

## Corporate Equality Outcomes 2021/25

Development Area	Description	Responsible Team	Update	Status
<b>Outcome 1: Increase the participation of seldom-heard/under-represented voices in local decision-making processes</b>				
1.1 Attain LGBT Silver Charter Award status	Achievement of the LGBT Silver Charter Award by LGBT Youth Scotland	Community Learning and Development, Community Safety and Resilience and Sport	This action has been progressed with participants who attend the Clyde Pride Youth Action Group. The action was impacted by the pandemic in terms of the group meeting and support available from LGBT Youth Scotland. The charter is achieved by working through a programme of activity in conjunction with the LGBT Scotland and therefore takes around a year to achieve. This action will continue into 2025-26.	In progress
1.2 Implement Community Grants Fund	Implementation of the Community Grants Fund - Delivery of the new model of combining all relevant funding streams into one CGF and ensure that applications are furthering the aims of the Council, advancing equality, and ensuring that funding reaches as many organisations as possible	Community Learning and Development, Community Safety and Resilience and Sport	Review is complete and new Community Grants Fund established.	Complete
1.3 Learning Opportunities for New Scots	Support for New Scots - Further develop learning opportunities around adult literacy and numeracy for the New Scots who have settled in Inverclyde with the aim of increasing their confidence when accessing goods and services	Community Learning and Development, Community Safety and Resilience and Sport	The Community Learning and Development (CLD) Team has continued to expand English for speakers of other languages (ESOL) services with additional funding from HSCP.	Complete
<b>Outcome 3: Take action to prevent violence against women and girls in Inverclyde</b>				
3.1 Progress Equally Safe at Work Accreditation	Equally Safe at Work -Apply for the next stage of Equally Safe at Work Bronze Accreditation. Identify learning from the first stages of the	Safer Communities	Accreditation achieved. Award was presented on 4th December 2023.	Complete

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	programme and opportunities for the Council to advance gender equality and prevent violence against women across its workforce.			
3.2 Improve Housing Outcomes for Women and Children Affected by Domestic Abuse	Improve housing outcomes for women and children affected by domestic abuse - COSLA is leading on this work and it is included in the National Equally Safe Delivery Plan. COSLA is in discussion with Scottish Government regarding capacity and engaging with services in local areas to identify needs. VAW MAP will be part of this discussion on how to improve housing outcomes in our area.	Safer Communities	COSLA had extended an invite for Violence Against Women Partnerships to sit on the working groups that were being set up to support the recommendations from the “Improving Housing Options for Victims of Domestic Abuse” report. However, Scottish Government is currently looking at how to approach the work of the groups and how the ambitions of the report can be prioritised with the capacity available. This action is therefore delayed pending confirmation of the national position. This action will be continued into 2025-26.	In Progress
3.3 Improve Outcomes for Women with Learning Disabilities Affected by Domestic Abuse	Improve outcomes for women with learning disabilities who have been affected by domestic abuse - Be part of a national advisory group led by NHS Scotland to identify outcomes that affect women who have a learning disability and are experiencing domestic abuse. Consider how improvements can be implemented at a local level and work with local partners to put this into practice.	Safer Communities	There has been participation in national work to identify outcomes that affect women who have a learning disability and are experiencing domestic abuse. The DASH Risk Indicator Checklist, developed by SafeLives and Talking Mats, is now available and has been shared with members for use with clients/patients with a Learning Disability where there is significant risk of harm as a result of Domestic Abuse.	Complete
3.4 Safety Consultation with Women & Girls	Identify safety issues experienced by women and girls in the local community -	Safer Communities	A survey to determine women’s perception of safety when undertaking activities in public spaces was undertaken. The results were reported to the Education and	Complete

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	<p>Work with community safety colleagues to carry out a consultation to determine if women and girls perceive any safety impediment in using Inverclyde public paths, parks and cycle ways and, if so, how any identified issues may be addressed. The survey is structured to identify gender related concerns, help us understand perceptions and experiences which affect or limit women undertaking activity in public space and assist us in identifying areas of our services, communities and public spaces which could be improved.</p>		<p>Communities Committee and has informed a strategic action plan.</p>	
<b>Outcome 4: Increase the diversity of the Council workforce</b>				
<p>4.1 Review the Council's understanding of racism</p>	<p>Identify potential improvement actions around racism - Undertake a review of the Council's understanding of racism and the structural barriers that may exist.</p>	<p>OD, Policy and Communications</p>	<p>A number of potential mechanisms have been identified on how to best review the Council's understanding of racism. However capacity issues have meant that this has not yet progressed to a full review. This will include undertaking research with our Black and Minority Ethnic staff on their experiences in the workplace to help guide future policy and practice. This will be supported by the 2025 Employee Survey.</p>	<p>In progress</p>
<p>4.2 Implement the Minority Ethnic Recruitment Toolkit</p>	<p>Recruitment of employees from minority ethnic communities - use the Scottish Government's (SG) Minority Ethnic Recruitment Toolkit with the aim of supporting the recruitment of Inverclyde Council employees from minority ethnic communities.</p>	<p>OD, Policy and Communications</p>	<p>Implementation has progressed with key documents showing our strategic commitment to increase the diversity of the workforce. Recruitment and selection policies have been updated and adherence is supported by Chairs of panels being required to have undertaken the related training. Diversity/race equality awareness training has taken place. Census categories are used to gather equality information.</p>	<p>Complete</p>

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4.3 Improve our Equality Data	Improve the equality data held on the composition of our workforce- Recruitment portal has updated its equal opportunity (EO) questions tied to the changes in the next Scottish Census (delayed from 2021 to 2022). The form is ready to be released after the school Summer break 2021 to ask all staff to update their EO statistics.	OD, Policy and Communications	Equal opportunity questions updated and employees asked to complete.	Complete