

North Lanarkshire Council Report

Wellbeing and Tackling Poverty Committee

Does this report require to be approved? Yes No

Ref FW/AC

Date

25/04/25

Public Sector Equality Duties – Composite Report

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Executive Summary

Every four years, public bodies covered by the Public Sector Equality Duties (PSED) are required to publish a number of specific reports and information to evidence how they are meeting the needs of people whose characteristics are protected by the Equality Act 2010 - the PSED (General Duty).

The Council is now due to provide evidence on these matters, and this composite report sets out a comprehensive summary that fully demonstrates that the Council is successfully meeting its responsibilities under the PSED Duty. The report also provides a summary of our achievements against our Equality Outcomes which were set out for 2021-2025 and outlines the revised Equality Outcomes for 2025-2029 which will support and underpin the Council's ambition for our staff, residents and communities.

The report includes: -

- the Mainstreaming equality report that details how the Council, including the Education Authority and the Licensing Board, is fulfilling its requirements to progress the general equality duty in a way which is integral to the Council's functions.
- information on the good progress we have made in delivering our Equality Outcomes which were set for 2021-25.
- information on progress with regards positive progress on the diversity of our employee base and our employment practices.
- pay gap information, which includes for the first time information on the pay gap between people who are disabled and those who are not and people who are within a Black and Minority Ethnic group and those who are not.
- information on occupational segregation – grades and occupations for men and women, people who are disabled and those who are not and people who fall into a minority racial group and those who do not; and
- a fully reviewed and revised set of equality outcomes for 2025-29 including the evidence used to inform their development. Ten equality outcomes have been drafted for Committee's consideration and final approval.

Recommendations

It is recommended that the Wellbeing and Tackling Poverty Committee:

- (1) note the information contained in the combined report that details how the Council successfully mainstreams equality into its work.
- (2) note the progress in relation to delivering the Council's Equality Outcomes 2021-25.
- (3) note the information gathered in respect to our employment function.
- (4) approve the equality outcomes covering the period 2025-29; and
- (5) note the arrangements to put in place with a performance management framework to track progress in relation to the delivery of the revised set of Equality Outcomes.

The Plan for North Lanarkshire

Priority	All priorities
Ambition statement	All ambition statements
Programme of Work	Statutory / corporate / service requirement

1. Background

1.1 The Equality Act 2010 places a duty on the Council, including its work as an Education Authority and the Licensing Board, to publish, every 2 years by 30 April, a report on how it is meeting the requirements set out by the Public Sector Equality Duty. This report, known as the Mainstreaming Report, requires to contain the following information:

- progress on how the general equality duty is integral to the Council's functions.
- progress made towards achieving its equality outcomes.
- an annual breakdown of information gathered on composition, recruitment, development and retention of employees and details of the progress made in gathering and using this information to better perform the general equality duty; and
- gender pay gap information – the percentage difference between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime).

1.2 In addition, by 30 April 2025 the Council requires to:

- review and refresh its equality outcomes.
- publish its statement on equal pay, which must specify its policy on equal pay as regards women and men; people who are disabled and those who are not; and people who fall into a minority racial group and those who do not; and
- publish information on occupational segregation, which is the concentration in particular grades and in particular occupations of women and men; people who are disabled and those who are not; and people who fall into a minority racial group and those who do not.

2. Report

2.1 The Public Sector Equality Duty Composite Report 2025 is attached to this report as Appendix 1. The report is split into the following sections:

1. Mainstreaming Equality Report 2023-25.
2. Progress in achieving the Council's equality outcomes 2021-25.

3. NLC Equality Outcomes 2025-29.
4. NLC Employment Information; and
5. NLC Equal Pay Policy Statement.

Mainstreaming Equality

2.2 Mainstreaming equality, in essence, is about making the General Equality Duty integral to our everyday business. The general equality duty requires the Council to pay due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and any other prohibited conduct.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not; and
3. Foster good relations between people who share a protected characteristic and those who do not.

2.2.1 The Council's Equality Strategy 2019-2024 set out 5 objectives for successful mainstreaming of equality into our day-to-day work and the roles and responsibilities for all to achieve this. Those 5 objectives are:

1. to know and understand all our communities.
2. to involve our communities effectively.
3. to demonstrate leadership in equalities and human rights, both within the council and amongst partners, and organisational commitment to excellence.
4. to ensure that local public services are responsive to different needs and treat users with dignity and respect; and
5. to develop and sustain a skilled and committed workforce able to meet the needs of all local people.

2.2.2 The Mainstreaming Report provides detail on what we have achieved since we published our last mainstreaming Report in 2023 to further these objectives and in addition:

- how our governance arrangements ensure progress in relation to our equality duties is advanced.
- how equality is mainstreamed within our Education Service, Licensing Board and our function as an employer.
- how we have implemented the Fairer Scotland Duty to assist the Council in its work to tackle poverty.
- our approach to trauma informed practice; and
- how we use our procurement processes to advance equality through us contractual relationships.

Progress in achieving the Council's equality outcomes 2021-25

2.3 Our nine equality outcomes were set for the period 2021-25 and tracked for progress through a performance management framework. Section 2 of this composite report provides information on the progress and spotlight initiatives that bring to life some of the work we have undertaken to achieve progress against each outcome.

2.4 Outlined below are the nine equality outcomes with a few examples of those

achievements over the lifetime of the outcomes.

Equality Outcome 1

2.5 The housing needs of older and young people, disabled people and others with specific needs are met.

- Between April 2021 and April 2024 991 young adults were supported through the Rapid Rehousing Transition Programme.
- Housing plans in place for 85 previously looked after young people from April 23.
- Approximately 9800 adaptations were completed across tenures to support people to continue to live in their own homes.
- 1223 women experiencing domestic abuse were rehoused 846 applications included children.

Equality Outcome 2

2.6 Women, disabled people, young people and BAME people access employment and business opportunities and support.

- 464 lone parents, and 183 young parents and 290 BME people supported into employment.
- 196 people have kept their job via the Supported Employment Service for more than 2 years.
- 87.5% of Project Search graduates into work within 12 months of graduating.
- 792 business starts by women.
- 76 business starts by disabled people.
- 93 business starts by minority ethnic people.

Equality outcome 3

2.7 Older and young people, women, disabled people and BAME people on low incomes and benefits access welfare and financial advice and support.

- 5298 working age disabled people and 912 working age BME people were provided with benefit checks.
- 1097 young people received support re income maximization.

Equality Outcome 4

2.8 The educational attainment for children and young people with disabilities and/ or additional support needs, Gypsy/ traveler children and young carers is improved.

- 94.6% of ASN learners completed award bearing courses in 23-24 increasing slightly from 2012/22.
- Increase in attendance rates of young disabled people from 21-24 from 85.9% to 87.1%.
- In 20-22/23 90.5% ASN pupils have positive destination, with 22.95% employed.

Equality Outcome 5

2.9 Our schools are safe, accessible and inclusive.

- 100% of schools are using the Wellbeing App to support planning processes.

- 1900 young people across all clusters are accessing Counselling via the school-based counselling programme.
- Rights Respecting Schools – there are now 148 schools in total which well exceeds the 5% target.

Equality Outcome 6

2.10 Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destination.

- There has been a slight increase in exclusions from 11.3% to 11.5% (all sectors included).
- Over the past five school sessions, exclusions of care experienced learners have reduced overall by 93% (158 to 11).
- 109 young people enrolled on the Positive Pathways programme. Of the 94 who completed the programme 98% entered a positive destination.

Equality Outcome 7

2.11 The decisions by the Council's community engagement and participation mechanisms are influenced by the contributions of young people, women, BAME people and disabled people.

- 17 Deaf BSL users involved in the development of the Community Safety Strategy.
- Licensing Forum meetings have taken place since its reinstatement in 2024
- 26% of Community Board members are disabled and all Boards have more women participating than men (as at January 2024).
- More than 40 women participated in a BAME women's event representing women from many cultures including: Pakistan, India, DRC, Nigeria, Syria, Ukraine, China and Poland.

Equality Outcome 8

2.12 8 NLs communities, town centres, facilities, parks and open spaces are safe, inclusive and accessible to older people, disabled people, women, people of different faiths, LGBT people and BAME people.

- 17.45% of those who attended Youth Work projects and provided data were BAME, an increase from 4% in 2021-22.
- 7 new town and community hubs / service delivery spaces have been created in line with trauma informed design principles.
- 104 on-licensed premises in Coatbridge and Motherwell. participated in the women's town centre safety survey.

Equality Outcome 9

2.13 Young, BAME, Disabled, LGBT and female employees are provided opportunities to work for, thrive and progress in their employment in NLC.

- There was an increase in the under 20s applying to work in the Council - the only age group that saw an increase.
- 76 BME people were appointed in 2024 – the highest number ever in a year, 3.24% of all appointments.

- 3.55% of our workforce have said they are disabled. This is the highest percentage ever recorded. However, 43.39% of employees have not recorded in this category. This is down from over 67% non-recordings in 2023.
- 86.35% of promotions went to females in 2024, the highest percentage since 2018.
- The number of LGB people employed in the Council has increased since 2023 from 190 to 342 (2% of the workforce). In 2024 non-recording rates have reduced from 51.2% in 2022 to 35.02%.
- In 2024 59 employees have recorded under Gender Reassignment through MySelf, 17 of those were newly appointed in 2024. This is the first year we have recorded employees under this characteristic.

NLC Equality Outcomes 2025-29

- 2.14 The Council's ambitious Plan for North Lanarkshire to be the place for people to Live, Learn, Work, Invest and Visit has been fully reflected in our equality outcomes for 2021-25. Importantly, setting meaningful equality outcomes allows us to focus on how we deliver on this ambition for people protected by the Equality Act 2020 who experience continuing disadvantage.
- 2.15 To set our outcomes for the next four years the Council has gathered and reviewed among other information:
- the Council's continuing ambitions, priorities and programme of work.
 - the progress made in relation to the Council's equality outcomes 2021-25.
 - evidence which shows where the most disadvantage and inequality persist for different groups of people protected by the Equality Act 2010.
 - direct input from our services on known challenges and priorities for disadvantaged groups.
 - the views of local people (who share protected characteristics and represent those people), employees and Elected Members through direct engagement activity.
 - Information from the 2022 Census.
 - The *Is Scotland Fairer* report published by the Equality and Human Rights Commission; and
 - the Public Sector Equality Duty (General Duty).
- 2.16 With progress in the development of the Council's future operating model, and significant consultation with residents and communities on their preferences for future service delivery, including a focus on accessing services via digital technology, we have also included a new equality outcome (9) which reflects our clear intent to develop services delivery arrangements that will better take account of the needs of residents with protected characteristics.
- 2.17 Taking all of the above into account, we have now agreed a revised set of ten draft equality outcomes for the years 2025-29, and the considerations made for setting these outcomes, are laid out in detail in section 3 of the combined report.
- 2.17.1 The ten Equality Outcomes for the period 2025 - 29 are:
1. Care experienced young people, disabled people, minority ethnic people and women experiencing domestic abuse have warm, safe, affordable and accessible housing (including housing support) that meets their needs.
 2. More disabled people, women and minority ethnic people have access to Council funded employability support programmes and business support.
 3. Young adults, lone parents, women, disabled people and those from different faith groups access the services of the Tackling Poverty Team.

4. The educational attainment for children and young people with disabilities and/or additional support needs, Gypsy/ traveller children and young carers continues to improve.
5. Our schools are safe, accessible and inclusive.
6. Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destination.
7. Decision-making processes and services are influenced by the contributions of young people, women, minority ethnic people and disabled people.
8. Our buildings, places and spaces are safe, vibrant, inclusive and accessible, better serving the needs of people with protected characteristics through effective planning, design and development.
9. The services and information we provide are accessible and tailored to different people's needs.
10. Our employment practices actively encourage people to work for us, thrive and progress in their employment in NLC.
 - Young, disabled, minority ethnic and LGB&T people work with us at all levels and are supported.
 - Reduce vertical and horizontal gender occupational segregation.
 - Increase Minority Ethnic people in teaching and Social Work workforce.

NLC Employment Information

2.18 Section 4 of the composite report provides the information required about the characteristics of our employees. It details, through statistics and analysis the diversity of our workforce. The information includes:

- Pay gaps for gender, disability and ethnicity
- Composition
- Recruitment
- Promotions
- Leavers
- access to flexible working
- grievance and discipline
- maternity leave; and
- occupational segregation (grades and occupations) for sex, disability and ethnicity

Equal Pay Policy Statement

2.19 Appendix 2 to this report contains the Council's revised Equal Pay Policy Statement which requires to be reviewed and published every four years. The Equal Pay Statement sets out how the Council is meeting its duty to have due regard to the need to eliminate unlawful discrimination, particularly in relation to employment and pay.

Next Steps

2.20 Council services are considering the action they will take to deliver the equality outcomes and the measures which they will put in place to manage progress. These actions and measures will be contained within a performance management framework (PMF) and will be subject to ongoing monitoring by the Equality Board.

2.21 This Mainstreaming Equality Report, Equality Outcomes 2025-29 and the employment gathering information will be published on the Council website by 30 April 2025 as required by the Public Sector Equality Duty.

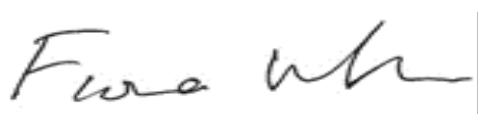
2.22 The Equality Strategy is currently being reviewed to take us through the period 2025-29. This new Strategy will contain our continued approach to mainstreaming equality across all our work to support advancement of the General Equality Duty. The Equality Strategy 2025-29 will be presented to a future meeting of this committee.

3. Measures of success

- 3.1 Care experienced young people, disabled people, minority ethnic people and women experiencing domestic abuse have warm, safe, affordable and accessible housing (including housing support) that meets their needs.
- 3.2 More disabled people, women and minority ethnic people have access to Council funded employability support programmes and business support.
- 3.3 Young adults, lone parents, women, disabled people and those from different faith groups access the services of the Tackling Poverty Team.
- 3.4 The educational attainment for children and young people with disabilities and/or additional support needs, Gypsy/ Traveller children and young carers continues to improve.
- 3.5 Our schools are safe, accessible and inclusive.
- 3.6 Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destination.
- 3.7 Decision-making processes and services are influenced by the contributions of young people, women, minority ethnic people and disabled people.
- 3.8 Our buildings, places and spaces are safe, vibrant, inclusive and accessible, better serving the needs of people with protected characteristics through effective planning, design and development.
- 3.9 The services and information we provide are accessible and tailored to different people's needs.
- 3.10 Our employment practices actively encourage people to work for us, thrive and progress in their employment in NLC.

4. Supporting documentation

- 4.1 Appendix 1 PSED – Composite Report
- 4.2 Appendix 2 Equal Pay Policy Statement



Fiona Whittaker
Chief Officer – People Resources

5. Impacts

<p>5.1 Public Sector Equality Duty and Fairer Scotland Duty Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact? This report is a Statutory Requirement of the PSED. If Yes, has an assessment been carried out and published on the council's website? https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.2 Financial impact Does the report contain any financial impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant financial impacts been discussed and agreed with Finance? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.3 HR policy impact Does the report contain any HR policy or procedure impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant HR impacts been discussed and agreed with People Resources? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?</p>
<p>5.4 Legal impact Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact? The Report is required by the PSED and therefore impacts on the Council's compliance with those duties.</p>
<p>5.5 Data protection impact Does the report / project / practice contain or involve the processing of personal data? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, is the processing of this personal data likely to result in a high risk to the data subject? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to dataprotection@northlan.gov.uk Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.6 Technology / Digital impact</p>

<p>Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p> <p>Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)? Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>5.7 Environmental / Carbon impact Does the report / project / practice contain information that has an impact on any environmental or carbon matters? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p>
<p>5.8 Communications impact Does the report contain any information that has an impact on the council's communications activities? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact?</p> <p>The Composite Report requires to be published on the Council website.</p>
<p>5.9 Risk impact Is there a risk impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed?</p> <p>The risk to the Council in relation to compliance against the PSED.</p>
<p>5.10 Armed Forces Covenant Duty Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.</p>
<p>5.11 Children's rights and wellbeing impact Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).</p> <p>The equality outcomes for the years 2025-2029 are set to have a positive impact on the lives of people protected by the Equality Act 2010, including young people.</p> <p>If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out? Yes <input type="checkbox"/> No <input type="checkbox"/></p>

The Public Sector Equality Duty Composite Report 2025

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Our Approach to Mainstreaming Equality 2023-2025

To mainstream equality effectively requires a culture at all levels of an organisation where the needs of people with protected characteristics are not an afterthought – they are integral to everything it does.

The Council's ambitious Plan is for North Lanarkshire to be the place to live, learn, work, invest and visit for all people. Addressing the disadvantage and inequality that some groups of people experience because of societal constructs, prejudice, direct and indirect discrimination requires a strong, sustained strategic approach directly aligned to The Plan for North Lanarkshire and a commitment from all employees at all levels to understand the causes and consequences of inequality.

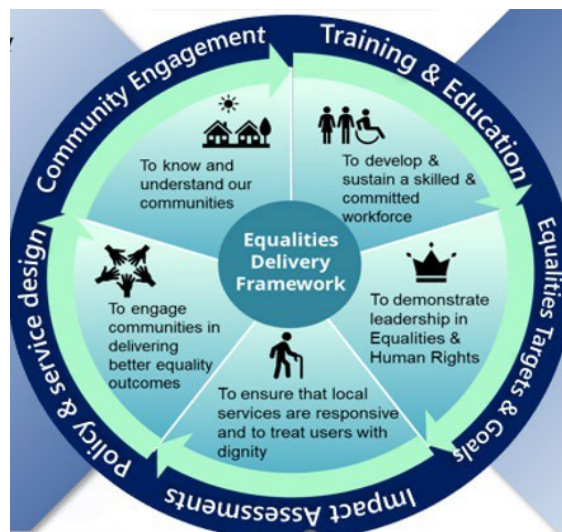
The Council's Programme of Work is the delivery vehicle for the Plan for North Lanarkshire and is driven through 7 workstreams. The Council's equality outcomes are directly aligned to four of these ensuring equality is mainstreamed into the very heart of what we do:

- *Resilient People* - To deliver whole family support locally, when families need it, in a way that addresses the impacts of poverty and reduces inequality.
- *Brighter Futures* - To support and improve educational attainment, employment opportunities, entrepreneurship, and volunteering.
- Digital North Lanarkshire - To develop a skilled digital workforce, promote an innovative, sustainable culture and be the digital leader for a transformed North Lanarkshire.
- *One Service* - To ensure services are delivered, regardless of owner, in a streamlined, efficient, and supportive model, with the overall vision of inclusive growth and prosperity for all.

NLC EQUALITY STRATEGY 2019-24

In 2019 the Council published its Equality Strategy 2019-2024 setting out how embracing the Equality Act 2010, and the Public Sector Equality Duties, would ensure equality and human rights are mainstreamed into the everyday work of the Council. The strategy set out five key underpinning objectives for mainstreaming success and associated enablers to achieve this.

Equalities Delivery Framework



The following section details the five objectives for mainstreaming equality in our work and some examples of what we have been doing and achieving since we last reported in 2023.

1. To know and understand all our communities.

We gather information about our people through a variety of approaches including population surveys, Scottish Index of Multiple Deprivation data, Census information, local survey work etc. However, this information is limited in that it doesn't provide people's lived experiences. Engaging directly with people and building relationships is key to understanding the true experience and the story behind the statistics. We can then take effective action based on evidence where we identify disadvantage and disproportionate impacts for particular groups of people. Below are a few examples of activity:

- Engagement with the Muslim community to understand barriers that have resulted in the low uptake of girls and women accessing free period products. This has resulted in Lanarkshire Mosque becoming an access point and opening specifically for 2 hours each day for this purpose.
- The women's Town Centre Safety Pilot on Motherwell and Coatbridge to understand girls and women's experiences of accessing and using the town centres to inform the town centre action plans.
- Continuing engagement with our minority ethnic communities which has resulted in numerous initiatives to improve the lives of people including:
 - the contract with the Asian Business Chamber to support minority ethnic entrepreneurship;
 - the development a new Cultural Committee to bring together and celebrate North Lanarkshire's rich and diverse cultures;
 - positive action in recruitment of Congolese and Ukrainian people working in Early Years; and
 - the ESOL Learners Forum who provide a voice for learners to influence ESOL teaching practice.
- The engagement between the Community Partnership Team and the Deaf BSL community to inform the development of the Community Safety Strategy

2. To involve our communities effectively.

Nothing about us without us is the mantra for ensuring the planning and design of buildings and services are fit for purpose and meet the needs of people - getting it right first time. We engage and involve people at the earliest part of the process.

- Co-designing the future community hubs with representative organisations including NL Disability Forum, Voice of Experience, Lanarkshire Links, NL Carers Together, and Equals Advocacy.
- Continuing our partnership with NL Disability Access Panel who provide the Council and its partners the experience of disabled people in relation to the built environment ensuring that access issues are factored into projects at the design stage.
- Lanarkshire BSL Steering Group provides a conduit for Deaf and Deafblind BSL users to

have an ongoing dialogue with the Council to improve service delivery for BSL users. The group has representatives from four Deaf and Deafblind BSL user organisations operating in Lanarkshire who have co-produced with us the second Shared BSL Plan for Lanarkshire 2024-2029.

- Our nine Boards support community participation and provide a single coordinated approach to governance for local communities reflecting statutory and regulatory requirements and operate in a manner consistent with influencing and delivering the One Plan outcomes at a local level. The Boards play a role in terms of decision making within a locality and the involvement of local people is key.
- 3. To demonstrate leadership in equalities and human rights, both within the council and amongst partners, and organisational commitment to excellence.**

The Council's Chief Executive leads the way in all matters of equality and human rights. His vision and expectations that the work we undertake as a public body is first and foremost to improve all people's lives is articulated at all levels of the Council as well as with our community planning partners.

The Chief Officer – People Resources - has corporate lead for equalities within her portfolio and provides the strategic direction through managing the Equalities Team and chairing the Council's Equality Board.

Our Elected Member Equality Champion also ensures that equality and diversity issues are highlighted and progressed within the Council and its communities.

- promoting and ensuring cross-party support for Council initiatives, for example participation in the Gender Budgeting Project, and promoting the Elected Member Diversity Monitoring;
- participating in Council Working groups including the Equality Board the Equally Safe at Work Working Group; and
- chairing and providing welcome addresses at Council events and conferences.

Strategic Leadership Board – Lead Officers Group

The Lead Officers Group was formed to drive forward progress on the recommendations of the Our Lives Research. This SLB's leadership is crucial in giving this important work the validity it requires across North Lanarkshire's community partnerships. An example of how this leadership has proven critical is that through the Lead Officers Group a new Cultural Committee for North Lanarkshire has been established. Lack of cultural celebration and acknowledgement of different cultures in NL was highlighted as an area of great concern to people who participated in the Our Lives research. Since the committee's first meeting late in 2024 there are 35 members from 20 organisations participating.

Employer Accreditation Programmes

Disability Confident Leader

The Council was re-accredited for the 3rd time with the Disability Confident Leader employer accreditation in March 2023. Being a leader requires not only removing barriers to disabled people gaining and sustaining employment but also taking a pro-active approach to encourage our suppliers and partner firms to also become disability confident.

Equally Safe at Work

The Council has very recently achieved Bronze renewal in the Equally Safe at Work employer accreditation programme. Close the Gap who administers the accreditation programme have stated that our

'commitment to women's labour market equality demonstrates that North Lanarkshire Council is a sector leader of gender equality at work in the public sector'.

Race at Work Charter

The Council was the first Scottish Local Authority to sign up to the Business in the Community's Race at Work Charter. The Chief Social Work Officer was recently appointed as our Executive Sponsor for Race.

Action Plans to advance the asks of all of these accreditation programmes have been developed to ensure delivery. Working Groups also exist to monitor and review progress and people with lived experience are central to the review and monitoring process.

4. To ensure that local public services are responsive to different needs and treat users with dignity and respect.

Our approach to undertaking equality impact assessments means that decisions that require committee approval are included within the committee report being considered by Elected Members. This provides elected members with the confidence that equality considerations are embedded into the Council's decision-making processes.

We have a quality control aspect to impact assessments that includes confirming that the author of the assessment has undertaken equality impact assessment training. Since introducing this 91 employees have undertaken Equality Impact Assessment e-learning and a further 50 have undertaken Equality Impact Assessment face to face training.

Recent assessments have included:

- Tower Strategy – assessing plans to progress the re-provisioning and the need to balance the re-housing needs of tenants affected by the re-provisioning programme and other applicants on the council's housing waiting list.
- Insourcing of Business Gateway Lanarkshire Service – assess the change in delivery model from outsourced to in-house.
- Sexual Harassment Policy – assess the impact and implementation of a new policy.
- Homelessness Action Plan 2025-2028 - The Homelessness Action Plan (HAP) 2025-2028 aims to significantly reduce homelessness in North Lanarkshire through prevention, rapid rehousing, and housing support.
- The HIVE Women's Business Incubator Project based in Airdrie - assess the impact of creating a women's business incubator to help encourage and enable more women to start and sustain businesses within North Lanarkshire's economy.
- First Stop Shop Service Review - A review of the current operating model to ensure the service continues to meet the changing needs of customers whilst providing best value and a sustainable future delivery model.

A trauma informed and responsive organisation and services

In May 2023 the W&TP committee in North Lanarkshire Council endorsed a vision and strategy to become a trauma informed and responsive organisation. The values and principles which underpin being trauma informed align with the plan for North Lanarkshire and as such, trauma is now a core component of the Council's Programme of work 2023 – 2028. North Lanarkshire Council and the HSCP signed the leadership pledge of support in 2023 to publicly commit to this ambition and appointed 3 senior managers and an elected member as champions to drive this change programme forward.

A steering group has been developed to provide strategic focus and direction with a role of coordinating / having oversight of work that is taking place in services. A Trauma Plan has been created to ensure trauma informed practice and systems are embedded within the council's operating model. The main national drivers that underpin the national trauma transformation programme are mirrored in the PoW deliverables. Within North Lanarkshire the aim is to thread trauma approaches and responses through all our work, organisation and culture.

As such a range of work is ongoing across the Council and HSCP to implement the Trauma plan with a focus on creating the culture and conditions across the council to enable staff to respond in ways which recognise the impacts of trauma, promote recovery, prevent re-traumatisation, and ensure services and effective supports are accessible to / effective for those who need them most. This has involved among other things:

- briefings to senior leadership across the Council;
- Managers have been asked to develop trauma plans for their services to consider how best to implement trauma informed approaches;
- a service trauma plan focusing on data and evaluation is currently being trialled with 2 services;
- the Equality Impact Assessment template has also been reviewed to focus attention on the impact of trauma on individuals when services are being developed and reviewed;
- providing opportunities for staff to develop skills and confidence in working with trauma and a training implementation plan has been developed to support this ambition. Ten Elected Member have also participated in training; and
- council wide strategies and policies have also been reviewed and refreshed to incorporate Trauma principles

In the creation of our community hubs, which are central to the Council's future operating model, we are designing them with a trauma informed lens so as they are friendly, welcoming and accessible. Walkabouts in existing hubs with people with lived experiences are taking place and necessary changes being implemented.

5. To ensure that the needs of people who are living with the experience of trauma is considered in our decision making we have integrated trauma into our equality impact assessment process.

Work with schools on LGB&T supports

Increasingly the needs and support for young people who are LGB&T is being highlighted in our schools. Education and Families in 2023 have been engaging with Time for Inclusive Education (TIE), a charity that tackles homophobic, biphobic and transphobic prejudice and bullying through education. The Council target is that all teaching staff will have completed TIE level 1 training by end of session 2026-27.

DigitalNL

With the move to providing access to services in a more digital way we know that for some groups of people they will experience barriers if that is the only route for them. Older people are less likely to be digitally connected and skilled. Trust and confidence in digital technologies is commonplace.

Our Lives research highlighted a number of concerns for minority ethnic people - language skills, literacy, affordability for some groups also a key barrier.

For some disabled people digital technology can be a blessing while for others a barrier. For some people who use assistive technology – screen readers for instance - form filling on-line can present real problems.

People whose first language is BSL can be very digitally excluded, particularly older users as information needs to be in BSL.

The Council through various working groups – Digital Zones, Improving Customer Experience for example – is ensuring those most excluded are not left behind. Key is continuous engagement and involvement with groups who are impacted.

Accessing face to face services also need to be accessible. Employees skills and confidence in supporting service users and customers different needs is crucial and training and development opportunities need to reflect this.

One size does not fit all, and we will need to continue to provide information and access to our services in a variety of ways that are proportionate and relevant.

Recognising the importance of this area the Council has set a new equality outcome for 2025 -29 to ensure we get this right for everyone and no-one is left behind.

Access to language interpretation

All of our front facing reception areas have access to Language Line and Contact Scotland BSL which provides service users, whose first language is not English including those Deaf people who use BSL with access to interpreters on the spot.

6. To develop and sustain a skilled and committed workforce able to meet the needs of all local people.

Training and Development

The Council's Talent and Organisational (TOD) team provide a raft of training opportunities for employees to meet both their personal and professional development needs. The establishment of the on-line portal LearnNL gives all employees easy access to the whole menu of training and development opportunities both face to face and e-learning.

We have ensured that equality and diversity training is accessible and has its own dedicated section in the LearnNL dashboard covering a multitude of aspects about equality and diversity. The broad range of training available also includes bespoke courses developed for our Council and service' needs.

We have developed a new one-day Promoting Workplace Equality Workshop that aims to support employees become champions in their own workplaces – challenging prejudice and promoting equality at the same time. Since piloting in April 2023 more than 70 employees have participated.

As part of NLC's leadership development programme a session entitled: Anti-Racist Education: The School Leader's Role has been incorporated. This interactive workshop

explores a school leader’s role in fostering an anti-racist culture, enacting an anti-racist curriculum and building racial literacy and confidence in anti-racist leadership and education. This session is facilitated by the Lead Specialist (Race Equality) in Education Scotland.

The Education and Family service has also continued to promote Education Scotland’s Building Racial Literacy programme, with one colleague completing the pilot programme and another enrolled to start in the next cohort.

Action on Gender Equality Project

In 2022 the Council began a partnership with the Scottish Women’s Budget Group. The project aims to support greater use of gender budgeting tools in local decision making in Scotland to reduce inequalities. Since this time the Council has been supported by the SWBG by:

- Delivering workshops for staff and Elected Members on gender budgeting;
- Support in delivering the Shared Prosperity Funding in Active Travel and Supporting Business; and
- Reviewing the Council’s Equality Impact Assessment Process.

GOVERNANCE

To have an effective strategy for Delivering Equality requires effective governance and monitoring arrangements to be in place.



Everyone who works for the council, whether directly or through commissioning, is responsible for ensuring that the culture for effective mainstreaming is developed, nurtured and sustained and the objectives of the Equality Strategy are reflected in the planning and delivery of their services.

The Council’s Equality Board

The Equality Board is responsible for ensuring all equality matters are advanced and fit for purpose. It:

- provides a collective, cross-service approach in the advancement of equality in the delivery of the Plan for North Lanarkshire;

- advises the Council on matters of compliance re the Public Sector Equality duties (General and Specific);
- ensures the effective implementation of the Equalities Delivery Framework;
- engages across services to ensure equality is embedded and advanced via the development of individual service equality action plans;
- develops a robust performance monitoring framework that will more effectively measure performance and impacts against the equality outcomes; and
- reports on progress to the Wellbeing and Tackling Poverty Committee.

FAIRER SCOTLAND DUTY

The Fairer Scotland Duty (FSD) – the requirement to actively consider how we can tackle inequalities of outcome in any major strategic decision we make - is the first of 50 actions set out in the Fairer Scotland Action Plan.

The Council’s approach to the meeting the requirements of the Fairer Scotland Duty have been to integrate the need to assess decisions into the Council’s Equality Impact Assessment processes. How we have met the needs of the FSD is also included as a section within committee reports to ensure any decision requiring approval meets the needs of the FSD to tackle socio-economic disadvantage.

EQUALITY IN THE COUNCIL’S PROCUREMENT FUNCTION

A PSED (Specific Duty) requires the council to consider equality matters in award criteria within our procurement function. This Duty features in both our contract strategy development and within tender evaluation criteria.

The Council’s [Annual Procurement Report 2023/24](#) includes performance indicators that demonstrates the Council’s procurement activity:

- number of unique Contractors awarded a Contract, and the percentage of them who are SME;
- the proportion of the aggregate Contract Value (from all Contracts Awarded) that is with SMEs;
- all Regulated Procurements encourage Contractors to pay the real living wage;
- all Regulated Procurements seek Contractors to respond to questions on Fair Work First (this is generally a weighted criteria in Qualitative Assessment); and
- capture of community benefits where practicable. To advance the application of the Equality Duty and drive greater outcomes from procurement activity, the Procurement Team will work with the Equalities Team to consider how to integrate objectives for Equality Duty into Procurement activity.

Case Study – Wholelife Family Support

In financial year 2023/24, the council undertook a procurement to establish a contract for “Wholelife Family Support”. This contract was awarded to Barnardos for £4M. The procurement involved people with lived experience in the contract strategy and specification development, furthermore in the tender evaluation process.

Previously Family Support was available where they met social work criteria or were

fortunate enough to have a voluntary sector provider in their area, the criteria of both being quite specific. The ethos of commissioning the wholelife family support service was to create equity of access across North Lanarkshire and breakdown barriers.

The equality and diversity criteria required that the Service would be available, without barriers, to families who resided within North Lanarkshire regardless of: age; disability; gender re-assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief or non-belief; sex; sexual orientation; and challenge or difficulty experienced.

This Procurement complied with the council's standard practice for all Regulated Procurements, which required:

- The terms and conditions mandate the requirement for "Prompt Payment";
- Scored evaluation questions included the Contractor to provide Community Benefits and outline their Fair Work Approach; and
- Additional feedback sought was the Contractor's position on Payment of the Living Wage and Accreditation Status.

EDUCATION

Education and Families have implemented an Empowering Clusters Model as a way of ensuring a clear focus on children and young people. Its principles and values are those underpinned by the UNCRC, 'Getting it right for Every Child', All our Children, all their Potential (Morgan Review), The Promise 2020 and the Review of National Guidance for Child Protection in Scotland 2021 and align to the following themes:

- Rights and Participation;
- Relationships;
- Wellbeing and Care; and
- Inclusion and Universal Support.

It puts children and their families at the heart of decision making to give all the best possible start in life.

The model of cluster working allows for the needs of children to be met through a joined-up approach to children's services. The model is the same for primary and secondary and is built around the 23 educational clusters which includes secondary school, the feeder primary schools, early years establishments, SEBN and ASN provision within the cluster area. The model centres on integrative practice within and across agencies using staged intervention to plan for individual children and young people and their family at the earliest opportunity. This approach to planning helps to identify what needs to be done to improve the child/young person's wellbeing and what support is necessary to meet identified outcomes.

Alongside the implementation of the cluster model, significant re-structure is ongoing across the Additional Support Needs (ASN) provision. Work has progressed through statutory consultations to relocate and refurbish existing premises to support the expansion of ASN. This has resulted in newly refurbished premises which better suit the needs of our learners across the service. Further consultations have progressed with the remaining ASN standalone provision. Inclusion, equality and the presumption of mainstream underpins all new processes.

The Authority are committed to continuing to support all educational establishments to ensure inclusion and equality are embedded in all aspects of school life. All schools' handbooks include an equality statement, and all schools display the Council's overarching equality statement on their public notice boards. This ensures parents and visitors are confident that they will be treated with dignity and respect and if they feel they are not then they are encouraged to share their experience.

There are currently three equality outcomes for education where performance is carefully assessed so that the Council has an understanding of what is happening for particular groups of learners. Some of the performance measures include:

- monitoring attendance, attainment and exclusions of young people with disabilities and/or additional support needs and Gypsy Traveller children;
- monitoring and setting targets for schools' participation in programmes such as the Mentors in Violence Prevention Programme and Rights Respecting Schools, LGBT Chartermark etc;
- providing continuous training and awareness raising opportunities for employees on equality related matters; and
- monitoring the:
 - % of ASN pupils participating post school
 - % of ASN pupils employed post-school
 - % of young people from ASN schools entering MAs and employment directly from school
 - % of girls and young women participating in STEM subjects

This then allows any service development activity or corrective action to be taken if necessary.

Equality Impact Assessments

Recent assessments undertaken by the Education Authority include:

- Schools transport – assess the impact of reducing the current demand for mainstream transport by up to one third by bringing eligibility criteria into line with statutory requirements and those of most other local authorities.
- Active and Creative Communities – review impact of a new Operating Model.
- Realignment of Early Years Practitioner Posts

NORTH LANARKSHIRE LICENSING BOARD

The Board is responsible for administering the alcohol licensing system and certain gambling licensing within North Lanarkshire.

The Licensing Board is a separate entity to the Council itself but benefits from its members being NLC Elected Members who are supported through the Chief Executive's Office.

With such a close relationship the Board utilises the Council's expertise, knowledge and resources in relation to equalities including:

- accessing information that informs its equality outcomes, policies and decisions;
- working with key employees across the Council on areas such as training and

development, raising awareness of equality issues in general;

- the Clerk to the Licensing Board meets regularly with the Council's Equalities Manager to keep abreast of any relevant information and issues that could have an impact on the work of the Board;
- liaising with partner organisations such as NHS Lanarkshire, North Lanarkshire Violence against Women Partnership, NL Disability Access Panel, Police Scotland, etc. on initiatives to raise awareness and promote understanding; and
- using Council premises for its meetings to ensure accessibility at its Hearings.

NLC - EMPLOYMENT

The Council is the largest employer in North Lanarkshire with over 16830 employees operating over 4 services – Chief Executive's, Education and Families, Enterprise and Communities, People Resources and the Health and Social Care Partnership. The Council is committed to being an exemplar employer and one where its employees are supported and can thrive. It is also committed to being a leader amongst our local businesses and industries, showcasing how fair work and best practice benefits our people and local economy.

In 2022 the remit for equalities was transferred to the Chief Officer, People Resources' portfolio and this has provided additional resources and a focus to further advance equality in our employment environment.

The following illustrates some aspects of our employment practices where advancing equality is at its heart.

Supporting a diverse workforce

With a predominantly female workforce and an ageing one we recognised that many of those women will be approaching and going through the menopause. A new Menopause and Hormonal Change Policy provides advice and guidance for employees that are either directly experiencing symptoms of the menopause or are affected by it. To launch this policy a number of menopause café style events were organised to provide opportunities for employees to come together and share experiences and get support. Guidance for managers has also been published.

There is also the inevitability that some, if not many employees in our workforce, will have experience of Gender-Based violence (GBV). Eight employees have volunteered to become GBV Support Officers to provide emotional and practical support to any employee who requests it. We also have a GBV Policy that sets out the support that employees can expect, and additional guidance provides information for line-managers and supervisors.

Our Dignity at Work Policy aims to tackle bullying and harassment in the workplace and provide recourse for those who experience it. To support employees, we also have a number of Dignity at Work Support Officers who will support employees who wish to address bullying or harassment.

To address issues of harassment experienced by an employee by a service user the Council in partnership with the Employee Equality Forum developed anti-violence and harassment posters to be displayed in all public reception areas.

The Reasonable Adjustment Protocol aims to provide a standardised process for disabled employees to negotiate and agree the reasonable adjustments they need to support and sustain their employment. A Disability Policy for the Council is currently under development

and will include a disability passport protocol.

Our Smarter Working Policy allows employees to work flexibly, allowing them to balance the needs of their work and home life. To compliment this, we have developed an e-learning module What is flexible working? This gives an overview of the aims and types of Flexible working available and how to deal with Flexible working requests. We also include the Happy to Talk Flexible Working logo on all of our job adverts opening up the application process to a wider pool of people.

We continue to provide access to occupational health services like medical advice, counselling, debt counselling and physiotherapy and we continue to develop and promote our WorkwellNL and NL Life provisions to support and reward our employees across the Council. These programmes have been well received and well used by our employees, and they will become increasingly important as we enter a period of increased change and transformation across all our services.

The launch of our Sexual Harassment Policy in 2024 involved a campaign alerting staff to the Council's zero tolerance approach to instances of sexual harassment. A week of action in August involved an announcement by the Chief Executive, awareness sessions coinciding with committees to engage with Elected Members, a poster campaign and a lunchtime staff awareness session.

Employee Health and Wellbeing

Our people management practices across the Council have been recognised through the accreditations we have received. We were the first Local Authority in Scotland to be accredited as a Disability Confident Leader. In 2023 this accreditation was subject to external validation and was renewed for a further three years. In March 2023 we were recredited the Bronze Standard in the Equally Safe at Work accreditation programme that aims to advance gender equality in the workplace.

Our workforce Mental Health and Wellbeing Strategy was born out of recognising that our employees are experiencing high levels of mental health issues, resulting in high levels of absenteeism, and the need to support them better. The Strategy has recently been reviewed, and its aims are to:

1. develop a supportive culture, build resilience and address factors that may negatively affect mental wellbeing;
2. support employees to minimise the risk of mental ill health by providing information on how to control stress, increase resilience and to boost low self-esteem as a way to help keep symptoms under control;
3. to provide support for employees experiencing mental health and wellbeing difficulties; and
4. to recognise that workplace stress is classed as occupational ill health. We will train & support our managers in proactive approaches to reduce instances of workplace stress.

To support the aims of the strategy and our employees better there is now a focus on service based mental health groups that will tailor support and strategies to the individual needs of the services and their workers rather than have a one size fits all approach. These service groups were launched in March 2023.

Employee Engagement

We use a variety of means to engage with employees around equality issues.

Having employees with the lived experience to influence our work is important to us not only to provide their own experience but also for the credibility of the work.

Employee Equality Forum (EEF)

The EEF aims to provide a focus for employees to discuss and raise equality and employment matters with the Council. It also acts as a consultation mechanism for the Council when developing employment policies and initiatives.

Since 2023 some initiatives the EEF have been involved in include:

- Working in partnership with the Disability Equality Working Group to host two very successful disabled employee events to mark International Day of Persons with Disabilities. Both events welcomed over 60 disabled employees and a number of those have signed up to become members of the EEF.
- Having representation on the Disability Equality Working Group
- Assisting in the development of the second employee survey to explore the experiences of the Council's minority ethnic employees.
- Responding to employment policy consultations – Sexual Harassment Policy, Review of the Dignity at Work Policy, the development of the Disability Policy Working Group; the development of the Council's Equality Outcomes 2025-29
- Being alerted through our employment information gathering exercise to higher numbers than of LGB&T employees in comparison to previous years we are beginning to explore the needs of our LGB and T employees.

Equal Pay Audits

The Council undertakes an equal pay audit every two years. Equal pay for equal work is the concept that individuals in the same workplace should receive equal pay for performing the same or substantially similar work, regardless of their sex.

An equal pay audit involves comparing the pay of males and females who are doing equal work, investigating the causes of any pay differences and planning to close any differences that cannot be justified. We are committed to ensuring equal pay structures for all our employees.

Fair Work First commitments

The Council recognises that work is an important part of adult life and is critical to our wellbeing and shaping how we live. The Fair Work Convention's Framework defines Fair Work as work that offers effective voice, fulfilment, opportunity, respect and security. We believe Fair Work can boost creativity, realise untapped potential and increase productivity. We are committed to Fair Work and are meeting the criteria by:

- providing effective channels for effective employee engagement;
- investing in workforce development;
- not using zero hours contracts inappropriately;
- taking action to tackle the gender pay gap and create a more diverse and inclusive workplace;

- committing to paying the Real Living Wage;
- offering flexible and family friendly working practices for all workers from day one of employment; and
- opposing the use of fire and rehire practice.

We have agreed with our Trade Union colleagues a statement on Fair Work First and this has been published on the Council's website.

2. NLC EQUALITY OUTCOMES 2021-25 PROGRESS REPORT

The purpose of setting equality outcomes is to ensure there is a clear focus in reducing disadvantage for particular groups of people who may face disproportionate inequality and disadvantage because of a particular characteristic. Key to setting outcomes is that they are based on evidence and the outcome you want will make a difference to the lives of people. Outcomes provide opportunities to make a difference and make right what are often long-standing historic and systemic wrongs. Importantly our Outcomes are set within a Performance Management Framework that allows progress to be monitored and measured.

The outcomes, subject of this progress report, were set in 2021. The following section provides information on progress over the last 4 years; a spotlight initiative to highlight areas of success; and what aspects of the general duty each outcome advances.

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
2. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
3. Foster good relations between people who share a protected characteristic and those who do not.

Equality Outcome1. The housing needs of older and young people, disabled people and others with specific needs are met. **(GD 1,2 AND 3)**

Impact Area	Progress 2021-25
Tackling youth homelessness	<p>23.6% of all homeless applications in 23/24 were from 16–25-year-olds – a slight reduction from previous period with 24.1% of applications.</p> <p>There was a 10.3% increase in applications from 16–17-year-olds in 2022/23 – 2023/4 period.</p> <p>There was a 14.4% increase for 18–25-year-olds in the same period.</p> <p>Between April 2021 and April 2024 991 young adults were supported through the Rapid Rehousing Transition Programme.</p>
Care leavers have housing plans in place and homelessness is reduced	<p>Housing plans in place for 85 previously looked after young people from April 23.</p> <p>5 Young people were made homeless directly from care since 2021.</p>
Older and disabled people are supported to live independently in their own homes	<p>Since April 21 approximately 9800 adaptations were completed across tenures to support people to continue to live in their own homes.</p>

People have homes for life that meet their changing needs	1654 new homes have been built to varying needs standards.
More homes are available to meet the needs of disabled people, older people and those with long term conditions	143 new homes built to wheelchair standard. 230 new council homes suitable for older people.
People experiencing domestic abuse are rehoused <ul style="list-style-type: none"> • Women • Children • Men 	1223 women experiencing domestic abuse were rehoused. 846 applications included children (57.3%). 188 males were rehoused.
<p>Spotlight Initiative</p> <p><u>Family Plus Project</u></p> <p>Our Family Plus Project in partnership with Barnardo’s Scotland and funded by North Lanarkshire’s Alcohol and Drugs Partnership (NLADP) is ongoing and provides housing support to families and young people affected by domestic abuse, addictions, and other trauma. Other Rapid Rehousing Transition Plan (RRTP) partnership projects that continue to be delivered include the Youth Life Coach Project, which aims to upskill young people with the skills and experience they need to live independently, and Creative Faces which provides opportunities for therapeutic interventions to improve health and wellbeing amongst young people.</p>	

Equality Outcome 2 - Women, disabled people, young people and BAME people access employment and business opportunities and support (GD 2 AND 3)

Impact Area	Progress 2021-25
Employability	Since 2021
Increase in: Number of lone parents supported into employment	464 lone parents supported into employment.

Number of young parents supported into employment	183 young parents supported into employment.
Number of disabled parents supported into employment	21 parents supported into employment.
Number of lone parents registered on programmes	976 lone parents registered on programmes. Increased numbers of parents on low incomes due to higher investment in tackling child poverty.
Number of young parents registered on programmes	331 young parents registered on programmes.
Number of disabled parents registered on programmes	64 disabled parents registered on programmes.
Numbers of disabled people registered on programmes	165 disabled people registered on programmes.
Numbers of disabled people supported into employment	58 disabled people supported into employment.
Number of BME people registered on programmes	784 BME people registered on programmes Ongoing engagement with BME communities has resulted in an increase in those engaging in employability activities.
Numbers of BME people supported into employment	290 BME people supported into employment. The number jumped from 27 in 2021 to 109 in 2024.
Supported Enterprise Service	
% Disabled People progressing from the service that no longer require in work support from the service	In 2024 12%. This figure is lower than 2021 (when it was 20%) due to the level of support the current client group requires. This could be due to a number of factors such as COVID and the long-term effects of social isolation or online learning.
Number of people supported via the Supported Employment 5 stage model	866 people supported via the Supported Employment 5 stage model since 2021.

People who have kept their job via SES for more than 2 years	196 people since 2021 have kept their job via SES for more than 2 years.
Disabled people average hours worked / week	Since 2021 the average has been between 23 and 25 hours a week.
Number of Project Search Graduates	53 people have graduated since 2021. The numbers can fluctuate year on year due to students starting course and not completing due to health / mental health issues.
% Project Search graduates into work within 12 months of graduating	87.5% of graduates into work within 12 months of graduating. This is the highest average since 2021.
Business Gateway	
Number of business starts supported through Business Gateway in North Lanarkshire	1792 business starts have been supported through Business Gateway in North Lanarkshire since 2021.
Number of business starts by women	792 business starts by women since 2021.
Number of new business starts by disabled people	76 business starts by disabled people since 2021.
Number of new business starts by BME people	93 business starts by minority ethnic people since 2021.
Number of disabled Managing Directors accessing Business Recovery and Growth Fund	5 since 2021. There were none in 2024.
Number of BME M.D accessing Business Recovery and Growth Fund	10 since 2021 – there were none in 2024.
Spotlight Initiative	
<u>Women's Incubator Hub – the Hive</u>	
With only 2.7% of working-age women in North Lanarkshire self-employed, The HIVE is a key part of the council's strategy to increase	

business start-ups and boost economic performance.

Since it opened in February 2024, 384 women have registered on The HIVE's online platform and more than 290 women have attended 39 events held at The HIVE with many going on to access the facility's wider services. As well as high quality accommodation, The HIVE offers practical help to enable women to transform their business ideas into income, with free training and advice and access to crucial start-up funding.

The first year of operations shows clearly the level of ambition among women in North Lanarkshire to set up their own businesses and provide new services in their communities.

28 new female led businesses have emerged with support from The HIVE with another 12 identified in its start-up pipeline. The new start businesses operate in a range of sectors including financial services, technology, education, childminding, beauty, health and wellbeing and creative services.

As well as desks, offices, meeting rooms, beauty and well-being treatment rooms available to book, women using The HIVE have access to free one-to-one coaching and mentoring, advice on how to access funding, one-to-one Business Gateway advice and monthly learning and networking events.

A total of 5,316 hours of workspace has so far been booked and used by local women seeking to establish and grow their businesses ventures in North Lanarkshire.

Equality outcome 3 - Older and young people, women, disabled people and BAME people on low incomes and benefits access welfare and financial advice and support **(GD 2 AND 3)**

Impact Area	Progress 2021-25
Young parents' income is maximised	1097 young people received support re income maximisation.
Reduction in food bank assistance	In 2024 673 of 942 people requesting assistance were provided with a cash payment as an alternative from foodbank referral.
Increase in income levels via Social Security Benefits (In-work and Out of Work)	From 2023-24 £83,447,108 additional income was generated via social security benefits for all residents.
Reduce the Costs of Living – (Fuel Debt, Rent Arrears, Debt/Total Debt dealt with)	In 2024 Rent Arrears - £220,466.70 Fuel Arrears - £307,113.26
Working Age disabled	5298 disabled people were provided benefit checks from 2021-25.
Working Age BAME	912 minority ethnic people were provided benefit checks from 2021-25.
Working age Sex	22048 females and 15979 males were provided benefit checks from 2021-25.

Spotlight Initiative

Tackling Poverty Week 2024

Challenge Poverty Week is Scotland's annual chance to highlight the injustice of poverty, and to celebrate collective action based on justice and compassion. It provides an opportunity for people to raise their voice against poverty and unite with others in calling for a just and equal Scotland.

Throughout the week, information and advice about the support available to help families struggling with income or money worries was promoted.

Online information was offered to help support people across the area who are living with or facing poverty.

Thousands of households are suffering from low incomes and high living costs. The information provided practical steps people can take to help boost their income and improve their lives. Information was translated into different languages ensuring the reach of the initiatives was broad and inclusive.

A series of free events also took place in local communities which were hosted by the council, its partners and voluntary organisations.

Our Tackling Poverty Strategy aims to help residents tackle the drivers of poverty by offering guidance on health and wellbeing, employment, income maximisation and support for families and parents.

A record number of people living in North Lanarkshire have been supported by the council's tackling poverty team - and other services - to secure the benefits to which they are entitled.

In 2023/24, the additional benefit income generated for residents increased by 35.1%, with just under £48million secured through claims and appeals.

The team dealt with around 1180 people per month, with residents contacting them directly through the dedicated telephone number or email.

Other referrals came from councillors, MSP's/MP's, NHS Lanarkshire and council services such as social work, education and housing.

Equality Outcome 4 - The educational attainment for children and young people with disabilities and/ or additional support needs, Gypsy/ traveller children and young carers is improved **(GD 2 AND 3)**

Impact Area	Progress 2021-25
The number of Care Experienced children and young people achieving Scottish Qualification Awards (SQA) rewards will increase	From 2022 – 2024 479 care leavers achieved 456 SQA at pass A-C. There was increase from 84 in 2021-22 to 235 care experienced young people in 2024.
The number of children with ASN completing award bearing courses will increase	94.6% of ASN learners completed award bearing courses in 23-24 increasing slightly from 2012/22.
Attendance rates for children assessed as disabled will increase	Increase in attendance rates of young disabled people from 21-24 from 85.9% to 87.1%.
Number of exclusions for children with an Additional Support need will decrease from 57.39%	There was an increase in the number of instances 2022/23 243, to 2023/24 - 27.8%.
% of young people with ASN reaching positive post-school destination increases	In 20-22/23 90.5% ASN pupils have positive destination, with 22.95% employed. Data for 2023/24 not yet available.
<p>Spotlight Initiative</p> <p><u>Raising Attainment</u></p> <p>A particular focus on raising attainment for groups with protected characteristics has had a positive impact overall. By June 2024, the number of care experienced children and young people achieving SQA awards (a pass at level A-C) has increased to 95.7%. The number of children with additional support needs completing award bearing courses has increased 94.6%, with 90.5% ASN pupils continuing onto a positive destination post school including 22.9% in employment.</p>	

Equality Outcome 5 - Our schools are safe, accessible and inclusive (GD 1,2 AND 3)

Impact Area	Progress 2021-25
Support Around the School Team (SAST) result in a positive outcome for a child or young person	Wellbeing Hubs operational in all 23 clusters. SAST - Renamed as Planning for Children’s Wellbeing meetings- established in every cluster with multi agency involvement on a monthly basis.
Schools using the Seemis wellbeing app to support planning processes	100% of schools are using the Wellbeing App to support planning processes. The actions from Planning for Children’s Wellbeing meetings (these have replaced the SAST meetings) are recorded through this process and children’s plans sit within this.
Access to School Based Counselling	1900 young people across all clusters are accessing Counselling via the school based counselling programme.
Establishments gaining equality related awards e.g. Rights Respecting Schools, LGBT	RRS- now have 148 schools in total which well exceeds the 5% target increase. LGBT Charter mark- although we have secondary schools who have gained this award, there has been a shift in thinking towards a more curricular approach through participation and training using the Time for Inclusive Education (TIE) materials. Council target is that all teaching staff will have completed the level 1 training by end of session 206-27.
	Most secondary schools are participating in Mentors in Violence Protection (MVP) with identified staff trained in all schools. Equally Safe at School (ESAS) programme being delivered in a few secondary schools with a view to increase this in session 2025-26.

The Majority (50-74%) of establishments that have completed the racial equality and inclusion audit and/or training	
Engagement of pupil and parent councils with parents and pupils who share protected characteristics	No data held on this, will address moving forward.
<p>Spotlight Initiative</p> <p><u>Tackling gender -based violence in schools</u></p> <p>An event aimed at tackling gender-based violence in schools took place on 19 February at St Ambrose High School.</p> <p>The event, a collaboration between NHS Lanarkshire and North Lanarkshire Council, brought together over 100 professionals from education, healthcare, policing, and the voluntary sector.</p> <p>Keynote speakers included Laura Bates, founder of the Everyday Sexism Project, and Michael Conroy of Men at Work, both of whom highlighted the need for systemic change in schools to prevent gender-based violence.</p> <p>Discussions focused on expanding initiatives such as the Mentors in Violence Prevention (MVP) programme and the Equally Safe in Schools approach, which aim to educate young people about healthy relationships and bystander intervention.</p> <p>Barry Smedley, Chief Education Officer, emphasised the importance of the event: “Ensuring our schools are safe and inclusive environments is vital. By working together, we can empower both staff and students to challenge harmful attitudes and behaviours.”</p> <p>Feedback from attendees was overwhelmingly positive.</p> <p>The event underlines North Lanarkshire’s commitment to preventing gender-based violence and fostering a culture of respect and equality in schools.</p>	

Equality Outcome 6 - Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destination **(GD 2 AND 3)**

Impact Area	Progress 2021-25
<p>Secondary schools are offering bespoke/alternative curriculum for pupils with social, emotional and behavioural difficulties.</p>	<p>For ASN learners, the development and integration of the We Aspire College demonstrates North Lanarkshire’s creative approach to providing an inclusive educational and vocational experience for young people experiencing adversity who require a more flexible and nurturing approach to learning. The impact of this new model and cultural shift has seen reductions in both exclusions and incidences of physical intervention for these young people (a reduction of an average of 111 exclusions pre-We Aspire to an average of 5 exclusions post-We Aspire; and a reduction from 26 physical interventions during 22-23 to 1 physical intervention during 23- 24. The incorporation of We Aspire.</p> <p>SEBN provisions into new purpose-built facilities within mainstream campuses provides increased opportunities for inclusion and sharing of resources and expertise.</p>
<p>Exclusions across the service (10%)</p>	<p>There has been a slight increase in exclusions from 11.3% to 11.5% (all sectors included).</p>
<p>Improved attendance rates for children (primary and secondary) for pupils identified as ‘at risk of disengaging’/social, emotional and behavioural needs. (Care Experienced, on the Edges of Care, ASN etc.)</p>	<p>Improved attendance rates,</p> <p>Increase in attendance for ASN and Care experienced children overall at 1.35% and a reduction in the gap to 6.0%.</p> <p>Over the past five school sessions, exclusions of care experienced learners have reduced overall by 93% (158 to 11), learning days lost reduced by 93.5% (339.5 to 22) and the number of care experienced learners receiving an exclusion reduced by 88% (92 to 11).</p>
<p>Children with a protected characteristic achieving a positive destination</p>	<p>The development of a career progression pathway which provides the opportunity for progression from Modern Apprenticeship (SVQ 2 and 3) to Learning Assistant (NLC4 grade), to Enhanced Support Assistant (ESA, NLC7 grade) is beginning to support the Service to build a</p>

	<p>workforce for the future, creating increased opportunities for young people and new staff members.</p> <p>5 SVQ3 MAs were supported during academic session 2023/2024.</p> <p>5 young people were employed as Learning Support Assistants (NLC2) in session 2023/24.</p>
females gaining higher level qualifications in STEM subjects	Reduction in number of females gaining higher level qualifications in STEM subjects from 2022/23 – 23/24 period.
Young people engaging in positive pathways programme will secure a positive destination	109 young people enrolled on the PP programme. Of the 94 who completed the programme 98% entered a positive destination. 73% entering further education, employment, apprenticeships or other formal training, 27% remaining with the Pathways programme to access support from the Pathways team, Routes to Work and SDS to identify the next step on their career pathway.

Spotlight Initiative

Summer Placements

128 students from local high schools, priority groups and New College Lanarkshire were celebrated at a special awards ceremony marking the conclusion of our successful summer 2024 work placement programme.

The six-week paid placements form part of the One Workforce Plan and Brighter Futures Programme, which prepares young people to become the workforce of tomorrow. The placements provide practical experience to prepare the students for future employment and address workforce challenges in traditionally hard-to-recruit areas.

Students enjoyed placements in key sectors including the Built Environment, Health & Social Care, Digital Technology, NHS Lanarkshire, external construction companies, and various council services.

The placement scheme was created to inspire and inform our young people about the many different career opportunities within the council and health services, and thanks to the support of local businesses, this has been expanded to include opportunities within the private sector. These real-life experiences give our young people an invaluable head start in securing future job opportunities.

The placements also offer opportunities for girls and boys to get experience in non-traditional roles. Two girls had placements in construction and two boys were working in Home Support.

Recruitment for the 2025 Summer programme is underway.

Equality Outcome 7 - The decisions by the Council's community engagement and participation mechanisms are influenced by the contributions of young people, women, BAME people and disabled people. **(GD 2 AND 3)**

Impact Area	Progress 2021-25
Elected Members attend training on Public Sector Equality Duties and other equality related training.	Since October 2022, 45 Elected Members have attended Public Sector Equality Duty training. In addition, 13 were involved in the setting of the Equality Outcomes consultation in 2024 and 40 participated in Scottish Women's Budget Group – Gender Budgeting workshops.
% Community Board members that are: Young people Women BAME Disabled	As at April 2024 Community Boards make up consisted of: <ul style="list-style-type: none"> • Disabled 26%. • No community boards have any young people under 25 participating. • All Community Board members aged under 40 are women and 25% are from a minority ethnic background. • 12% of those aged 65+ are from a minority ethnic background. • All Community Boards have more women participating than men except Airdrie which is 50:50 • 5 community boards have no ethnic diversity.
Number of hits on the Community Board Members Development Hub – equality section?	61 views on the hub's equality section since it was developed.
Community Engagement events	17 Deaf BSL users involved in the development of the Community Safety Strategy. 149 individual responses received from our equality mailing list to the equality outcome development survey. 40 participated in a BAME women's event representing more than 7 nationalities

<p>% Licensing Forum members who are:</p> <p>Young people Female BAME Disabled</p>	<p>Will collate moving forward.</p>
<p>Number of Licensing Forum meetings held</p>	<p>3 meetings have been held since the relaunch of the Local Licensing Forum in 2024.</p>
<p>Spotlight Initiative</p> <p><u>Period Dignity</u></p> <p>The Community Partnership Team have been engaging with NLs minority ethnic communities to understand needs and barriers around accessing free period products. It was clear that there was a low uptake. Through the engagement it became clear that many minority ethnic residents including New Scots, refugees, asylum seekers and students feel they are not entitled to take free products and are unlikely to go to a government building to access products.</p> <p>Lanarkshire Mosque and The Economic Forum for Family Empowerment Scotland are now Period Products pick-up points. This reflects the following key points raised</p> <p>Lanarkshire Mosque which has over 400 female students attending classes at the Mosque have agreed to be open to the community between 5-7pm to access products.</p> <p>The service has also employed a minority ethnic female to engage with communities around this issue.</p>	
<p><u>Licensing Board and Women's Town Centre Safety Survey</u></p> <p>North Lanarkshire Licensing Board, North Lanarkshire Violence Against Women Strategic Group and North Lanarkshire Council undertook a survey to understand women's views on their safety when using North Lanarkshire's town centres.</p> <p>The survey was carried out in Coatbridge and Motherwell and the results informed the developing Town Centre Action Plans to help ensure women are able to access our town centres safely.</p> <p>This initiative was part of the 16 Days Campaign 2023 - an annual international campaign of activism to tackle Gender-Based Violence that</p>	

runs from 25 November, the International Day for the Elimination of Violence against Women, until 10 December, Human Rights Day.

The initiative was promoted by the Convener of the Licensing Board.

Equality Outcome 8 - 8 NLs communities, town centres, facilities, parks and open spaces are safe, inclusive and accessible to older people, disabled people, women, people of different faiths, LGBT people and BAME people (GD 1,2 AND 3)

Impact Area	Progress 2021-25
CLD	
Increase in % of BME young people participating in CLD youth work	17.45% of those who attended Youth Work projects and provided data were BAME, an increase from 4% in 2021-22.
Increase in % LGBT young people participating in CLD Youth Work	Previous figures were based on numbers attending specific LGBT+ groups across NL. Most groups have now changed to wider wellbeing groups, offering inclusive support to young people from a wider range of backgrounds.
Numbers participating in youth activities that promote inclusion and diversity	One of the five national Principles of CLD is 'Inclusion, equality of opportunity and anti-discrimination'. All youth work projects are therefore expected to promote this principal throughout their work. In terms of specific projects, 23 distinct young people attended projects that were themed as anti-sectarian and 235 distinct young people attended Youth Voice groups where young people can voice their views and campaign for inclusive approaches locally.
Digital inclusion is increased among older BAME women	Whilst no specific digital projects are provided for BAME women, the team are currently working with the Lanarkshire Mosque to look at bespoke provision options for 2025. All other digital programmes are open to all and are community-based to ensure barriers are removed for all local people.

Community Hub Development	
<p>Number of new town and community hubs / service delivery spaces that have been created in line with trauma informed design principles</p>	<p>Baseline of 7 was achieved, the target of 21 by December 24 needs amended as we didn't get capital for any additional projects. Therefore, the figure was static but will be applied to new projects as they come on.</p> <p>Our approach therefore to strengthen was to create a Trauma Design toolkit that can be used across all teams who are involved in planning, design, delivery of spaces. We expect this to be launched April 25. This will be distributed across all teams involved in planning, design, development of buildings, places and spaces. It is supported through Resilient People POW and Transforming Places. To date we have met/engaged with 16 internal teams and 4 external industry experts to shape this and gather examples in practice.</p>
<p>Number of new town and community hubs / Service delivery spaces that have been created with input to design proposals by the NL Disability Access Panel</p>	<p>Baseline of 7 was achieved, the target of 21 by December 24 needs amended as we didn't get capital for any additional projects. Therefore, the figure was static but will be applied to new projects as they come on.</p> <p>Our approach therefore to strengthen was to create a Trauma Design toolkit that can be used across all teams who are involved in planning, design, delivery of spaces. We expect this to be launched April 25. This will be distributed across all teams involved in planning, design, development of buildings, places and spaces. It is supported through Resilient People POW and Transforming Places. To date we have met/engaged with 16 internal teams and 4 external industry experts to shape this and gather examples in practice.</p>
<p>Number of new Town and Community Hubs / service delivery areas with public facing services that have undertaken an annual trauma informed audit</p>	<p>Baseline was achieved, lessons learned applied and improvement action ongoing.</p>
<p>% satisfaction rates of citizens that acknowledges that the physical environment i.e. trauma informed design of hubs and service delivery spaces, has had a positive impact on their experience of supports and services</p>	<p>A trauma outcomes framework is in development as part of the trauma steering group, a questionnaire is also being developed for issue March onwards to users of our hub facilities in the first instance. We need to link this with the new equality outcome 9 in terms of supports and services.</p>

Number of Access Panel meetings attended by Council officers	The Access Panel holds its meetings on 10 occasions each year. All meetings have been attended by Council officers.
Licensing Board	
Number of licensed establishments in Coatbridge and Motherwell participating in the Council's women's Safety survey as part of 16 Days of Action 2023	104 on-licensed premises in Coatbridge and Motherwell. Participated in the survey by displaying posters.
Spotlight Initiative	
<u>Breastfeeding friendly North Lanarkshire</u>	
Historically, North Lanarkshire has had one of the lowest breastfeeding rates in Scotland. However, thanks to a focused three-year programme, the council has worked to transform attitudes and create a supportive culture for breastfeeding.	
The initiative, which involved collaborating with various partners, saw the council become the first in Scotland to achieve the Breastfeeding Friendly Scotland Local Authority Award at the gold standard.	
Since the programme's launch, the breastfeeding rate at 6-8 weeks has increased by 8.8 percentage points, with a 30.4% breastfeeding rate now being achieved. This cultural shift is improving the health and wellbeing of babies and families across the area.	

Equality Outcome 9 - Young, BAME, Disabled, LGBT and female employees are provided opportunities to work for, thrive and progress in their employment in NLC **(GD 1, 2 AND 3)**

Impact Area	Progress 2021-25
% of top 5% of earners that are female - increase	The % of females in the top 5% of earners in the Council has increased from 53.2% in 2020 to 65% in 2024. The top 2% has also increased slightly with 57.4% female.
Reduce the Gender Pay Gap	The gender pay gap has been decreasing across all sectors year on year. The Pay gap is now 3.98% with females earning £0.84/ hour less than males. In the teaching workforce the gap is £4.09 with females earning £1.24/hour less than males.

	In the non-teaching workforce the GPG is 6.09% with females earning £1.26/hour less than males.
% of employees who are disabled – increase	The numbers of disabled employees has increased year on year from 310 (2.15%) of the workforce in 2021 to 599 (3.55%) in 2024. An increase of 95.5%.
% of employees who are BAME – increase	The numbers of minority ethnic employees has increased from 92 (0.63%) of the workforce in 2020 to 219 (1.27%) – an increase of 132.6%.
% of employees not recording disability (reduce)	Reduced from 68.14% to 43.39% since 2020.
% of employees not recording ethnicity (reduce)	Reduced from 22.5% - 17.15% since 2020.
% employees not recording sexual orientation (reduce)	Reduced from 55.25% to 35.02% since 2020.
Number employees undertaking equality and diversity training (increase)	165 employees have undertaken the Public Sector Equality Duty e-learning. 91undertaken Equality Impact Assessment e-learning. 50 have undertaken Equality Impact Assessment face to face. 71 have participated in Promoting Workplace Equality (face to face) – since 2023.
% of BAME job applicants who were interviewed then appointed (increase)	In 2020 16.4% of minority ethnic applicants were interviewed and of those 13.3% were appointed. In 2024 22.7 % of minority ethnic applicants were interviewed and 14.8% of those were appointed.
Number of BAME employees promoted (increase)	In 2020 and 2022 there were no promotions to minority ethnic employees. There were 8 in 2024.

% of disabled people promoted (increase)	Promotions to disabled employees has risen from 2.63% in 2020 to 4.4% in 2024 (3.2% of all promotions).
% Social Workers who are BAME (increase)	0.5% of employees working in Social Work Services are minority ethnic.
% Minority Ethnic teachers	There are no Depute Heads or Head Teachers in any school sector. 0.7% of teachers (all grades) are minority ethnic 30 in total.

Spotlight Initiative

Positive action in recruitment of Minority Ethnic people in Early Years

Through the Our Lives Research it was highlighted that some women from the Congolese community wanted to work but childcare was a real issue for them, On top of this the Academies Team were keen to engage with the newly settled Ukrainian people as a large scale recruitment exercise was taking place in Early Years to staff North Lanarkshire’s nurseries as part of a substantial workforce transformation. Undertaking outreach engagement with these communities enabled the NL Academies team to identify that there were a number of very suitable candidates - women with skills and experience from their own countries which would be a great asset to the work of North Lanarkshire. The team were able to make the case to Early Years for inclusion of the identified groups within the recruitment process – to argue that many of the women had worked in or indeed managed care of children establishments, had transferrable skills and to make the case for a more inclusive and diverse workforce.

Early Years embraced this and used a modified outreach recruitment process to support these candidates through the recruitment system. Many of the candidates reported that without the NL Academies team involvement they would not have been aware of the vacancies and would never have considered applying.

43 interested individuals attended outreach recruitment sessions and took part in workshops and professional dialogue, with 33 successfully appointed to Support Worker posts (including 3 males). Importantly for the Congolese women they were able to manage their own childcare responsibilities with the flexible working arrangements offered by these positions.

Improving recruitment outcomes for disabled and minority ethnic people?

Through analysing the composition of our workforce, we determined that employee diversity for some characteristics was disproportionately low in comparison to our local population. In particular, the recruitment of disabled people and minority ethnic people was highlighted as a cause for concern. In 2020 only 16.4% of Minority Ethnic applicants were interviewed and only 25.7% of disabled applicants were interviewed (despite the guaranteed interview scheme in operation for any disabled candidate who met the essential criteria for a job).

In 2023 the Council changed its recruitment to an anonymous application process (except for high volume recruitment). In 2024 we saw the

how this move has increased the % of disabled and minority ethnic applicants being interviewed. 22.57% of applicants from minority ethnic groups were interviewed (the same as the % for white people) and 33% of disabled applicants were interviewed.

However, any parity between minority ethnic people and white people drops off at the interview stage with 53% of white applicants appointed and only 14.8% of minority ethnic people appointed. For disabled people it is 24.5%

Being able to decipher where this disparity occurs will allow us to take corrective action through our recruitment practices and support.

3. NLC EQUALITY OUTCOMES 2025-29

The Council's ambitious Plan for North Lanarkshire to be the place for people to Live, Learn Work, Invest and Visit is reflected in our equality outcomes for 2025-29. Setting equality outcomes allows us to focus this ambition on people protected by the Equality Act 2010 who experience continuing disadvantage. Our equality outcomes sit within the Council's business priorities and Programme of Work ensuring they are integral to what we do.

To set our outcomes the Council considered:

- the Council's ambitions, priorities and Programme of Work;
- the progress made in relation to the Council's equality outcomes 2021-25;
- where the most disadvantage and inequality exist for different groups of people protected by the Equality Act 2010;
- information from our services;
- the views of local people (who share protected characteristics and represent those people), employees and Elected Members through much engagement activity including:
 - the research into the lived experiences of North Lanarkshire's Black, Asian and Minority Ethnic people and the ongoing associated work;
 - the annual tenant and resident conference;
 - Women's Town Centre safety survey;
 - Community Boards self-assessment;
 - period dignity work;
 - a focused session with disabled organisations;
 - a community survey was sent to 40 local organisations ensuring coverage of all 9 of the protected characteristics;
 - A focus group meeting with our Employee Equality Forum
 - a consultation event with members from the local BSL community;
 - a session at our annual disabled employee event; and
 - 2 sessions with our Elected Members.
- information from the 2022 Census;
- the *Is Scotland Fairer* report published by the Equality and Human Rights Commission; and
- the Public Sector Equality Duty (General Duty).

The equality outcomes for 2025-2029 are:

- Care experienced young people, disabled people, minority ethnic people and women experiencing domestic abuse have warm, safe, affordable and accessible housing (including housing support) that meets their needs.
- More disabled people, women and minority ethnic people have access to Council funded employability support programmes and business support.
- Young adults, lone parents, women, disabled people and those from different faith groups access the services of the Tackling Poverty Team.
- The educational attainment for children and young people with disabilities and/or additional support needs, Gypsy/ traveller children and young carers continues to improve.
- Our schools are safe, accessible and inclusive.
- Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destination.
- Decision-making processes and services are influenced by the contributions of young people, women, minority ethnic people and disabled people.

- Our buildings, places and spaces are safe, vibrant, inclusive and accessible, better serving the needs of people with protected characteristics through effective planning, design and development.
- The services and information we provide are accessible and tailored to different people's needs.
- Our employment practices actively encourage people to work for us, thrive and progress in their employment in NLC.

The following tables detail:

1. The equality outcomes for the years 2025-29;
2. the authority the outcome relates to – Council, Education or NL Licensing Board;
3. The Council's Business Plan priority the outcome aligns to;
4. which aspects of the General Equality Duty the outcome advances:
 - a. Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010;
 - b. Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
 - c. Foster good relations between people who share a protected characteristic and those who do not.
5. The equality outcomes for the years 2025-29; and
6. A summary of the equality issues and evidence that came from the engagement and evidence gathering that informed the setting of the outcomes.

Care experienced young people, disabled people, minority ethnic people and women experiencing domestic abuse have warm, safe, affordable and accessible housing (including housing support) that meets their needs.

Equality Evidence / Reasoning

Equality evidence Homelessness:

- Domestic abuse remains the leading cause of homelessness amongst women, both in North Lanarkshire and across Scotland.
- Rise in the number of children associated with homelessness applications Majority of homeless applications are from single males (46%) followed by single females (18%), single female parents (15%), single male parents (11%), couples with children (5%).
- Increasing support needs associated with homeless households.
- Children in temporary accommodation –Families spend longer in temporary accommodation.
- 16–25-year-old remain disproportionately represented in homelessness statistics compared to the general population.

Older and disabled people:

- Demographic change will bring significant consequences for housing, wider public services and communities – with a need for increased accessible, adaptable homes and equipment.
- Disabled people are over-represented in the social sector.

Ethnic minority groups:

- Households from ethnic minority backgrounds are over-represented in the private rented sector.
- Asylum dispersal and humanitarian programmes have had and will continue to have a significant impact.
- Ethnic minority households are under-represented in specialist older people's housing.

Gypsy Travellers

- Number of unauthorised encampments generally reducing and continue to be concentrated around the spring/summer months.
- Limited info on CHR applications and tenants due to non-completion of equalities monitoring data.

LGB&T people

- National information indicates that these groups face additional housing barriers/challenges but not enough is known about housing experiences and challenges.

Outcome 2	PoW: Brighter Futures	General duty 2 & 3
(C)		
More disabled people, women and minority ethnic people have access to Council funded employability support programmes and business support.		
Equality Evidence/ Reasoning		
Equality evidence		
Unemployment has been at historically low levels since 2020 and there are continued vacancies in almost all sectors of the labour market with employers competing for staff.		
Growth in economic inactivity is mainly due to ill health and in North Lanarkshire coincides with less economic activity in women aged 16-64 and reflects post covid trends nationally.		
Economic inactivity is of concern especially among those with long term health issues and those caring for others. Unemployment rates, people on low incomes especially lone parents; women; disabled people; Black and minority ethnic people is also of concern.		
Need to continue pioneering new approaches to supporting young people with additional support needs and care experienced young people to transition into the labour market from school or college.		
Outcome 3	PoW: Resilient People	General duty 2 & 3
(C)		
Young adults, lone parents, women, disabled people and those from different faith groups access the services of the Tackling Poverty Team		
Equality Evidence / Reasoning		
Equality evidence		
The cost-of-living crisis has impacted across the board, however, young single adults have been significantly affected, as have families/lone parents in regard to income, cost of living and access to childcare/employment.		
The <i>Is Scotland Fairer</i> Report stated that:		
<ul style="list-style-type: none"> • Poverty rates are highest for single women with dependent children (36.2%) and single men without dependent children (35.6%), some 16 percentage points higher than for the total adult population. Poverty rates are also higher for single female pensioners (23.1%) compared to single male pensioners (17.9%), though both have rates higher than pensioner couples (11.1%). • Levels of poverty and child poverty among ethnic minorities in Scotland remain worse than for White British people. In 2019/20, 36.9% of ethnic minority adults were in poverty compared with 17.5% of White British adults. • The poverty rate for Muslim adults has remained persistently higher than the rate for non-religious adults. In 2017–2022, the poverty rate for Muslim adults was 63.1%. • Households containing a disabled person are more likely to be financially vulnerable (meaning household savings would cover less than a month of income at the poverty line), particularly in recent years. • In August 2022, 7 in 10 families in Scotland where someone is disabled had cut back on essential expenditure. 		

Outcome 4 (E) PoW: Brighter Futures General duty 2 & 3

The educational attainment for children and young people with disabilities and/or additional support needs, Gypsy/ traveller children and young carers continues to improve.

Equality Evidence/ Reasoning

The attendance rate for Gypsy Traveller pupils (97 registered across all school sectors) for session 2023-24 was 80.42%, a 3.78% increase since session 2019/20.

In session 2023/24 a total of 87 National 3 and 4 level qualifications were achieved by 27 care experienced young people working individually with Virtual School teachers. 93% achieved a qualification in English and 93% achieved a qualification in Maths. 63% achieved three or more national qualifications, 37% achieved four or more and 19% achieved five or more.

There was an increase in the number of instances of exclusions of pupils with additional support needs from 25.4% in 2022/23 to 27.8% in 2023/24.

In North Lanarkshire 1,026 children aged 3-15 provide unpaid care. Of those 279 provide over 20 hours unpaid care a week, including 129 children who provide more than 50 hours of unpaid care a week.

- Is Scotland Fairer* reported that
- There is a drop off in girls' **participation in sport** that coincides with the move from PS to HS. The proportion of 13–15-year-olds meeting physical activity guidelines drops to 11% for girls and 24% for boys.

Outcome 5 (E) PoW: Brighter Futures General duty 1,2 & 3

Our schools are safe, accessible and inclusive.

Equality Evidence/ Reasoning

There are 31.31% recorded ASN pupils in Primary settings, and 35.16% in secondary, this includes mainstream, ASN provisions within mainstream settings and ASN schools. This number is a more accurate reflection of ASN need across all establishments due to a more robust training and recording process that was introduced in session 2023-24.

The Needs Based Pathway Review (NBPR) process has resulted in the number of children/young people having their needs met within their own locality increase, and the number referred for a placement out with their own community decline. NBPR data is being used increasingly effectively to inform planning for future Service needs, including the provision of targeted support to individual establishments, to build capacity, including the creation of We Aspire and associated Outreach service.

Empowering Clusters: This model continues to strengthen the Support/Team around the child procedures.

School Based Counselling: 2915 logins and 1567 messages received via our online mental health service, Kooth. 127 young people aged between 10-18 used this service to engage in 1:1 chats to support their mental health and wellbeing. School counselling figures.

Mentors In Violence Prevention: Prior to the pandemic 21 out of 23 secondary schools were involved in delivering this programme. However, since then the 2023-24 figures are showing us that 12 schools are continuing to deliver the programme, 3 are in the process of getting trainers trained and 6 schools did not respond. We are currently working to update that, as well as provide more train the trainer opportunities.

Rights Respecting Schools: overall, they are happy with the schools. We have continued to increase the number of establishments with Rights Respecting Schools (RRS); RRS schools. As of March 2024, 56 establishments have achieved Bronze, 44 have achieved Silver and 20 have achieved Gold. 28 new establishments have registered with RRS. There is a continuing commitment for all teachers in north Lanarkshire to have undertaken LGBT Inclusive education training across school sessions from 2024- 2027. The number of LGBT Chartermarks may decrease as schools embed this level of training and understanding across all staff and curriculum offering, rather than the narrower focus on application for awards. As of March 2024, there were 49 schools had undertaken training, with 160 staff users. This data will be gathered at the end of session to ensure training is completed.

Our Lives research reported that some girls who wear the Hijab experience harassment at school.

Is Scotland Fairer reported that:

- Analysis of 2020/21 local authority data shows the highest number of racially motivated bullying incidents reported in Scotland's schools on record (since 2007/08).
- Despite improvements in the proportion of adults with degree-level qualifications, there are indications that Islamophobia is impacting on educational outcomes of Muslims. Research revealed evidence that Islamophobia creates barriers in all tiers of education from nursery and school through to college and university. These barriers lead to social anxiety and a lack of attendance and performance.
- Many trans young people are bullied at school, with a self-selecting survey of LGBT young people conducted in 2022 finding that 57% of 526 trans young people reported experiencing transphobic bullying. However, reported confidence levels in reporting transphobia to school staff or authority figures have fallen.

Outcome 6
(E)

PoW: Brighter Futures

General duty 2
& 3

Increased opportunities for children and young people with protected characteristics to develop their employability skills to enable them to leave school with a positive destination.

Equality Evidence/ Reasoning

Boys continue to be more likely to be excluded than girls, and there has been a slight increase in exclusions (6 more instances) from 11.3% to 11.5% (all sectors included). The service is committed to continuing focus on reducing exclusions moving forward.

There has been a reduction in girls gaining higher level qualifications in STEM subjects from 2022/23 – 23/24 period. Physics, Design and Manufacturing and Computing Science. STEM subjects will continue to be a focus moving forward.

Levels are higher for Gypsy Traveller pupils leaving school without a positive destination.

Is Scotland Fairer reported that:

- There is a drop off in girls' **participation in sport** that coincides with the move from PS to HS. The proportion of 13–15-year-olds meeting physical activity guidelines drops to 11% for girls and 24% for boys

The Positive Pathways Programme, We Aspire College and Virtual Schools initiatives are impacting positively on the children and young people participating.

Outcome 7 (C) (LB)	PoW: One Service	General duty 2 & 3
Decision-making processes and services are influenced by the contributions of young people, women, minority ethnic people and disabled people.		
Equality Evidence / Reasoning		
<p>We know that most of the formal engagement and participation mechanisms are not reflective of the demographic makeup of our communities.</p> <p>An equality monitoring exercise undertaken on our Community Board community members in April 2024 found that Community Boards make up consisted of:</p> <ul style="list-style-type: none"> • 26% of members are disabled which is proportionate with the local population. • No community boards have any young people under 25 participating. • All Community Board members aged under 40 are women and 25% are from a minority ethnic background. • 12% of those aged 65+ are from a minority ethnic background. • All but one Community Boards have more women participating than men. • Community Boards have no ethnic diversity. <p>We need to strive to increase participation in more formal mechanisms – we need to acknowledge that some people are not ready or don't have the capability or capacity to engage in this way and that life circumstances and stages impact on this. We need to shift our thinking to more targeted approaches and how information from these is fed into the more formal mechanisms and decision-making structures to ensure decision are taken from a place of understanding needs – also linked to accountability.</p>		
Outcome 8 (C)	PoW: Transforming Places	General duty 1,2 & 3
Our buildings, places and spaces are safe, vibrant, inclusive and accessible, better serving the needs of people with protected characteristics through effective planning, design and development.		
Equality Evidence / Reasoning		
<ul style="list-style-type: none"> • Population projected to increase from 340,180 to 341,174 by 2028. • In 2022, there were more females (51.4%) than males (48.6%) living in North Lanarkshire. • Between 2018 and 2028, the 0 to 15 age group is projected to see the largest percentage decrease (-9.8%) and the 75 and over age group is projected to see the largest percentage increase (+21.8%). In terms of size, however, 45 to 64 is projected to remain the largest age group. • By 2037 the older population in North Lanarkshire will have increased by 68.4% from 2012. • In 2023, the most common age group of mothers in North Lanarkshire was 30 to 34 (993 births) the 40 and over age group has seen the largest percentage increase in births (+31.5%). • 25.29% of people over the age of 16 are limited in their day-to-day activities either a little or a lot. 		

- 29.9% of people are living with one or more long-term health conditions.
- Many Asian women are prevented from walking alone due to fear of harassment and access to a car is perceived to be crucial for getting out and about.
- Increase in recorded crime rates, crimes related to sexual crimes, anti-social behaviour, disorder.
- Impact of population projections and demand for new supply of houses must support community regeneration and integration for all groups. Specific need for increased accessible and adaptable homes for older people and those with disabilities.
- Disabled access to the built environment including connections within and across place, the provision of inclusive play spaces for all ages and responding to the increase in neurodivergence in design of places and spaces.
- Effective planning across place investment to enable asylum seekers and refugees to integrate into the community.
- Supporting improved wellbeing through social prescription and inclusion as encouraged in the 'well connected' programme and associated concerns over accessibility, the provision of toilets for older people and availability of changing places available across the community
- Responding to the prevalence of and impact of trauma on people in our communities, and ensuring our places and spaces embed trauma design principles and better serve people
- Ensuring a more holistic approach to digital infrastructure and factoring digital inclusion into plans particularly for older people, those with disabilities and BAME people
- Recorded crime rates e.g. sexual violence, anti-social behaviour, serious crime and disorder and improving safety in the community for women, older people, BAME people
- Supporting improved health outcomes around Breastfeeding through physical regeneration to create better environments
- Usage of places/spaces/assets and the types of use based on shift in demand is changing, continue to involve people with lived experience in design processes across regeneration and investment programmes.

**Outcome 9
(C) (LB)**

PoW: Digital NL and One Service

General duty 1, 2 & 3

The services and information we provide are accessible and tailored to different people's needs.

Equality Evidence / reasoning

With the move to providing access to services in a more digital way we know that for some groups of people they will experience barriers if that is the only route for them.

Older people are less likely to be digitally connected and skilled. Trust and confidence in digital technologies is commonplace.

Our Lives research highlighted a number of concerns for minority ethnic people - language skills, literacy, affordability for some groups also a key barrier.

For some disabled people digital technology can be a blessing while for others a barrier. For some people who use assistive technology – screen readers for instance - form filling on- line can present real problems.

People whose first language is BSL can be very digitally excluded, particularly older users as information needs to be in BSL.

The Council through various working groups – Digital Zones, Improving Customer Experience for example – is ensuring those most excluded are not left behind. Key is continuous engagement and involvement with groups who are impacted.

Accessing face to face services also need to be accessible. Employees skills and confidence in supporting service users and customers different needs is crucial and training and development opportunities need to reflect this.

One size does not fit all, and we will need to continue to provide information and access to our services in a variety of ways that are proportionate and relevant.

**Outcome 10
(C)**

PoW: One Service

General duty 1, 2 & 3

Our employment practices actively encourage people to work for us, thrive and progress in their employment in NLC.

Outcome 1. Young, disabled, minority ethnic and LGB&T people work with us at all levels and are supported.

Outcome 2. Reduce vertical and horizontal gender occupational segregation. Outcome 3. Increase Minority Ethnic people in teaching and Social Work workforce.

Equality Evidence / Reasoning

All of our measures from 2021-25 outcomes have improved – Gender pay gap; composition of the workforce diversity- ethnicity, young people, sexual orientation and disability has increased but has still a way to go to be proportionate to the local population, particularly disability. For the first time we have 59 recorded employees under gender reassignment.

Disabled Employees

Disabled people in our workforce increased from 2.4%- 3.55% between 2022 and 2024. While 43.39%% of our workforce have not self-recorded in this category the levels of non— recording is improving.

1% females are disabled and 8.3% males.

over 1/3 (34%) of disabled employees are under 40.

37.9% disabled employees are employed in grades NLC1-5

3.5% are working in grades 15 -18. No Chief Officers have recorded a disability.

2% of teachers are disabled.

45.7% of disabled employees work p/time. For non-disabled 46.6% work part-time.

Minority Ethnic Employees

The number of recorded minority ethnic workers increased from 92 to 218 between 2020 and 2024 an increase of 13%.

42.67% of Minority ethnic employees work p/time. 44.9% of Minority ethnic workers are in NLC grade 1-6.

There are no ME employees in NLC 15 and above.

There are 30 ME teachers at all levels across the whole estate. There are no minority ethnic deputy Heads of Head Teachers.

We know that in some schools there is a 12% ME pupil population with some of those schools having no ME teachers, this has a known impact on pupil at schools and their aspirations to become a teacher.

3.3% of Social Workers are from a minority ethnic group – 13 in total.

There are only 6 recorded ME employees working in all areas of Home Support – out of over 1430 (0.4%). The Our Lives research told us that people are rejecting home care due to the lack of cultural and language competence of carers.

Women and Men

77% of our workforce are women, and just under half of the entire workforce work part-time
- 90% of whom are women.

Approx 4000 female employees – ¼ of the workforce - are part-time and working in our lowest pay grade. 97% of NLC1 grades are occupied by women.

Part time work and low pay creates a lower average hourly rate and contributes towards the overall gender pay gap of 6.9% in the single status workforce. The overall pay gap across all sectors is 3.98%.

The lowest paid grades are mainly in the occupations of – care, cleaning, catering and clerical – known as the 4 Cs and where OS is very evident.

At the other end of the scale there is a reduction in part-time work opportunities, and this means females are more likely to be in lower graded roles when returning to work in order to combine work with other responsibilities – caring for young children for instance.

Occupational segregation is stark in some of our services.

There is strong gender-based segregation noted in traditional female dominated roles of caring and catering. The only service with more males than females is Enterprise and Communities – the host service for more male traditional roles like cleansing, gardeners, cemetery workers and drivers.

The only NLC1 post within NLC is Cleaner which is dominated by females. 84.8% of NLC1-5 posts are occupied by females

Chief Officers have more males than females, illustrating clearly occupational segregation in grades (the glass ceiling effect).

Even in Chief Officers there is a pay gap between men and women at 8.5% - the biggest pay gap across all terms and conditions.

Having work and paid employment provides financial independence, control and having policies that support women to sustain employment recognising their responsibilities as carers is crucial.

Until there is gender equality in employment –women will continue to be in lower paid roles, affecting not only their financial independence during their working lives but affecting their future pensions. It is well document that women disproportionately live in poverty compared to men.

Financial dependence throughout many women’s lives can be a key factor in being in a position to live a safe life, as are the networks and support that women can access at work.

Age

5% of our workforce are under 2

0.7% are under 20 – 77.7% of whom work part-time

12.3% are over 60.

Nearly 1/3 of our employees are women aged over 50.

With an aging workforce comes the need to support that workforce with health conditions and age specific conditions such as the menopause for our predominantly female workforce.

We are taking steps to attract a young workforce, and this will continue.

Sexual Orientation

Approx 2% of our workforce have recorded their sexual orientation as lesbian, gay or bisexual – an increase from previous years and more people are recording in this category.

But there is still 36.6% of the workforce who have not recorded.

Gender re-assignment

For the first time we have employees who have recorded in this category – 59 in total. 17 were recruited in 2024.

Next Steps

Council services are considering the action they will take to deliver the equality outcomes and the measures which they will put in place to manage progress. These actions and measures will be contained within a performance management framework (PMF) and will be subject to ongoing monitoring on an annual basis.

This Mainstreaming Equality Report, Equality Outcomes 2025-29 and the employment gathering information will be published on the Council website by 30 April 2025 as required by the Public Sector Equality Duty.

The Council, Education Authority and North Lanarkshire Licensing Board will continue its work to mainstream and keep equality at the heart of its business. They will continue to:

- Implement the five mainstreaming objectives for success as detailed with the Equality Strategy 2019-24; and
- build on the progress already achieved through all our previous equality outcomes to eliminate discrimination, promote equality and foster good relations.

4. NLC EMPLOYMENT INFORMATION

The Public Sector Equality Duty (Specific Duty) requires that the Council provide information on its employees by protected characteristic. The following information is provided within this section.

- Composition of the workforce by characteristic for the years 2018 2020 and 2022 and 2024.
- Pay Gap information – average hourly pay between men and women, disabled people and non-disabled people; and people from a Black and Minority Ethnic background and those who are not.
- The % of females working in the top 2% and 5% of earners
- Employees who left the Council by characteristic for the years 2018, 2020, 2022 and 2024
- Employees promoted within the Council by characteristic for the years 2018, 2020, 2022 and 2024
- Applications for employment (applied, interviewed and appointed) by characteristic for the years 2018, 2020, 2022 and 2024
- For some characteristics, applications for Flexible Working for the years 2024
- Occupational segregation – grades and occupations of employees - men and women; people who are disabled and people who are not; and people who fall into an ethnic minority group and those who do not

We gather most of the information for this exercise from i-Trent. Employees are responsible for inputting the information on their own characteristics, and if they do not then we don't have a clear picture. For some of the characteristics there are low recording rates despite ongoing campaigns to encourage self-recording. We rely on the information contained within this system to report and so we need to bear this in mind when considering the information.

Within the ethnicity category we have used the term BME – Black and Minority Ethnic. For this grouping we have reported using the following:

- African
- Asian Chinese
- Asian Indian
- Asian Other
- Asian Pakistani
- Black
- Caribbean
- Mixed

For the white minority category, we have collated – White Eastern European, Gypsy Traveller and White other.

Employment Information Analysis - Key points

The following details some of the information gleaned from analysing this data by protected characteristic. The data on Occupational Segregation (Grades and Occupations) is contained in pages 67 – 74.

Sex

There has been a small increase in the number of people employed in the Council. Since 2018 the % of the workforce who are women has remained consistent at just over 77%.

58% of females work part-time. That is 45.2% of the entire workforce. 20% of males work part-time.

The Gender pay gap has reduced across the Council and among teaching and non-teaching from 4.97% in 2022 to 3.97% in 2024.

86.35% of promotions went to females in 2024, the highest percentage since 2020.

In 2024 2340 appointments were made. Of these 25.73% of male applicants were appointed and 72.78% of female applicants were appointed.

Occupational Segregation

There is strong gender-based segregation noted in traditional female dominated roles of caring and catering. The only service with more males than females is Enterprise and Communities – the host service for more male traditional roles like cleansing, gardeners, cemetery workers and drivers.

93% of admin and clerical employees are women

96% of cleaners are female – the only NLC 1 graded post is cleaner.

93.4% of Home Support Workers are women.

100% of drivers are male

77% of Estate Officers and 100% Estate Maintenance staff are male

The % of females in the top 5% of earners in the Council has increased from 53.2% in 2020 to 65% in 2024. The top 2% has also increased slightly with 57.4% female.

Chief Officers have disproportionately more males than females, illustrating occupational segregation in grades (the glass ceiling effect).

Females are disproportionately employed in the lowest grades. While females make up 82.7% of the teaching workforce males are disproportionately employed in the Deputy and Head Teacher grades.

Disability

3.55% of our workforce have said they are disabled. This is the highest percentage ever recorded. However, 43.39% of employees have not recorded in this category. This is down from over 67% non-recordings in 2022 – a significant increase.

45.7% of disabled employees work part time. This is near on a par with non-disabled employees, 46.6% of whom work part-time.

The disability pay gap is 3.18% with those who said they are disabled earning £0.61/ hour less than non-disabled people.

Promotions to disabled employees has risen from 2.63% in 2020 to 4.4% in 2024.

Of those disabled people who applied to work for the Council in 2024 33%% were interviewed. 27% were interviewed in 2020. Of those interviewed 24.4% were appointed. Out of all appointments 4.36% were to disabled people.

Occupational Segregation

37.9% disabled employees are employed in grades NLC1-5

3.73% of employees in AHSC are disabled

3.5% are working in grades 15 -18. No Chief Officers have recorded a disability.

2% of teachers are disabled.

Ethnicity

The numbers of employees from a Black and minority ethnic background rose from 123 in 2022 to 219 in 2024. 1.3% of employees are recorded as BME.

42.67% of BME employees work part-time.

The ethnicity pay gap is 6.78% with those who are from BME background earning £1.27 less on average than those who are not from BME background. This has increased sharply since 2023 when the pay gap was 0.7%.

76 BME people were appointed in 2024 – the highest number ever in a year, 3.24% of all appointments. Of those BME people who applied 22.7% were interviewed and 14.8% of those appointed. The Council is receiving higher numbers of applications from BME people. In 2020 3.13% of applications were from BME people this rose to 10.7% in 2024.

In 2022 there were 106 white Eastern Europeans, in 2024 there were 16. This is a decrease of 85%.

Occupational Segregation

44.9% of BME workers are in NLC grade 1- 6.

There are no BME employees in NLC 15 and above.

There are 30 BME teachers at all levels across the whole estate. There are no minority ethnic deputy Heads of Head Teachers.

We know that in some schools there is a 12% BME pupil population with some of those schools having no BME teachers, this has a known impact on pupil at schools and their aspirations to become a teacher.

3.3% of Social Workers are from a BME group – 13 in total.

There are only 6 recorded BME employees working in all areas of Home Support – out of over 1430 (0.4%). The Our Lives research told us that people are rejecting home care due to the lack of cultural and language competence of carers.

Age

Over half the workforce are aged 40-59 though this age group has decreased year on year. All other age groups have increased. 3.76% of our workforce are over 65.

Out of 20895 applications 57.3% were received from the 20-40 age group. 51% of those were appointed.

There was an increase in the under 20s applying to work in the Council - the only age group that saw an increase.

4.4% of appointments were to people aged over 60.

76.4% of people aged 65+ work part-time.

Sexual Orientation

The number of LGB people employed in the Council has increased since 2023 from 190 to 342 (2% of the workforce). In 2024 non-recording rates have reduced from 51.2% in 2022 to 35.02% in 2024.

Out of 1644 leavers 41 (2.5%) LG&B people left the Council. In 2022 it was 1.94% of leavers.

149 LG&B people were appointed in 2024 6.36% of total appointments.

7 applications were received from LGB people to work flexibly there were none in 2022, of those all were approved.

Gender Reassignment

In 2024 59 employees have recorded under Gender Reassignment through MySelf, 17 of those were newly appointed employees. This is the first year we have recorded employees under this characteristic.

Religion and Belief

Employees of the Roman Catholic faith (22.5%) remain the largest religious group in the Council followed by Church of Scotland (12.45%) More than 1/5 of employees have no religious faith and for 36.2% of our workforce we have no information.

0.6% of employees describe their faith as Muslim, Buddhist, Sikh or Hindu.

Pregnancy and Maternity

Of 726 females on maternity leave in 2023 and 2024, 558 returned and 168 are still on maternity leave.

Marriage and Civil Partnership

39 % of our employees are married or in a civil partnership. Over 26% of employees have not recorded under this category.

SEX

Composition of the workforce

	2018	2020	2022	2024
Females	11164 (77.24%)	11195 (77.66%)	13002 (77.61%)	13063 (77.62%)
Males	3294 (22.78%)	3220 (22.34%)	3751 (22.39%)	3767 (23.38%)
Total	14458	14415	16753	16830 (100%)

Comment: There has been a small increase in the number of people employed in the Council. Since 2018 the % of the workforce who are women has remained consistent at just over 77%.

Composition of the Workforce	FT	PT	Grand Total
Female	5448	7615	13063
Male	2989	778	3767

Grand Total	8437	8393	16830
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Comment: 58% of females work part-time. That is 45.2% of the entire workforce. 20% of males work part-time.

Gender Pay Gap for all employees.

Sex	Employee Count	Average Hourly Rate FTE	Average Hourly Rate Headcount	Gender Pay Gap FTE	Gender Pay Gap Headcount
Female	13063	£27.09	£20.25	-£3.82	£0.84
Male	3767	£23.27	£21.08		

Comment: The gender pay gap for all employees is 3.97% with females earning £0.84/hour less than males. This pay gap was 4.97% in 2023.

Gender Pay Gap for the teaching workforce

Sex	Employee Count	Average Hourly Rate FTE	Average Hourly Rate Headcount	Gender Pay Gap FTE	Gender Pay Gap Headcount
Female	3449	£33.13	£29.09	-£0.91	£1.24
Male	855	£32.25	£30.33		

Comment: within the teaching workforce the pay gap is 4.11% with females earning £1.24/hour less than males. In 2023, the pay gap was 4.74%.

Gender Pay Gap for the non-teaching workforce

Sex	Employee Count	Average hourly rate FTE	Average hourly rate Headcount	Gender pay gap FTE	Gender pay gap Headcount
Female	9614	£24.37	£17.07	-£3.86	£1.29
Male	2913	£20.50	£18.36		

Comment: The gender pay gap within the non-teaching workforce is 7.03% with females earning £1.29 less on average per hour than males. This was 7.45% in 2023.

Number and % of females in top 2% and 5% of earners in the workforce

Equal Opportunities	2018	2020	2024
Number of females in top 2% of earners in the council	208	116	131
% of council employees in top 2% of earners that are females	70%	54.2%	57.4%
Number of females in top 5% of earners in the council	503	278	367
% of council employees in top 5% of earners that are females	69%	53.25%	65.07%

Comment: the % of females in the top 5% of earners in the Council has increased from 53.2% in 2020 to 65% in 2024. The top 2% has also increased slightly with 57.4% female.

Promotions

Sex	2018	2020	2022	2024
Female	163 (72.12%)	61 (80.26%)	95 (69.34%)	215 (86.35%)
Male	63 (27.87%)	15 (19.74%)	42 (30.66%)	34 (13.65%)
Total	226 (100%)	76	137	249

Comment: 86.35% of promotions went to females in 2024, the highest percentage since 2020.

Leavers

Sex	2018	2020	2022	2024
Female	961 (68.25%)	611 (65.79%)	1005 (69.65%)	1210 (73.6%)
Male	447 (31.75%)	324 (34.21%)	438 (30.35%)	434 (26.40%)
Total	1408	935	1443	1644

Comment: In 2024, 1644 people left the organisation and 73.6% of those were women. Since 2018 the percentage of the female workforce leaving has risen and the percentage of male leavers has decreased. 4.46% of females leaving the council were dismissed on capability health grounds and for males it was 2.76%.

Recruitment in 2024

Males applied 5993	Males interviewed (first interview) 1506	Males appointed 602
Females applied 14730	Females interviewed 3212	Females appointed 1703
Unknown applied 172	Unknown interviewed 25	Unknown appointed 35

Comment: In 2024 2340 appointments were made. Of these 25.73% of male applicants were appointed and 72.78% of female applicants were appointed.

Flexible Working – Applications to work flexibly

Female applications	396 (89.80%)	Outcome Yes - 370; No – 15; N/A – 11
Male applications	45 (10.20%)	Outcome Yes – 41; No – 1; N/A – 3

Comment: 89.8 % of applications to work flexibly are from females. 93.43% of applications for flexible working from females were approved. For males it was 91.11%.

DISABILITY

Composition of the workforce

Disabled employees in 2018	253 (1.75%)
Disabled employees in 2020	310 (2.15%)
Disabled employees in 2022	405 (2.42%)
Disabled employees in 2024	599 (3.55%)

Comment: 3.55% of our workforce have said they are disabled. This is the highest percentage ever recorded. However, 43.39% of employees have not recorded in this category. This is down from over 67% non-recordings in 2023.

Consider Disabled			
	FT	PT	Grand Total
Not Recorded	3358	3945	7303
No	4589	4011	8600
Not Known	166	162	328
Yes	325	274	599
Grand Total	8438	8392	16830

Comment: 45.7% of disabled employees work part time. This is near on a par with non-disabled employees, 46.6% of whom work part-time.

Disability pay gap

	Employee count	Average hourly rate FTE	Average hourly rate Headcount	Disability pay gap FTE	Disability pay gap Headcount
Disabled - No	8601	£25.08	£19.98	-£0.59	£0.61
Disabled - Yes	599	£24.49	£19.36		

Comment: The disability pay gap is 3.18% with those who consider "No" earning £0.61 more than those who consider "Yes"

Leavers

Disabled leavers in 2018	30 (2.13%) of 1408
Disabled leavers in 2020	28 (2.99%) of 935
Disabled leavers in 2022	52 (3.60%) of 1443
Disabled leavers in 2024	71 (4.32%) of 1644

4.32% of people who left the Council in 2024 were disabled

Promotions

Disabled promoted in 2018	5 (2.21%) of 226
Disabled promoted in 2020	2 (2.63%) of 76
Disabled promoted in 2022	4 (2.92%) of 137
Disabled promoted in 2024	11 (4.42%) of 249

Comment: Promotions to disabled employees has risen from 2.63% in 2020 to 4.4% in 2024

Recruitment – Applied, Interviewed and Appointed

	2018	2020	2022	2024
Total number of applications received in the period – all people.	12623	14366	24200	20895
Total number of appointments in the period – all people	1136	1123	2067	2340

Disabled people applied, interviewed and appointed of total applications

In 2018 745 (5.90%) applied	234 (8.98%) were interviewed	29 (2.55%) were appointed
In 2020 714 (4.97%) applied	184 (6.55%) were interviewed	31 (2.76%) were appointed
In 2022 2562 (10.58%) applied	728 (11.55%) were interviewed	191 (9.2%) were appointed
In 2024 1264 (6.05%) applied	418 (8.81%) were interviewed	102 (4.36%) were appointed

Comment: Of those disabled people who applied to work for the Council in 2024 33%% were interviewed. 27% were interviewed in 2020. Of those interviewed 24.4% were appointed. Out of all appointments 4.36% went to disabled people.

Smarter Working Applications

Outcome - Smarter Working - Consider Disabled	Number	%	Approved	Declined
No	238	50.64%		
Not Known	10	2.13%		
Yes	21	4.47%	18	3
Not Known	201	42.77%		
Grand Total	470	100.00%		

Comment: 21 applications were received from disabled employees. That is 3.5% of all disabled employees and 4.47% of all applications. Most applications from disabled employees were a request to reduce hours. 85.7% % of these were approved.

ETHNICITY

Composition of the Workforce

	2018	2020	2022	2024
All other white British	10216 (70.6%)	10246 (71.08%)	12221 (72.95%)	13266 (78.83%)
White minority	263 (1.8%)	267 (1.86%)	220 (1.31%)	278 (1.65%)
BME	63 (0.4%)	92 (0.63%)	123 (0.75%)	219 (1.30%)
Other	3916 (27%)	3810 (26.44%)	4186 (24.99%)	3067 (18.22%)
Total	14458 (100%)	14415 (100%)	16753 (100%)	16830 (100%)

Comment: The numbers of employees from a Black and minority ethnic background rose from 123 in 2022 to 219 in 2024. 1.3% of employees are recorded as BME - increasing year on year. The numbers of employees not recording their ethnicity is down from 16.82% in 2023 to 12.70% in 2025.

Ethnicity	Full Time	Part Time	Total
Asian or Asian British	52	70	122
Black or Black British	28	30	58
Mixed	16	22	38
Not Recorded	1170	954	2124
Other Ethnic Groups	146	141	287
Prefer not to answer	294	348	642
Unknown	1		1
White	6649	6691	13340
(blank)	81	137	218
Grand Total	8437	8393	16830

Comment: 55.7% of BME workers are part-time.

Ethnicity Pay Gap

	Employee Count	Average hourly rate FTE	Average hourly rate Headcount	Ethnicity pay gap FTE	Ethnicity pay gap Headcount
BAME Employee - No	13834	25.77	20.11	-0.73	-1.27
BAME Employee - Yes	225	25.04	18.83		

Comment: The ethnicity pay gap is 6.78 % with those who are from BME background earning £1.27 less on average than those who are not from BME background.

Leavers

	2018	2020	2022	2024
All other white British	903	625 (70.2%)	1069 (74.08%)	1112 (67.64%)
White minority	26	21 (2.35%)	17 (1.18%)	29 (1.76%)
BAME	<5	7 (0.7%)	21 (1.46%)	35 (2.13%)
Other	476	237 (26.6%)	336 (23.28%)	468 (28.47%)
Total	1408	890 (100%)	1443 (100%)	1644 (100%)

Comment: 2.13% of leavers were from a minority ethnic background. Proportionately higher than the BME workforce.

Promotions

	2018	2020	2022	2024
All other white British	217	53	96	213
White minority	<5	0	<5	10
BME	<5	0	0	8
Other	<5	23	40	18
Total	226	76	137	249

Comment: 8 minority ethnic people were promoted in 2024 (3.2%). There were none in 2020 and 2022.

Recruitment

2018	Applied	Interviewed	Appointed
All other white British	11122	3309	1084
White minority	857	39	19
BME	339	96	5
Other	305	61	28
Total	12623	3505	1136

2020	Applied	Interviewed	Appointed
All other white British	12102	2591	779
White minority	434	70	17
BME	450	74	10
Other	1380	75	317
Total	14366	2810	1123

2022	Applied	Interviewed	Appointed
All other white British	22258	5973	1934
White minority	98	23	<5
BME	1251	787	36
Other	593	115	99
Total	24200	6898	2074

2024	Applied	Interviewed	Appointed
All other white British	17378	3967	2144
White minority	751	173	70
BME	2250	511	76
Other	516	92	50
Total	20895	4743	2340

Comment: 76 BME people were appointed in 2024 – the highest number ever in a year, 3.24% of all appointments. Of those BME people who applied 22.7% were interviewed and 14.8% of those appointed. The Council is receiving higher numbers of applications from BME people. In 2020 3.13% of applications were from BME people this rose to 10.7% in 2024.

Application - Smarter Working - Ethnic Origin	Number	%
Unknown	83	17.66%
Other Ethnic Groups	9	1.91%
White	371	78.94%
BME	7	1.49%
Grand Total	470	100%

Comment: Records show an increase from in Smarter Working applications from BME employees from none in 2020 and 2022 to 7 applications in 2024. 86% of those applications were approved.

AGE

Composition of the workforce by age

Age Group	2018	2020	2022	2024	Trend
Below 20	148 (1.02%)	50 (0.35%)	91 (0.55%)	121 (0.72%)	Increase
20 - 39	4260 (29.47%)	4371 (30.33%)	5001 (29.85%)	5382 (31.98%)	Increase
40 - 59	8367 (57.88%)	8115 (56.29%)	9270 (55.33%)	8769 (52.10%)	Decrease
60 - 64	1334 (9.23%)	1391 (9.65%)	1820 (10.86%)	1925 (11.44%)	Increase
65 plus	348 (2.41%)	488 (3.38%)	571 (3.41%)	633 (3.76%)	Increase
Total	14457 (100%)	14415 (100%)	16753 (100%)	16830 (100%)	

Comment: Over half the workforce are aged 40-59 though this age group has decreased year on year. All other age groups have increased. 3.76% of our workforce are over 65.

Leavers

Age Group	2018	2020	2022	2024	Trend
Below 20	68 (4.83%)	21 (2.13%)	59 (4.09%)	152 (9.25%)	Increase
20-39	394 (27.9%)	254 (25.7%)	443 (30.70%)	446 (27.13%)	Increase
40-59	528 (37.5%)	374 (37.96%)	465 (32.22%)	566 (34.43%)	Increase
60+	298 (21.16%)	206 (21.2%)	476 (32.99%)	480 (29.2%)	Increase
Total	1408 (100%)	985 (100%)	1443 (100%)	1644 (100%)	

Comment: There was an increase in leavers in all age groups in 2024.

Promotions

Age group	2018		2020		2022		2024		Trend
	No	%	No	%	No	%	No	%	
<20	11	4.86%	<5	1.32%	<5	2.19%	6	2.41%	Increase
20-39	116	51.32%	33	43.42%	66	48.17%	111	44.58%	Increase
40-59	96	42.47%	42	55.26%	64	46.72%	112	44.98%	Increase
60-64	<5	1.32%	0	0	<5	2.92%	<5	0.40%	Decrease
65+	0	0.00%	0	0	0	0.00%	0	0.00%	Static
Not recorded							19	7.63%	Increase
Total	226	100%	76	100	137	100%	249	100%	

Recruitment

2018

	<20	20-40	40-60	60-65	65+	Not recorded
Applied	828	7127	4168	309	41	150
Interviewed	290	1682	1404	74	12	43
Appointed	79	651	370	16	6	14

2020

	<20	20-40	40-60	60-65	65+	Not recorded
Applied	269	7044	5209	462	51	1331
Interviewed	57	1443	1146	75	10	79
Appointed	19	435	339	14	5	311

2022

	<20	20-40	40-60	60-65	65+	Not recorded
Applied	871	12553	8959	913	213	691
Interviewed	350	2986	2486	292	44	144
Appointed	129	997	734	88	8	111

2024

	<20	20-40	40-60	60-65	65+	Not recorded
Applied	916	11972	7193	600	127	87
Interviewed	217	2445	1887	169	23	<5
Appointed	178	1211	818	83	20	30

Comment: Out of 20895 applications 57.3% were received from the 20-40 age group. 51% of those were appointed.

There was an increase in the under 20s applying to work in the Council - the only age group that saw an increase.

4.4% of appointments were to people aged over 60.

Application - Smarter Working - Age	
	Number
20-29	47
30-39	156
40-49	118
50-59	93
60-64	37
Age 65 Plus	19
Grand Total	470

Comment: 58.2% of applications to work flexibly were received from people aged 30-49

SEXUAL ORIENTATION

Composition

	2018	% of total	2020	% of total	2022	% of total	2024	% of total	Trend
Bisexual	36	0.25	46	0.32	77	0.46	148	0.88	Increase
Gay	43	0.30	47	0.33	63	0.38	107	0.64	Increase
Heterosexual	5093	35.23	5761	39.97	7343	43.83	9943	59.08	Increase
Lesbian	24	0.17	38	0.26	50	0.30	86	0.51	Increase
Prefer not to answer	603	4.17	558	3.87	641	3.83	651	3.87	Increase
Not recorded	8659	59.89	7965	55.25%	8579	51.21	5895	35.02	Decrease

Comment: The number of LGB people employed in the Council has increased since 2023 from 190 to 342 (2% of the workforce). In 2024 non-recording rates have reduced from 51.2% in 2022 to 35.02% in 2024.

Promotion

Sexual Orientation	Employees Promoted	%
Bisexual	3	1.20%
Gay	4	1.61%
Heterosexual	199	79.92%
Lesbian	2	0.80%
Prefer not to answer	6	2.41%
Not Recorded	35	14.06%
Grand Total	249	100.00%

Comment: 3.6% of promoted posts went to LG&B people.

Leavers

Leavers by sexual orientation	Unknown	Bisexual	Gay	Lesbian	Heterosexual	Prefer not to answer
	786	22	12	7	756	61

Comment: Out of 1644 leavers 41 (2.5%) LG&B people left the Council. In 2022 it was 1.94% of leavers.

149 LG&B people were appointed in 2024 6.36% of total appointments.

GENDER REASSIGNMENT

Composition

	2018	2020	2022	2024
Total	0	0	0	59

Recruitment

Gender Reassignments - Applications for employment with NLC	Yes	%
Applied	182	
Interviewed	43	23.63%
Appointed	17	9.34%

Comment: In 2024 59 employees have recorded under Gender Reassignment through MySelf, 7 of those were newly appointed employees. This is the first year we have recorded employees under this characteristic.

RELIGION AND BELIEF

Composition of the workforce by religion

Unknown	6101 (36.25%)
Buddhist	9 (0.05%)
Church of Scotland	2096 (12.45%)
Hindu	15 (0.09%)
Humanist	21 (0.12%)
Jewish	<5 (0.01%)
Muslim	72 (0.43%)
None	3615 (21.48%)
Other Christian	449 (2.67%)
Other religion	52 (0.31%)
Pagan	16 (0.10%)
Prefer not to answer	589 (3.50%)
Roman Catholic	3788 (22.51%)
Sikh	5 (0.03%)

Comment: Employees of the Roman Catholic faith (22.5%) remain the largest religious group in the Council followed by Church of Scotland (12.45%) More than 1/5 of employees have no religious faith and for 36.2% of our workforce we have no information.

0.6% of employees describe their faith as Muslim, Buddhist, Sikh or Hindu.

Leavers by Religion

Buddhist	<5
Church of Scotland	176
Hindu	<5
Humanist	<5
Muslim	11
None	280
Other Christian	35
Other Religion	5
Pagan	<5
Prefer not to answer	57
Roman Catholic	285
Sikh	<5
Not Known	789

Promotions by religion in 2024 by number and %

Church of Scotland	37 (14.86%)
Muslim	5 (2.01%)
Other Christian	9 (3.61%)
Pagan	<5 (0.40%)
Roman Catholic	69 (27.71%)
None	81 (32.53%)
Prefer not to answer	11 (4.42%)
Unknown	36 (14.46%)
Total	249 (100%)

Nearly one-third of promotions were to people with no religion.

Applications - Smarter Working – Religion number and %

Church of Scotland	62 (13.20%)
Humanist	<5 (0.21%)
Muslim	<5 (0.42%)
None	91 (19.36%)
Other Christian	13 (2.77%)
Other Religion	<5 (0.21%)
Pagan	<5 (0.21%)
Roman Catholic	90 (19.16%)
Prefer not to Answer	12 (2.55%)
Not Known	197 (41.91%)
Grand Total	470 (100%)

MARRIAGE AND CIVIL PARTNERSHIP

Composition of employees by marital status

Unknown	Divorced	Living with partner	Married / Civil Partnership	Prefer not to answer	Separated	Single	Widowed
4417 (26.24%)	564 (3.35%)	1015 (6.03%)	6580 (39.10%)	270 (1.60%)	381 (2.26%)	3446 (20.49%)	157 (0.93%)

Leavers of the Council by marital status

Unknown	Divorced	Living with partner	Married / Civil Partnership	Prefer not to answer	Separated	Single	Widowed
655 (39.84%)	53 (3.22%)	65 (3.95%)	479 (29.15%)	36 (2.19%)	30 (1.82%)	297 (18.07%)	29 (1.76%)

Promotions by marital status by number and %

Married/Civil Partnership	109 (43.78%)
Not Recorded	28 (11.24%)
Prefer not to answer	<5 (1.20%)
Other	109 (43.78%)
Total	249 (100%)

Recruitment by marital status by number and % of total

	Married/Civil Partner
Applied	7649 (36.61%)
Interviewed	1818 (38.33%)
Appointed	797 (34.06%)

PREGNANCY AND MATERNITY

Number of employees who have taken maternity/adoption leave

Maternity Leave – for 2023 and 2024 - 726

Returned from maternity / adoption leave

Maternity Returned 2023 – 283
Maternity Returned 2024 – 275
Still on Maternity Leave – 168

Occupational Segregation – Grades and Occupations – sex, disability and ethnicity

SEX

Occupational Segregation - Grades				
Grades	Female	%	Male	%
MA/App	10	62.5%	6	37.5%
CNL1-CNL6	169	73.80%	60	26.20%
CNL7-CNL13	25	67.57%	12	32.43%
Teachers All Grades	2578	82.76%	537	17.24%
Education Support Officers	11	78.57%	<5	21.43%
Music Instructors	18	41.86%	25	58.14%
Principal Teachers	545	73.85%	193	26.15%
DHT/HT All Grades	251	68.21%	117	31.79%
Educational Psychologists All Grades	29	87.88%	<5	12.12%
NLC1-NLC5	4631	84.83%	828	15.17%
NLC6-NLC14	4600	75.18%	1519	24.82%
NLC15-NLC18	74	54.81%	61	45.19%
NLLT1-NLLT8	101	46.12%	118	53.88%
QIM/QIO	13	86.67%	<5	13.33%
CE/ED/HOS	8	53.33%	7	56.66%

Occupational Segregation - Service / occupation	Female		Male		
	%	Number	%	Number	%
Adult Health & Social Care					
Adult Services - North	82.67%	229	17.33%	48	100.00%
Adult Services - South	84.40%	211	15.60%	39	100.00%
Central Services	89.20%	1487	10.80%	180	100.00%
Directorate	100.00%	3	0.00%		100.00%
Chief Executive's Office					
Audit & Risk	63.64%	7	36.36%	4	100.00%
Business and Digital	40.53%	92	59.47%	135	100.00%
Directorate	0.00%		100.00%	2	100.00%
Finance & Technology	74.48%	216	25.52%	74	100.00%
Legal & Democratic Services	89.29%	75	10.71%	9	100.00%
People Resources	83.11%	187	16.89%	38	100.00%
Strategy & Engagement	67.54%	77	32.46%	37	100.00%
Education & Families					
1140 Expansion (Temp Structure)	98.78%	81	1.22%	1	100.00%
CLD	84.79%	223	15.21%	40	100.00%
Directorate	77.27%	17	22.73%	5	100.00%
Employability Services	55.07%	38	44.93%	31	100.00%
Head Quarters	78.28%	191	21.72%	53	100.00%
North Area	87.47%	3462	12.53%	496	100.00%
Social Work Services (New)	83.73%	592	16.27%	115	100.00%
South Area	86.69%	2474	13.31%	380	100.00%
Tackling Poverty Team	72.97%	54	27.03%	20	100.00%
Enterprise & Communities					
Assets & Procurement	39.84%	49	60.16%	74	100.00%
Community Operations	65.11%	2790	34.89%	1495	100.00%
Directorate	25.00%	1	75.00%	3	100.00%
Housing Management	52.93%	433	47.07%	385	100.00%
Place	43.45%	73	56.55%	95	100.00%
NL Properties					
(blank)	11.11%	1	88.89%	8	100.00%
Grand Total	77.62%	13063	22.38%	3767	100.00%

DISABILITY

Occupational Segregation – Grades				
	Not Recorded	No	Not Known	Yes
MA/App	0	11 (68.75%)	<5 (6.25%)	<5 (25.00%)
CNL1-CNL6	157 (68.56%)	57 (24.89%)	6 (2.62%)	9 (3.93%)
CNL7-CNL13	25 (67.57%)	<5 (24.32%)	<5 (5.41%)	<5 (2.70%)
Teachers All Grades	1822 (58.51%)	1180 (37.89%)	34 (1.09%)	78 (2.51%)
Education Support Officers	5 (35.71%)	9 (64.29%)	0	0
Music Instructors	34 (79.07%)	7 (16.28%)	0	<5 (4.65%)
Principal Teachers	381 (51.63%)	334 (45.25%)	11 (1.49%)	12 (1.63%)
DHT/HT All Grades	162 (47.50%)	169 (49.56%)	<5 (0.89%)	7 (2.05%)
Educational Psychologists	23 (69.70%)	10 (30.30%)	0	0
NLC1-NLC5	2299 (39.92%)	3096 (53.75%)	137 (2.38%)	227 (3.95%)
NLC6-NLC14	2343 (38.28%)	3398 (55.52%)	127 (2.08%)	252 (4.12%)
NLC15-NLC18	38 (28.15%)	90 (66.67%)	<5 (2.22%)	<5 (2.96%)
NLLT1-NLLT8	5 (2.28%)	207 (94.52%)	<5 (1.83%)	<5 (1.37%)
QIM/QIO	<5 (20.00%)	12 (80.00%)	0	0
CE/ED/HOS	6 (35.29%)	11 (64.71%)	0	0

Occupational Segregation - Service /occupation				
	Disabled Yes		Total	All
	%	Number	%	Number
Adult Health & Social Care				2197
Adult Services - North	5.05%	14	100.00%	277
Adult Services - South	5.20%	13	100.00%	250
Central Services	3.30%	55	100.00%	1667
Directorate	0.00%		100.00%	<5
Chief Executive's Office				954
Audit & Risk	0.00%		100.00%	11
Business and Digital	2.63%	6	100.00%	228
Directorate	0.00%		100.00%	<5
Finance & Technology	3.45%	10	100.00%	290
Legal & Democratic Services	4.76%	<5	100.00%	84
People Resources	7.11%	16	100.00%	225
Strategy & Engagement	5.26%	6	100.00%	114
Education & Families				8273
1140 Expansion (Temp Structure)	2.44%	<5	100.00%	82
CLD	5.70%	15	100.00%	263
Directorate	0.00%		100.00%	22
Employability Services	34.78%	24	100.00%	69
Head Quarters	4.51%	11	100.00%	244
North Area	2.37%	94	100.00%	3958
Social Work Services (New)	6.93%	49	100.00%	707
South Area	2.45%	70	100.00%	2854
Tackling Poverty Team	8.11%	6	100.00%	74
Enterprise & Communities				5406
Assets & Procurement	3.25%	<5	100.00%	123
Community Operations	3.57%	153	100.00%	4285
Directorate	0.00%		100.00%	<5
Housing Management	4.77%	39	100.00%	818
Place	2.98%	5	100.00%	168
NL Properties				
(blank)	33.33%	<5	100.00%	8
Grand Total	3.56%	599	100.00%	16830

ETHNICITY

Occupational Segregation - Grades				
Grades	White	BME	Other Ethnic Group	Other (Not Recorded/ Prefer not to Say)
MA/App	14 (87.50%)	<5 (12.50%)	0	0
CNL1-CNL6	200 (87.34%)	<5 (0.44%)	<5 (0.87%)	26 (11.35%)
CNL7-CNL13	30 (81.08%)	0	0	7 (18.92%)
Teachers All Grades	1774 (56.97%)	28 (0.90%)	99 (3.18%)	1213 (38.95%)
Education Support Officers	11 (78.57%)	0	0	<5 (21.43%)
Music Instructors	19 (44.19%)	0	0	24 (55.81%)
Principal Teachers	549 (74.39%)	<5 (0.14%)	49 (6.64%)	139 (18.83%)
DHT/HT All Grades	269 (78.89%)	0	38 (11.14%)	34 (9.97%)
Educational Psychologists All Grades	19 (57.58%)	0	<5 (9.09%)	11 (33.33%)
NLC1-NLC5	4718 (81.92%)	88 (1.53%)	80 (1.39%)	873 (15.16%)
NLC6-NLC14	4859 (87.77%)	86 (1.55%)	14 (0.25%)	577 (10.43%)
NLC15-NLC18	124 (91.85%)	0	0	11 (8.15%)
NLLT1-NLLT8	208 (94.55)	<5 (1.82%)	0	8 (3.63%)
QIM/QIO	12 (80.00%)	0	<5 (6.67%)	<5 (13.33%)
CE/ED/HOS	15 (88.24%)	0	0	<5 (11.76%)

Occupational Segregation – service / occupations					
Grades	White	BME	Other Ethnic Group	Other (Not Recorded/ Prefer not to Say)	Total
Adult Health & Social Care	1927	29	4	237 (10.7%)	2197
Adult Services - North	253	7	0		
Adult Services - South	226	10	<5		
Central Services	1447	12	<5		
Directorate	<5	0	0		
Chief Executive's Office	860	23	8	63 (6.6%)	954
Audit & Risk	11	0	0		
Business and Digital	188	5	<5		
Directorate	<5	0	0		
Finance & Technology	265	<5	<5		
Legal & Democratic Services	78	<5	<5		
People Resources	211	6	<5		
Strategy & Engagement	105	<5	0		
Education & Families	5848	95	257	2073 (25%)	8273
1140 Expansion (Temp Structure)	70	<5	0		
CLD	237	<5	<5		
Directorate	19	0	0		
Employability Services	63	0	0		
Head Quarters	178	<5	6		
North Area	2655	40	154		

Occupational Segregation – service / occupations					
Grades	White	BME	Other Ethnic Group	Other (Not Recorded/ Prefer not to Say)	Total
Social Work Services (New)	653	6	<5		
South Area	1903	40	95		
Tackling Poverty Team	70	<5	0		
Enterprise & Communities	4697	71	18	612 (11.3%)	5398
Assets & Procurement	111	5	0		
Community Operations	3733	50	17		
Directorate	<5	0	0		
Housing Management	721	10	<5		
Place	127	8	0		
NL Properties	9	0	0		
(blank)	9	0	0		
Grand Total	13340	218 (1.3%)	287	2985 (17.73%)	16830



Equal Pay Statement

Version **1.4**, 19/03/2025

Document control

Title	Equal Pay Statement		
Governance group			
Owner	Fiona Whittaker, Chief Officer People Resources	Contact	whittakerf@northlan.gov.uk
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Revision history

Version	Originator	Review start date	Revision description and record of change
1	Lyn Hughes		

Document approvals

Version	Governance group	Date approved	Date approval to be requested (if document still in draft)

Consultation record (for most recent update)

Consultation status	Stakeholders consulted	
Stakeholders consulted and dates		

Strategic alignment

Plan for North Lanarkshire

Improving the Council's Resource Base - A Workforce Strategy that is built around the needs of the Council (as a single resource base) to deliver the priority outcomes, ensuring future workforce requirements, new skills and innovative approaches, and succession planning are recognised.

Next review date

Review Date	April 2027
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A note about plain English

This document follows [plain English guidance](#), in line with our corporate commitment to clear communications. In particular, it uses the following terms.

- ‘We’, ‘us’ and ‘our’ when referring to the Council (as an organisation), our collective responsibilities (as authorised users of Council IT assets), and when discussing specific activities.
- ‘You’ and ‘your’ when referring to the individual responsibilities and actions of authorised users of Council IT assets.

1. Introduction

- 1.1 The public sector duty to promote equality requires North Lanarkshire Council to develop and publish an Equal Pay Statement on how it is meeting its duty, having due regard to the need to eliminate unlawful discrimination, particularly in relation to employment and pay.
- 1.2 North Lanarkshire Council supports the principle of equal opportunities in employment and believes in equal pay for the same or broadly similar work, for work rated as equivalent and for work of equal value irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 1.3 This Equal Pay Statement complies with the legal duties under the legislation outlined below and is published in accordance with the legislative timetable.
- 1.4 This Equal Pay Statement is based on the key principles of equity, equality, inclusion, engagement, partnership, transparency and shared responsibility.

2. Aims

- 2.1 North Lanarkshire Council are committed to ensuring equal pay structures for all our employees and will continue to:
 - Ensure that all staff doing work of equal value receive the same level of pay through the use of an analytical job evaluation scheme for Local Government Employees and job sizing for Teaching staff.
 - Conduct regular equal pay audits to monitor the impact of our pay structure and put in place measures to reduce any identified occupational segregation and pay gaps.
 - Ensure recruitment and employment practices promote equality and are free from discrimination.
 - Provide training and guidance for those involved in reviewing and determining pay.
 - Inform employees of how their pay is determined.
 - Respond to grievances on equal pay in accordance with the council's Grievance Policy.
 - Inform and consult with the recognised trade unions, as appropriate.

3. Legislation

- 3.1 This Equal Pay Statement was produced taking into account and incorporating the Equality Act 2010 and The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.
- 3.2 This Equal Pay Statement contains principles that are underpinned by council policies, guidance, Codes of Practice, the council's equality scheme and national schemes such as those from the Scottish Negotiating Committee for Teachers (SNCT) and Scottish Joint Council for Local Government Employees (SJC).

4. Job Evaluation for Local Government Employees

- 4.1 North Lanarkshire Council in compliance with its obligations in terms of the Scottish Joint Council National Agreement on Pay and Conditions of Service implement a non-discriminatory and objective Job Evaluation Scheme to determine the value of our jobs and apply all factors equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

5. Job Sizing for Teaching Employees

- 5.1 North Lanarkshire Council Teaching complies with the terms and conditions of service outlined by the Scottish Negotiating Committee for Teachers (SNCT). The teaching salary scales and spines are set out in the SNCT Salary Tables. Promoted postholders are placed on the appropriate salary point as determined by the SNCT Job Sizing Process. This process ensures that equal work is paid equally irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 5.2 The remuneration of teachers in non-promoted posts is set nationally by the SNCT.

6. Occupational Segregation

- 6.1 Occupational Segregation is considered as one of the key contributors to creating pay gaps through both vertical and horizontal segregation:
- Horizontal segregation is where one gender is clustered into particular types of jobs or areas of work e.g. more women working as care workers and more men working as mechanics
 - Vertical segregation is where one gender is clustered within particular grades or levels or seniority e.g. more men working as senior managers and more women working in lower graded posts.
- 6.2 Equal Pay Audits will report on occupational segregation and actions will be identified with the intention of reducing the level of occupational segregation where it occurs.

7. Monitoring Arrangements

- 7.1 North Lanarkshire Council will carry out regular monitoring and assessment of the impact of our pay practices.
- 7.2 North Lanarkshire Council will consult and plan actions in consultation with employees and trade unions.
- 7.3 Publish progress reports on the implementation of this Equal Pay Statement including:
- Annually publish information on the Gender Pay Gap.
 - Every two years publish information on the Ethnicity Pay Gap, Disability Pay Gap and employment information in the Public Sector Equality Duty reports.
 - Every two years undertake and publish an Equal Pay Audit that incorporates information on Workforce Composition, Pay (including Pay Gap analysis) and Occupational Segregation.