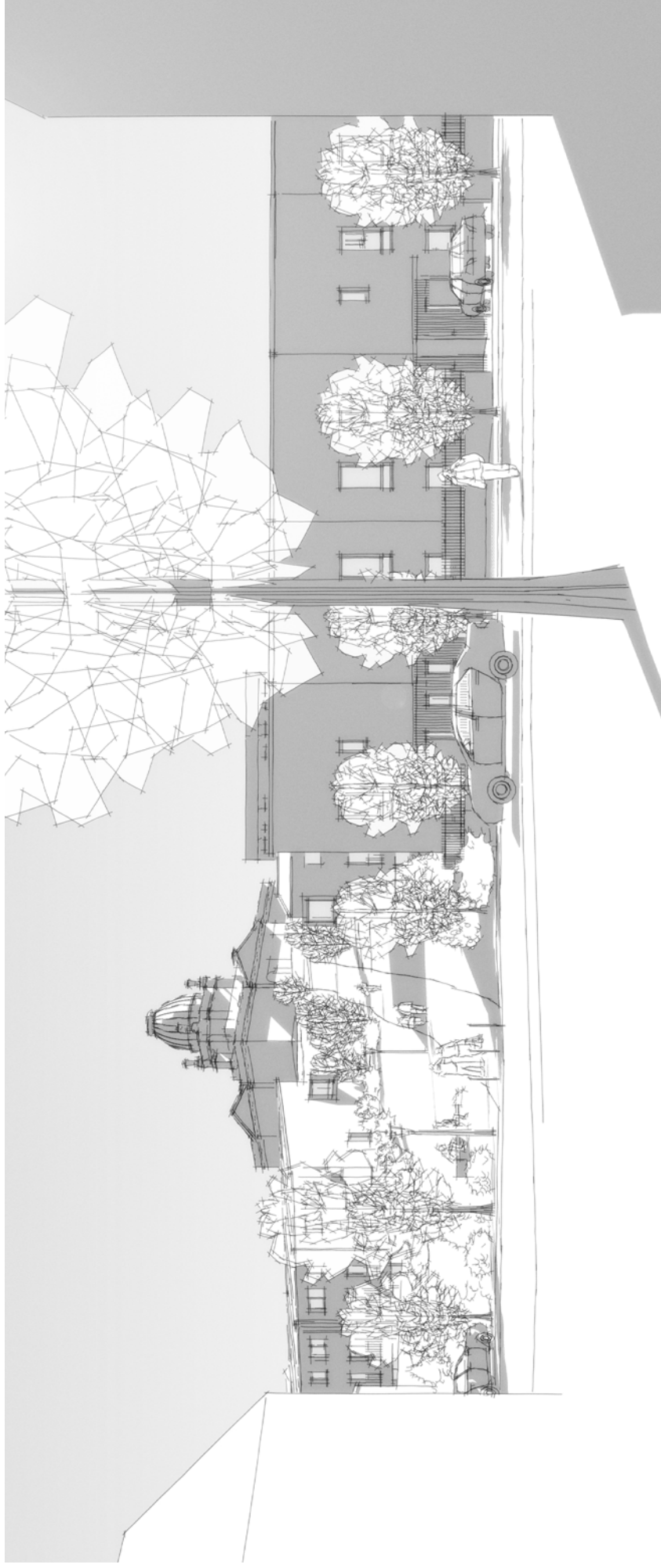
To the south, and immediately north, of Underwood Lane (east side of street only) the existing Well Street tenements are proposed for demolition. The existing vacant blocks on Clavering Street East are likewise proposed to be replaced.

These could be replaced with higher quality and sustainable modern residential properties of which about 70% of the new homes could be for sale. The masterplan allows for setting these properties back from the existing street / building line. This would have the advantage of allowing a new landscape buffer zone between the street and the new housing. The proposals would also seek to add quality hard landscape, tree planting and on-street parking at Well Street (resident parking will be to rear of the properties). The new housing units could be predominantly elevated at the street side to allow privacy for ground floor windows. Street access would also be incorporated to encourage an active lively frontage.

The density and scale of the established historic townscape is recognised and the new development would seek to revise the existing urban scale. The increased width of the street and the addition of softer landscape elements seek to make the Well Street area a more attractive place to both live and work.

The scale and density of the proposed housing reduces to the East of Well Street. The masterplan has been developed to encourage increased family living in the West End of Paisley. Existing topography and historic built features are recognised and embraced to assist creating a distinctive new neighbourhood which will be a desirable, distinctive, attractive and safe place to live and work.

This new residential district benefits from excellent pedestrian linkages through the Oakshaw Conservation area and into the Paisley Town Centre with excellent rail links to Glasgow City and potentially Glasgow Airport in the near future.



Oakshaw Brae view south - Proposed



Oakshaw Brae view south - Existing



To: Council
On: 20 April 2017

Report by: Director of Development and Housing Services

Heading: Renfrewshire Economic Leadership Panel

1. Summary

- 1.1 The proposal to set up an Economic Leadership Panel for Renfrewshire was approved by the Council's Leadership Board in November 2016, in its consideration of the Economic Framework 2016-2018.
- 1.2 This report notes that following consultations with some local businesses that the first meeting of the Panel is now being scheduled for June 2017 and seeks approval for the Leader of the Council to be formally appointed as a member of this new Panel. Meetings of the Panel are proposed to take place on a quarterly basis.

2. Recommendation

- 2.1 It is recommended that the Council:-
 - (i) Note that the Panel's first meeting is being planned for June 2017;
 - (ii) Approve the appointment of the Council Leader to the Panel;
-

3. Background

- 3.1 Renfrewshire has a relatively strong economy and is fortunate to have representation locally from some large businesses and firms with national and international presence. However, there has also been no formal recent mechanism for the Council, and its public sector partners, to gather and understand the views of local companies on the future of Renfrewshire's economy, and to gather support for shared objectives for the local area.
- 3.2 The recently approved Renfrewshire Economic Framework (November 2016) set out the importance of strong engagement with the private sector to drive forward local economic development. Recent engagement with OECD in

Renfrewshire has emphasised that this is a missing element from existing arrangements and partnership structures.

- 3.3 The proposal is for a relatively small Leadership Panel (12-15 members) to be formed to meet quarterly and assess and agree on key issues and actions to accelerate the economic fortunes of Renfrewshire. They will effectively act as a “critical friend” and sounding board to the authority to allow the Council to understand the views of locally based businesses. They will play a key advisory role in the development of the next Economic Strategy for Renfrewshire.
- 3.4 Representation is being sought from across the key sectors of Renfrewshire’s economy, including transport, manufacturing, tourism, creative industries, technology and food & drink. Other stakeholders who will be invited to join the Panel include UWS, West College Scotland, Scottish Enterprise and Renfrewshire Chamber of Commerce which will complete the make-up of the new Panel. It is anticipated the Panel will be chaired by the private sector.
- 3.5 Terms of Reference will be considered at the first Panel meeting. The Chief Executive and the Council’s Head of Regeneration will act as advisors to the Panel.

Implications of the Report

1. **Financial** – None beyond existing approved budgets.
2. **HR & Organisational Development** – None. Any officer time resources to administer the Panel will be delivered from within the Regeneration and Economic Development Teams of the Council.
3. **Community Planning**
Jobs and the Economy – This new Panel will link with the reviewed Community Planning governance once agreed.
4. **Legal** – None
5. **Property/Assets** – None
6. **Information Technology** - None
7. **Equality & Human Rights**
The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals’ human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council’s website.
8. **Health & Safety** – None
9. **Procurement** – None

- 10. **Risk** – None
 - 11. **Privacy Impact** - None
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List of Background Papers

- (a) Report to Leadership Board; 30th November 2016 'Paisley Town Centre – 10 Year Action Plan Renfrewshire Strategic Economic Framework post consultation update'
 - (b) Renfrewshire Council Economic Framework; November 2016
-

Author: Alasdair Morrison, Head of Regeneration
Tel: 0141 618 4664, email: alasdair.morrison@renfrewshire.gcsx.gov.uk



To: Council

On: 20 April 2017

Report by: Director of Finance and Resources

Heading: Community Empowerment (Scotland) Act 2015 – Participation Requests

1. Summary

- 1.1 The part of the Community Empowerment (Scotland) Act 2015 relating to Participation Requests came into force on 1 April 2017.
 - 1.2 This report explains the implications of the implementation of this new legislation for the Council and outlines changes to governance arrangements that will be required to deal with requests
-

2. Recommendations

- 2.1 It is recommended that the Council:
 - a) Notes that the Part of the Community Empowerment (Scotland) Act 2015 dealing with Participation Requests came into force on 1 April 2017;
 - b) Authorises the relevant service director in consultation with the relevant convener to make decisions regarding Participation Requests and to follow the statutory procedure for dealing with those requests;

- c) Agrees that the Head of Policy and Commissioning will be the Council's first point of contact for the receipt of Participation Requests and for dealing with queries regarding the Council's approach to Participation Requests; and
- d) Authorises the Head of Corporate Governance to make the necessary changes to the Council's Scheme of Delegated Functions and Board remits to reflect the changes introduced by this report.

3. Background

- 3.1 The Scottish Government is bringing the various parts of the Community Empowerment (Scotland) Act 2015 into force in stages. The Community Planning provisions came into force in December 2016 and the asset transfer provisions came into force in January 2017.
- 3.2 The next part of the Act to be brought into force is Part 3 which deals with Participation Requests.
- 3.3 Participation Requests are a new process which allows a community body to enter into dialogue with public authorities such as the Council about local issues and local services on their terms and without having to wait until being invited to participate by the Council.
- 3.4 Where a community body believes it could help to improve an outcome it will be able to request that the Council takes part in a process to improve that outcome.
- 3.5 The Council needs to put in place arrangements to deal with these requests. Those arrangements must comply with Part 3 of the 2015 Act which sets out the process for how participation requests work.

The basic process is:

- A community body puts forward a Participation Request to the Council asking the Council to agree that the community body may take part in a process that will improve the outcome set out by the community body in the request.
- The Council must agree to the request and set up a process unless there are reasonable grounds for refusal.

- At the end of the process the Council must publish a report on whether the outcomes were improved and how the community body contributed to that improvement

3.6 For the purposes of this part of the Act, a community body does not have to be incorporated, provided it does have a written constitution which includes a definition of the community to which it relates. Community councils are also specifically included as the type of community body that can make Participation Requests and the Scottish Ministers have powers to designate other bodies to be covered by the provisions.

3.7 A Participation Request must be made using the prescribed form and must include the following information:-

- An outcome that results from, or is contributed to by virtue of, the provision of a service provided to the public by or on behalf of the authority.
- The reasons why the community body considers it should participate in the outcome improvement process.
- Details of any knowledge, expertise and experience the community body has in relation to the specified outcome; and
- An explanation of the improvement in the specified outcome which the community participation body anticipates may arise as a result of its participation in the process.

The Participation Request may be made to more than one public body.

3.8 The Act requires the Council to decide whether to agree to or refuse a Participation Request and states that the Council must agree to the request unless there are reasonable grounds for refusing it.

3.9 Regulations have already been published setting out the procedure for dealing with requests.

In most cases, decisions must be made within 30 working days from the date on which the last item of information to validate the request is received by the Council.

In these circumstances, it is proposed that the decision on whether or not to approve a Participation Request is delegated to the relevant director who has responsibility for the service area covered by the request in consultation with the convener of the relevant Board.

If approved, this would require a change to the Councils Scheme of Delegations.

3.10 Although the Act does not include a provision for an appeal procedure in the event of a request being refused, there is a provision enabling the Scottish Ministers to make regulations to bring an appeal procedure into force. The Scottish Government have announced that they do not intend to bring forward regulations in the near future but may review the position once Participation Requests have been available for a year.

3.11 The Scottish Government has also issued guidance on Participation Requests.

One of the key elements of existing Regulations which is emphasised in the guidance is the obligation on public authorities to promote the use of Participation Requests by publishing on a website or by other means, including social media, information explaining how a Participation Request may be made.

The guidance provides that in order to promote and raise awareness of participation requests, public authorities should also consider the following:-

- That a “first point of contact” is created or designated. This member of staff or team should understand the scope of the Act, particularly Part 3, and should have an understanding of community engagement and participation generally.
- A variety of media outlets should be used to promote and raise awareness of participation requests.
- Effort should be made to ensure that people who face additional barriers to accessing information are reached.
- Promotion should go beyond established community organisations. The wider community should be made aware of participation requests and what opportunities they create. Disadvantaged and marginalised groups within a community may not be represented by, or connected to, existing community organisation.

3.12 It is proposed that the Head of Policy and Commissioning in the chief executive’s service is identified as the Council’s first point of contact for receipt of Participation Requests and for dealing with any queries regarding the Council’s approach to Participation requests.

Implications of the Report

1. **Financial** – There are no direct financial consequences arising from the implementation of the recommendations in this report

2. **HR & Organisational Development – None**

3. **Community Planning –**

Empowering Communities- There is a link between community empowerment and community planning. The legislation referred to in this report is designed to encourage greater participation by communities in the decisions that affect them.

4. **Legal –** The report concerns the implementation by the Council of new legislation -

5. **Property/Assets - None -.**

6. **Information Technology - None -**

7. **Equality & Human Rights -**

(a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. **Health & Safety - None**

9. **Procurement - None**

10. **Risk - None**

11. **Privacy Impact - None -**

List of Background Papers

(a) Background Paper 1 – Guidance on Participation Requests published by the Scottish Government.

The foregoing background paper will be retained within Legal and Democratic Services for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is Ken Graham, Head of Corporate Governance ext 7360

Author: Ken Graham, Head of Corporate Governance ext 7360



To: Council

On: 20 April 2017

Report by: Director of Finance & Resources

Heading: Lifecycle Maintenance Upgrade – Paisley Town Hall

1. Summary

- 1.1 This report provides the Council with an update on preliminary surveys and proposals to develop options for necessary lifecycle maintenance work to be progressed in Paisley Town Hall. The proposed investment reflects both the Council's well established long term lifecycle maintenance programme and the programme to support the modernisation of key venue locations which form an integral part of both the heritage led regeneration agenda for the town centre and the UK City of Culture 2021 bid.
-

2. Recommendations

- 2.1 It is recommended that the Board
- notes the content of this Report.
 - remit officers to report back to Council, or the appropriate Board, with options for the maintenance and improvement of Paisley Town Hall

3. Background

- 3.1. The Council has operated for a number of years a financial planning commitment to fund a rolling capital lifecycle maintenance programme as part of protecting the long term condition and suitability of key physical assets

critical to the delivery of high quality services. These capital resources have been directed towards a prioritised programme of managed capital investment interventions focused upon supporting a capital lifecycle maintenance regime primarily directed at preserving the long term condition of the external fabric of key buildings and the internal mechanical and electrical engineering installations.

- 3.2 In this respect, the Council's portfolio of key Town Hall assets in Paisley, Renfrew and Johnstone have undergone significant investment over recent years recognising the key role they play in our vibrant town centre communities. A full £5million refurbishment of Renfrew Town Hall was completed in 2011, with a £15million new build Town Hall facility being delivered in Johnstone in 2015. In 2013, a partial £3million refurbishment programme was completed on Paisley Town Hall which delivered long term maintenance improvements to key elements of the building. This programme of refurbishment was primarily focused on works to the external stonework, elements of the roof and reconsideration of disabled access to the front of the building. Very limited internal intervention was delivered with some internal improvements made to the reception and toilets facilities.
- 3.2. In respect to the internal of the building, preliminary surveys and maintenance operations have identified the electrical and mechanical installation elements to be nearing end of life status. Consequently, the town hall has been identified as requiring priority investment as part of the Council's capital lifecycle maintenance programme in order to protect the long term condition and operational suitability of the building.
- 3.3. In undertaking an internal lifecycle maintenance programme of this scale and nature, it is appropriate from both a financial and operational perspective to consider what other interventions the Council may wish to implement at the same time. Similar to the outcomes achieved at both Renfrew and Johnstone Town halls, in addition to protecting the long term operational condition of the building, a key objective of any significant investment of this nature would be to deliver improvements that would modernise and future-proof how the facility operates as a contemporary town centre venue.
- 3.4. As members are aware, the Council has committed to bidding for the UK City of Culture in 2021 and a report on the Bid submission is presented for approval by Council on the Agenda at 10. In recognition of the commitment made by the Council and to support the bid for the City of Culture, Council (16 February 2017) earmarked resources to address backlog maintenance and support the development and regeneration of key venue properties. Paisley Town Hall is recognised as a key venue to support not just the 2021 bid, but also as part of the Council's wider town centre heritage regeneration plans.
- 3.5. In this context, it is proposed that a number of options for investment proposals are developed, appraised and assessed for Paisley Town Hall and reported to back to a future Council or appropriate Board meeting. The options will consider a range of potential interventions to address the priority

lifecycle maintenance requirements as well as opportunities that could be delivered at the same time to modernise the operational working, capability and ultimately offering that the building could provide as a contemporary venue in the town centre.

Implications of the Report

1. **Financial** – any financial implications will be outlined in the subsequent report to be presented to a future Council or appropriate Board meeting
 2. **HR & Organisational Development** – Not Applicable.
 3. **Community Planning** – Not Applicable
 4. **Legal** – Not Applicable
 5. **Property/Assets** – As per report.
 6. **Information Technology** – Not Applicable
 7. **Equality & Human Rights**.
 - (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.
 8. **Health & Safety** – Not Applicable.
 9. **Procurement** –Not Applicable.
 10. **Risk** – Not Applicable.
 11. **Privacy Impact** – Not Applicable.
-

Author Joe Lynch
Head of Property Services
0141 618 6159



To: Council

On: 20th April 2017

Report by: Chief Executive

Heading: Equality Outcomes and Mainstreaming Progress Report

1. **Summary**

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

2. **Recommendations**

- 2.1 To note the progress documented within the attached report
- 2.2 To approve the publication of the attached report
-

3. **Background**

- 3.1 Renfrewshire Council has a general equality duty, which requires it to pay due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations as set out in section 149(1) of the Equality Act 2010. There are a number of Specific

Duties laid out for public authorities by Scottish Ministers to support the general equality duty.

- 3.2 In line with these Specific Duties, Renfrewshire Council is required to report on its progress with mainstreaming equality, its progress against its equality outcomes, employee information and gender pay gap information by April 2017.
- 3.3 The progress report provides a single report to provide an update on our progress, and meet our duties to report this progress publicly and in an accessible manner. The report provides information on the progress on mainstreaming equality as well as progress against the Equality Outcomes agreed in 2013.
- 3.4 In addition to reporting on the existing outcomes, the Council also has a duty to produce new equality outcomes, and details of these, and the process of developing them can be found within the Equalities Outcomes section of the attached report.
- 3.5 The appendices to the report provide a wide range of data, including equalities information about Council employees, occupational segregation and pay gap data, along with more detailed information on education and housing.
- 3.6 The Council is also required to produce an Equal Pay Statement, which is attached at Appendix 6 of the report.

4. Key highlights

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

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

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

Implications of the Report

- 1. **Financial** – N/A
- 2. **HR & Organisational Development** – continue to gather and use employee information to better perform the general equality duty and publish information on gender pay gap, statement on equal pay and occupational segregation
- 3. **Community Planning** – N/A
- 4. **Legal** – The reports attached are designed to satisfy a statutory equality duties which are enforceable by the Equality and Human Rights Commission
- 5. **Property/Assets** – N/A
- 6. **Information Technology** – N/A

7. **Equality & Human Rights** - The report attached details the Council's performance against the general equality duty and meets various specific duties. The recommendations do not require an Equality Impact Assessment, and the areas of focus identified for the next reporting period are specifically designed to improve the Council's fulfilment of its Equality Duties.
 8. **Health & Safety** – N/A
 9. **Procurement** – N/A
 10. **Risk** – N/A
 11. **Privacy Impact** – N/A
-

List of Background Papers

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

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

Author: **Annabelle Armstrong-Walter, Strategic Lead Officer, 0141 618 5968**

Equality Outcomes and Mainstreaming Equality

Progress Report 2017



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

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1. Introduction

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

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

1.1 The Law & our duties

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

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

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

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

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

The Act also asks key public bodies to publish a set of equality outcomes.

2. What we know about our communities

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

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

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

There is some evidence to suggest there are more disabled people in Renfrewshire than in Scotland as a whole. 20.5% of economically inactive people between 16-74 are long-term sick or disabled. The profile of different disabilities is similar to Scotland, and of those whose day to day life is limited a lot by health or disability, and 31% of people have more than one condition. We find that our highest rates of disability are also in our most deprived wards, as measured by the Scottish Index of Multiple Deprivation (SIMD). Our approach to tackling poverty, promoting equality and readiness for the socio economic duty implementation put us in a good position to understand and respond to this picture.

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

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

We have also gathered our own monitoring data in specific Council service areas to understand better who our citizens are and how we can best meet their needs. Appendix 1 shows the quantitative data we have gathered about the equalities profiles of our children and young people in education. We find that primary school age children are becoming increasingly ethnically diverse, particularly in the earlier years. Our gender split remains fairly constant, but there are differences in terms of attainment between girls and boys. This data has been examined to inform our education outcomes, which are integrated into our overall outcomes (although indicated clearly).

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

In Renfrewshire, we have the Diversity and Equality Alliance in Renfrewshire (DEAR) Group, facilitated by our Community Planning Partnership. This group is formed by representatives of equality led local

community groups and some national groups also. The group develops objectives and a workplan each year to further equalities work in the area. This group has been really helpful in articulating aspirations for equality in Renfrewshire. In developing our outcomes, we met with the groups individually to discuss their experiences of the council and where our future efforts should be focussed. Individual equalities led community groups involved in this process are listed in appendix 3.

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

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

3. What we know about our staff

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

Our declaration rates for equalities monitoring have increased since last year which is positive, but we still have much progress to make to ensure that the proportion of answers stating 'prefer not to answer' decline. The 'prefer not to answer' rates vary by protected characteristic and in some instances, are not what would generally be expected. Our declaration rate is lowest for ethnicity, where 67% of staff prefer not to state their ethnicity. We have full declaration of age and sex. For other protected characteristics our proportion of those preferring not to answer is around 30-40%. Interestingly, 33% of staff prefer not to state their gender identity, which is a much higher declaration rate than for several other of the protected characteristics. These general patterns also hold for Children's Services staff, where education staff are based. The only difference is that the figures are amplified, with a non declaration rate as high as 87% for ethnicity.

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

We have provided some commentary and analysis of our findings from our equalities data below, but more detailed information can be found in the accompanying Equalities Staff Data report.

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

While broadly employees of Renfrewshire Council reflect the population they serve, there are some noteworthy patterns. We find we are over represented in the groups from 30 years old to 60 years old, with our largest age group proportion falling within the 51-60 year old age profile (30% of our workforce). In Children's Services, the spread is even within the 30-60 year old spread, but again underrepresentation under 30 years. We know we have an overrepresentation of women in Council

employment, in common with most other Councils. Overall 73% of our staff are female and this rises to 86% in Children's services. As could be expected, our local population is more evenly split between male and female. In terms of disability, our workforce significantly under represents the proportion of disabled people in Renfrewshire. 20% of Renfrewshire residents report that they experience a condition that affects their day to day activities a little or significantly, whereas council staff only declare a 3% rate of disability and in Children's Services this drops to 2.4%. This is a significant difference. It is difficult to compare the ethnicity of Council staff overall and Children's Services staff in particular, to that of the local population because our declaration rates are so low. While the data is not reliable, it gives some indication that Asian groups and Eastern European and other white groups may be underrepresented in Council employment. Our statistics related to religion look to be broadly in line with the local population, with perhaps of slight under representation of the dominant local religion (Church of Scotland), again a pattern also reflected in Children's Services. Our sexual orientation statistics show we have the same rate of people identifying as bisexual, with perhaps slightly more identifying as Gay or Lesbian than in the local community, although this is slightly lower in Children's Services.

Recruitment

Our recruitment data for the Council reveals the rate at which applications convert into appointments for all applicants. Of all applicants, 3.9% are appointed overall. Caution should be applied within the interpretation of these figures, due to low numbers 'skewing' percentages and that the figures for applications cannot identify where there have been multiple applications from the same applicant. Women are slightly more successful in their applications having a 4.3% conversion rate compared to 3.4% for men. It is quite difficult to compare the conversion rates for ethnicity, but it appears that all minority ethnic groups have lower conversion rates, with the exception of those who identify as Black. Our sexual orientation figures look broadly in line with our average conversion rate, with the exception of lesbians and those who prefer not to answer who have much higher rates, at around 7%. The conversion rate for those with a disability is low, as it sits at 2.5%, whereas those who preferred not to answer this question have a conversion rate up at 10.6%. Our marital or civil partnership figures look to be broadly in line with the average, but those who are divorced have a lower conversion rate at 2.7%. Most of our religious groups appear to be close to the average conversion rate, with the exception of people of Muslim faith, where the conversion rate drops to 1%.

Development

We have looked at our corporate training and development figures, which include e-learning. Our split of training and development between men and women looks to be reflective of overall Council figures. In terms of age, we find that younger age groups are better represented in the training and development figures than in overall employment, whereas those over 50 are underrepresented by around 7%. Our figures for religion look to be broadly in line with the staff establishment. Staff who identify as trans are slightly over represented in the training figures, but as these numbers are so low, it is difficult to draw any conclusions. Gay staff also appear to be slightly over represented in the training figures, but low numbers limit conclusions. Low figures also hamper any attempt at analysis of our pregnancy/ maternity figures and ethnicity figures, which look broadly in line. Single people appear to be over 10% more likely to have undertaken training and development than could be

expected from their proportions in the organisation. The number of disabled staff undertaking training and development is slightly higher than their overall proportion in the organisation.

Retention

We have compared the profile of our leavers to that of our overall headcount. As above, caution should be applied when looking at percentage figures due to low numbers. We find that while men only make up 27% of the workforce, they make up 35% of leavers. In terms of age, we find that those aged 61+ are far more likely to leave, but this is not a surprise bearing in mind typical retirement ages. We find that 21-30 year olds are also much more likely to leave. They make up 25% of leavers, but only 13% of headcount. There were no significant patterns related to religion, except that while Muslim people make up less than 0.5 % of the workforce, they make up 1% of leavers. Gender reassignment and sexual orientation categories did not show any significant patterns. As above, declaration rates for ethnicity are low and therefore lessen the reliability of this data, but there is some indication that White Scottish employees are less likely to leave and African employees are slightly more likely to leave than we would expect from the respective workforce figures. The pregnancy and maternity figures were so low, no patterns could be identified. Single people seemed more likely to leave than their headcount figures. While the disability declaration figures are low, with only 3.4% of staff declaring they have a disability, they make up 4% of leavers.

We have examined the data related to leaving method by protected characteristic and have tried to identify any patterns. This has been challenging, as the reasons cited are open to interpretation and some headings, such as termination can include other headings. Women seem much more likely to resign as method of leaving the organisation, but it may be that many men's leaving method is covered by termination, which could also cover resignation. Men seem slightly more likely to leave the organisation because of a lack of capability or voluntary early retirement, but the numbers are too low to draw any conclusions. The propensity to resign is highest for those aged 30 years old to 50 years old. The figures for those leaving due to lack of capability are highest for those aged 61+, but again these figures are too few to draw a firm conclusion.

4. National research & issues affecting Renfrewshire

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

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

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

5. Mainstreaming Report

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

5.1 A Better Future: Place

Priority 1: Driving Physical and Economic Regeneration

Our aspiration

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

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

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

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

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

We are continuing to monitor disabled parking bays in Renfrewshire to prevent misuse including processing Traffic Regulation Orders for all disabled parking places to make them legally enforceable. The Warden Service plays an active role in managing and enforcing parking regulations including the Disabled Parking Bay Act.

Priority 2: Building on our Culture and Heritage

Our aspiration

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

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

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

Priority 3: Protecting the Public

Our aspiration

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

Street Stuff is Renfrewshire's multi-award winning youth engagement and diversionary project which has helped reduce youth disorder in every area of Renfrewshire in which it operates. The service is delivered throughout Renfrewshire in locations which are identified through the Renfrewshire Community Safety Partnership using relevant datasets. These include areas of multiple deprivation as well as areas with high incidences of youth disorder and anti social behaviour. Partners in the project include; Renfrewshire Council, St. Mirren Football Club, Engage Renfrewshire, Police Scotland, and Scottish Fire & Rescue Service. Streetstuff engages with young people in their own community, in a fun and innovative way. It has been successful in reducing antisocial behaviour across Renfrewshire by improving engagement with those hardest to reach. The project has been a winner at both the CoSLA and the National Risk Management awards.

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

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

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

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

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

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

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

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

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

The group acts as:

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

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

Priority 4: Creating a Sustainable Renfrewshire

Our aspiration

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

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

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

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

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

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

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

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

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

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

5.2 A Better Future: People

Priority 5: Reducing the Level and Impact of Poverty

Our aspiration

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

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

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

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

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

Priority 6: Raising Attainment and Closing the Attainment Gap

Our aspiration

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

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

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

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

Priority 7: Supporting and Sustaining People into Employment

Our aspiration

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

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

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

Total Communication in Kersland School

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

Forest schools

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

Priority 8: Improving Care, Health and Wellbeing

Our aspiration

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

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

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

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

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

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

5.3 A Better Council

Priority 9: Supporting our Employees

Our aspiration

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

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

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

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

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

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

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

We are a Disability Confident employer. This an annual review of our practices in relation to demonstrating robust recruitment, selection and retention of employees with disabilities. Most absence cases over 4 weeks with result in some kind of reasonable adjustment being made, for example phased return to work, lighter duties, modified equipment, change in working hours, increase supervision, temp removal of front line duties. We work in partnership with ACCESS to WORK who help provide solutions and advice on supporting employees with disabilities enter and remain at work.

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

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

Priority 10: Continuing to be a Well Run Council

Our aspiration

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

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

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

We have developed a new Council website, with accessibility as the key focus. We are particularly working with older people and disabled people to ensure they can access council services online as easily as possible.

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

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

6. Assessing Impact

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

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

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

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

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

7. Equality Outcomes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

8. Public Procurement

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

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

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

outset when developing the contract strategy and where relevant are evaluated and scored as part of the tender process.

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

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

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

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

Community Benefit requirements are shaped and developed in consultation with various internal and external stakeholders who are members of Renfrewshire's Community Benefit Forum. A range of innovative approaches have been implemented such as Suppliers delivering a recruitment and industry awareness to those who are 16 to 24 of age, participating and supporting the STEM (Science, Technology, Engineering & Mathematics) programme encouraging and raising awareness amongst women.

9. Next Steps & Reporting

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

Appendix 1 – Education data

Summary of findings

Ethnicity

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

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

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

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

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

Gender

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

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

Appendix 2 – Housing data

Housing Equalities Monitoring Report 2015/16

Introduction

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

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

Summary of Key Points

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

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

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

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

Appendix 3 – Groups involved in developing our outcomes

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

Renfrewshire Polish Association

Renfrewshire Effort To Empower Minorities (REEM)

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

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

Youfirstadvocacy

Association of African Communities in Renfrewshire

Health and Social Care Partnership, Women and Children First

ROAR - Connections for life

Renfrewshire Access Panel

Renfrewshire Interfaith Group

Renfrewshire Rising

Soroptomist International

Multi Agency Gender Based Violence Strategy Group

Shelter Scotland

Appendix 4 – Occupational segregation data

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

Chief Officers:

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

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

Craft Employees:

Craft employees consist of key occupations such as plumbers, bricklayers, electricians, joiners, painters, glaziers, plasterers, slaters, mechanics and engineers. Grades range from SSCRAFT1 to SSCRAFT26 and SSCRAFCON2 to SSCRAFCON4.

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

Local Government Employees (LGE):

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

- The concentration of men and women are 4,235 (74%) women (compared to 4,479 in 2014) and 1,525 men (compared to 1,686 in 2014)

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

Teachers:

Teaching employees consist of key occupations such as educational psychologists, instructors, head teachers, depute head teachers, heads of faculty, principal teachers, teachers and trainee teachers for all subject areas. Key grades range from TEACHER1 to TEACHER55, PSYCHOLS1 to PSYCHOLS3, CONCERNV29 to CONSERV32, MUSIC1 and ADVISER1.

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

Appendix 6 – Equal Pay statement

1.0 Equal Pay Statement

1.1 Renfrewshire Council believes in equality of opportunity in employment, and is committed to ensuring that procedures and systems used to determine the pay and conditions of employment of all employees do not discriminate unlawfully and are free from bias.

1.2 This policy gives the Council's commitment to equal pay and benefits for work of equal value for all employees. To achieve equal pay and benefits, the Council aims to:

- apply appropriate resources to achieve equal pay and benefits;
- undertake a regular review of pay and current job evaluations systems ensuring any discrimination is eliminated and employees are paid fairly for their duties and responsibilities;
- take appropriate measures to ensure fair recruitment and learning and development opportunities;
- take appropriate measures to address occupational segregation;
- monitor the application of this policy;
- carry out and publish regular equal pay audits in line with the legislative timetable;
- continue to work in partnership with recognised trade unions to monitor pay and benefits regularly, taking the necessary steps to eliminate discrimination, advance equality of opportunity and foster good relations.
- ensure employees are aware of how pay is made up, for example it should be clear how overtime and out of hours payments are calculated

2.0 Scope

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

3.0 Legislation

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

3.1 The Council is committed to ensuring equal pay and benefits through the implementation of this policy for all employees. This will assist the Council in meeting the requirements of the Act including The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, having due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct;
- advance equality of opportunity between people who share a relevant protected characteristic and those who do not;
- foster good relations between people who share a protected characteristic and those who do not.

3.3 The Equality and Human Rights Commission's (EHRC) statutory code of practice for equal pay advises that a person of one gender can claim equal pay and other contract terms with a comparator from the other gender doing work that is:

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

4.0 Responsibilities

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

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

5.0 Equality Impact Assessment

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

6 Monitoring and Review

6.1 This review of this policy ensures compliance with relevant equality legislation and continuous improvement in accordance with guidance issued by the Equality and Human Rights Commission (EHRC).

6.2 To ensure the Council has an accurate picture of its workforce demographics when applying this policy, the Council will regularly ask employees to update their equality information held on file.

6.3 Equality monitoring helps the Council ensure that its policies, services and employment practices are fair, reasonable and meet the needs of the workforce. In accordance with the Data Protection Act 1998, the information employees provide will be used by the Council for the purpose of providing statistical reports and equality monitoring. The details provided by employees will not be passed to any external bodies.

Gender Pay Gap

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

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

Equalities Staff Data 2017

Renfrewshire Council

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

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

Renfrewshire Council - Education Authority - Staff Establishment 2017

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

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

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

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

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

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

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

Renfrewshire Council - Education Authority - Staff Establishment 2017

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

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

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

This data gives us information about the people who have applied to work at Renfrewshire Council, by protected characteristic, between 1st January 2016 and 1st March 2017. It also tells us how many people were successful in their applications, by protected characteristic. We can use this to calculate a 'conversion rate' i.e. the percentage of people from a particular group who are successful.

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

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

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

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

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

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

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

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

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

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

Renfrewshire Council - Training and Development Data

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



To: Council

On: 20 April 2017

Report by: Director of Finance and Resources

Heading: Governance Issues – Appeals Panels

1. Summary

- 1.1. The purpose of this report is to consider proposed changes to the Council's governance arrangements as they relate to the Social Work (Complaints Review) and Non-domestic Rates Appeals Panels.

Social Work (Complaints Review) Appeals Panel

- 1.2. The Public Services Reform (Social Work Complaints Procedure) (Scotland) Order 2016, which came into force on 1 April 2017, abolishes the existing social work complaints process set out in the Social Work (Scotland) Act 1968 and the Social Work (Representations Procedure) (Scotland) Directions 1996 which require that, where a complainer is not satisfied with the response received from the Council in respect of their complaint concerning certain social work matters, they are able to refer the matter to a complaints review committee (CRC). This Council, as part of its decision-making structure, established the CRC as the Social Work (Complaints Review) Appeals Panel, which comprises three independent lay members drawn from a pool of volunteers.

Non-domestic Rates Appeals Panel

- 1.3 The Council, also as part of its decision-making structure, has established the Non-domestic Rates Appeals Panel, the remit of which is to determine appeals against the application of the Council's policy relating to the discretionary relief of rates; and to determine requests from sheriff officers for instructions to proceed with warrant sales relative to the recovery of non-domestic rates.
- 1.4 It is likely that the Council may receive appeals in terms of Section 238 of the Local Government (Scotland) Act 1947 which allows an appeal in respect of rates "improperly charged". Such appeals require to be heard by the rating authority or a committee thereof and cannot therefore be delegated to

officers. It is proposed therefore that the remit of the Appeals Panel be expanded to include appeals under this legislation.

2. Recommendations

- 2.1 That it be noted that the existing social work complaints process will be abolished with effect from 1 April 2017 and that social work complaints will be dealt with in terms of the Model Complaints Handling Procedure for Social Work Services in Scotland.
 - 2.2 That it be noted that complaints that are still 'live' prior to 31 March 2017 will still require to be considered by the Social Work (Complaints Review) Appeals Panel.
 - 2.3 That the appointments of the existing lay members of the Social Work (Complaints Review) Appeals Panel be extended, should they still wish to participate, until complaints that are still 'live' prior to 31 March 2017 have been dealt with;
 - 2.4 That the Council's decision making structure be revised to remove the Social Work (Complaints Review) Appeals Panel once complaints that are still 'live' prior to 31 March 2017 have been dealt with;
 - 2.5 That the remit of the Non-domestic Rates Appeals Panel be expanded to include appeals under section 238 of the Local Government (Scotland) Act 1947 and;
 - 2.6 That the attached procedures for consideration of such appeals be approved.
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3 Background

3.1 Social Work Complaints Review Appeals Panel

As detailed in paragraph 1.1 above, The Public Services Reform (Social Work Complaints Procedure) (Scotland) Order 2016, which comes into force on 1 April 2017, abolishes the existing social work complaints process set out in the Social Work (Scotland) Act 1968 and the Social Work (Representations Procedure) (Scotland) Directions 1996.

- 3.2 The Council has, as part of its decision-making structure, the Social Work (Complaints Review) Appeals Panel comprised of independent lay members.
- 3.3 With effect from 1 April 2017, matters previously dealt with by this Appeals Panel will be considered in terms of the Model Complaints Handling Procedure (CHP) for Social Work Services in Scotland as developed by the Scottish Public Services Ombudsman (SPSO) in partnership with local authority and health and social care officers together with representatives from the Scottish Government and the third sector.
- 3.4 There will be a period of overlap between the two systems. Complaints that are 'live' with local authorities on 1 April 2017 (i.e. made to them up to and

including 31 March 2017) will complete the existing process that ultimately culminates in a CRC within the local authority. This means that local authorities will still need to be able to hold CRCs for some time after 1 April 2017. The SPSO will not be taking on the management or the handling of the existing complaints to be progressed to CRCs within the local authority. The SPSO's extended role will only apply where the original complaint is made to the local authority on or after 1 April 2017.

- 3.5 The appointments of the existing members of the Social Work Complaints Review Appeals Panel do not extend beyond the local government elections on 4 May 2017. It is proposed that, should they still wish to participate, the existing members, as detailed in the appendix to this report, be reappointed to deal with any complaints received prior to 31 March 2017 and until such complaints have been dealt with.
- 3.6 The SPSO indicates that this alignment of procedures will enable organisations to handle complaints flexibly, reduce the number of conflicting complaints procedures currently in operation and improve services to the public by ensuring that they receive a joined up response to all complaints wherever possible.
- 3.7 The Order also contains provisions to allow the SPSO to consider the professional judgement exercised on behalf of local authorities and allows for the sharing of information between the SPSO, the Care Inspectorate and the Scottish Social Services Council when appropriate.
- 3.8 **Non-domestic Rates Appeals Panel**

As detailed in paragraph 1.4 above, Section 238 of the Local Government (Scotland) Act 1947 allows appeals to the rating authority or committee thereof in respect of rates "improperly charged".
- 3.9 This type of appeal deals with the liability of the rates itself rather than the way the Council has interpreted any discretionary regulations. Therefore the Non-domestic Rates Appeals Panel would be unable to hear an appeal under section 238 with the remit it currently has.
- 3.10 To deal with any appeals which may be received in terms of section 238, it is proposed therefore that, rather than establishing a separate appeals panel, the remit of the existing Non-domestic Rates Appeals Panel is expanded to take account of this legislation.

Implications of this report

1. **Financial Implications** – none
2. **HR and Organisational Development Implications** – none
3. **Community Plan/Council Plan Implications** – none
4. **Legal Implications** – as detailed in the report
5. **Property/Assets Implications** – none

6. Information Technology Implications – none

7. Equality and Human Rights Implications

- (a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. Health and Safety Implications – none

9. Procurement Implications – none

10. Risk Implications – none

11. Privacy Impact – none

List of Background Papers – none

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Non-domestic Rates Appeals Panel

Procedure for Appeals in terms of Section 238 of the Local Government (Scotland) Act 1947

Renfrewshire Council, as rating authority in terms of Section 238 for the area of Renfrewshire, has delegated to the Non-domestic Rates Appeals Panel power to hear and determine appeals lodged in terms of this Section.

- 1 The Head of Corporate Governance, following receipt in writing requesting an appeal hearing, shall give notification of the date fixed therefore. That notification shall be given not less than 21 days before the date of the hearing.
- 2 The appellant shall send to the Head of Corporate Governance and to the rating authority, to reach both parties not less than ten days before the date fixed for the hearing, details of any representations he/she wishes to make in support of his or her contention that, in respect of the rates claimed from him/her, he/she is being improperly charged.
- 3 The rating authority shall send to the Head of Corporate Governance and to the appellant, to reach both parties not less than ten days before the date fixed for the hearing, details of any representations he/she wishes to make in relation to the rates claimed from the appellant.
- 4 At the appeal hearing, the procedure shall, unless altered at the appeal hearing with the consent of the chair, be as follows:
 - a. There may be present at all times, the appellant, his/her representative and the respondent and their representative.
 - b. Advisers to either the appellant or rating authority's sides may be allowed to attend the hearing provided the Head of Corporate Governance has advance notice.
 - c. The Chair will make his/her opening remarks, introducing those present and ensuring that the appellant and the rating authority understand the procedure at the meeting;
 - d. The appellant or the appellant's representative will then be invited to present their case in the form of a statement and may call one or more witnesses to speak to any material fact;
 - e. The rating authority or the rating authority's representative and any member of the Appeals Panel may ask questions of the appellant or the appellant's representative, and of any witnesses;
 - f. Thereafter the rating authority or the rating authority's representative will be invited to present their case in the form of a statement and may call one or more witnesses to speak to any material fact;
 - g. The appellant or the appellant's representative and any member of the Appeals Panel may ask questions of the rating authority or the rating authority's representatives, and of any witnesses;
 - h. Where the Chair considers that information to be elicited from any witnesses is not relevant to the proceedings or relates solely to matters which do not constitute material facts or that any questioning or any address either does not relate to a material fact or

would lead to undue repetition or elaboration, the Chair may order that such witness be not heard or may disallow such questioning or address;

- i. No document with the exception of the information referred to and sent in terms of paragraphs (2) and (3) above, may be submitted at the hearing to support a party's submissions without the specific consent of the Chair, which consent will be withheld if, in view of the Chair, the party not submitting the same is prejudiced thereby, and if granted, may be granted subject to conditions relating to the inspection of the relevant document by any party to the hearing not submitting the same and the affording of facilities to any party not submitting the same to take or obtain copies thereof;
- j. After the conclusion of evidence and questioning the appellant, or his/her representative, followed by the rating authority, or his or her representative, will be given the opportunity to summarise their cases, introducing no new material.
- k. The appellant and the rating authority and their respective representatives shall then withdraw.
- l. The Appeals Panel shall, thereafter consider the matter and determine the appeal and the Head of Corporate Governance shall notify, in writing, both parties of the Appeals Panel's determination within 14 days of the date of the hearing.