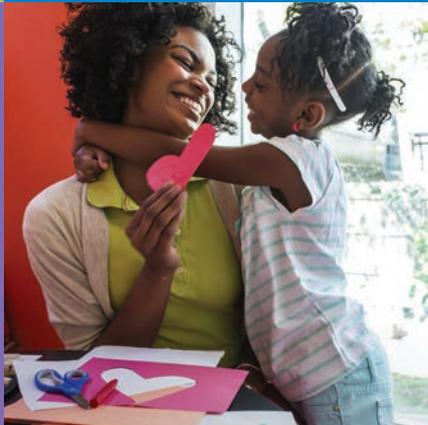


Mainstreaming equalities report

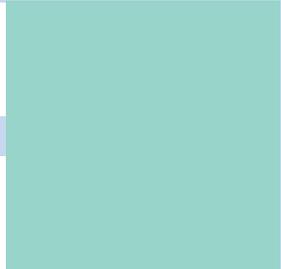
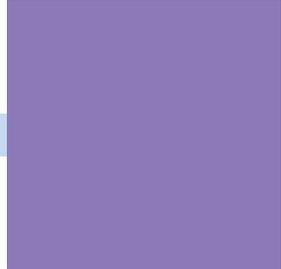
2013 - 2017



SOUTH LANARKSHIRE
Leisure & Culture

"Providing opportunities to enrich people's lives"

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Introduction

South Lanarkshire Leisure and Culture sets itself the aim of ensuring that fairness is a priority for all of the work that it does. The Trust is committed to meeting its vision of “providing opportunities to enrich people’s lives.”

The mainstreaming equalities report is intended to set out how this vision can be achieved. It will help the Trust to meet its legal equality duties of eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations. The report makes clear how the Trust will work with others to ensure that the needs of everyone are met when using a service no matter where they stay in South Lanarkshire and this will be done across the protected characteristics of:

- **age,**
- **disability,**
- **gender (sex),**
- **gender identity (reassignment),**
- **marriage and civil partnership,**
- **pregnancy and maternity,**
- **race,**
- **religion or belief; and**
- **sexual orientation**

The Trust’s Equality and Diversity policy commits to the principle that everyone has the right to be treated with dignity and respect. This does not simply mean treating everybody the same as clearly we are all different and do have different needs. What it is about is being fair and providing the opportunity for everyone to participate and be active in our community.

The Trusts Equality and Diversity policy commits to the principle that everyone has the right to be treated with dignity and respect. This does not simply mean treating everybody the same as clearly we are all different and do have different needs. What it is about is being fair and providing the opportunity for everyone to participate and be active in our community.

This plan covers the period from April 2013 to March 2017; in line with legislation there will be an interim report published to review progress.

This report explains what South Lanarkshire Leisure and Culture is, what it does, the community it represents and how it will meet its commitments. It explains how the Trust will carry out equality and human rights impact assessments across all areas of its work and how it will be accountable to those who work and live in South Lanarkshire.



by the General Manager
Gerry Campbell

Who we are and what we do

Who are we?

South Lanarkshire Leisure and Culture Ltd (SLLC) is a company limited by guarantee. It was formed on 1 October 2010 when much of South Lanarkshire Council's (SLC) cultural services, libraries and facilities were transferred to the Leisure Trust which had previously been formed in April 2002 to operate Sports and Recreation Services on behalf of the Council. The Outdoor Resource Base (ORB) was also transferred into the new company at the same time.

Charitable Objectives

SLLC's main aim is to provide facilities for recreation, sport and cultural pursuits which are of maximum benefit to the community and in so doing ensure this provision is truly inclusive.

There is no doubt that arts and culture can bring real benefits for communities and individuals alike and participation in physical activity can make a significant and positive contribution to many areas of our lives. It is vital that everyone has the opportunity to participate and through the following services SLLC will provide a range of programmes, projects and initiatives which target inequalities and aim to improve life chances for the most disadvantaged as well as provide opportunities to improve the health, wellbeing and the learning environment of the population of South Lanarkshire in general.



Who we are and what we do

What do we do?

South Lanarkshire Leisure and Culture Ltd (the Trust) is responsible for the operation, management and development of indoor and outdoor sport and leisure facilities, community halls, arts venues, country parks, libraries and museums throughout South Lanarkshire. The business has been split into five service areas:

Cultural Services

Cultural Services is responsible for the management of five Cultural Venues, namely the Town House, Hamilton, Rutherglen Town Hall, East Kilbride Village Theatre and Arts Centre and Lanark Memorial Hall. These venues facilitate the larger scale performances and arts events ranging from well known West End productions such as Joseph, Annie and Blood Brothers to concerts performed by artists such as Eddi Reader, Midge Ure, Hue and Cry, the Proclaimers and more. They also host a large number of performances by local community drama groups including pantomime.

As well as the major venues Cultural Services manages over eighty community halls, integrated community facilities and community wings and the letting of schools for community use. There is an extensive range of community halls and facilities available for hire to host a variety of events such as community meetings, social functions, dance schools, sports clubs and so on and our area booking teams are happy to discuss and facilitate any letting requirements.

As well as managing the buildings' portfolio and community letting, Cultural Services also has a vibrant arts development section which comprises of a team of talented arts professionals working to deliver access opportunities to the arts for our communities.

The team work in partnership with national organisations and government bodies such as Scottish Government, Creative Scotland, NHS and other bodies to deliver projects, courses and classes, workshops and taster sessions, as well as delivering festivals including "Young at Heart" which targets the 50+ members of our community and "Cool Down For Summer" which is an arts activities programme aimed at schoolchildren during the summer holidays.



Libraries and Museums

This service brings together two quite distinct functions. The library service consists of twenty five public libraries, all with activeIT Learning Centres (free internet access), a mobile library service serving the rural communities and a home delivery service. It includes the provision of reference and enquiry services and family history and genealogy resources. Online library services include e-books, reference resources, catalogue enquiries, reservations and book reviews. Located in both stand-alone premises and within some of the newer integrated facilities alongside schools and leisure centres, the libraries also organise reading activities, storytelling and 'meet the author' sessions. Working in partnership with key stakeholders to improve the learning experience for children and young people, the service also makes a significant contribution to the Curriculum for Excellence agenda. The library service works closely with the Scottish Library and Information Council and other key partners in developing its services.

Like the libraries, the museums service works closely with local schools in the provision of learning programmes and activities designed to complement the national Curriculum for Excellence agenda. Informal learning opportunities are provided through holiday activities, family activities, adult learning and special events. Temporary and touring exhibitions, handling resources, loan kits and training workshops are also organised by the service. Low Parks Museum, a VisitScotland five star graded museum, tells the history and development of South Lanarkshire and Hamilton Mausoleum, a well known landmark, is also managed by the service. The museum collections are central to the service, with over 150,000 objects which are exploited through comprehensive documentation (including online access for searching or browsing), temporary and permanent exhibitions and object-centred activities. The museums service works closely with Museums Galleries Scotland and other key partners in developing its service and projects.

Outdoor Recreation and Country Parks

This service comprises of three main areas of service delivery – Outdoor Recreation, Country Parks and Outdoor Learning and Adventure (formerly known separately as the James Hamilton Heritage Park and the Outdoor Resource Base).

Outdoor Recreation is responsible for the operational management and programming of outdoor facilities, including over 130 sports pitches, an indoor synthetic pitch, 12 bowling greens, 6 golf courses, a Golf Development Centre, a watersports centre and seasonal activities' (tennis and putting). It works closely with sportscotland, national sports governing bodies and local clubs and communities in developing opportunities for participation.

Outdoor Learning and Adventure offers outdoor activities programmes for young people in particular and the community in general. Activities include skiing, sailing, windsurfing, hillwalking, canoeing and mountain biking as well as the provision of technical skills, guidance and expertise to partner agencies. Leadership training, teambuilding and personal development programmes also form a large part of the syllabus, with particular emphasis being placed on engaging with hard to reach young people who find more traditional forms of physical activity less appealing.

The Country Parks service is responsible for the operational management and programming of Chatelherault and Calderglen Country Parks. It works very closely with Scottish Natural Heritage and the Council's Countryside Ranger Service in the provision of both an educational and recreational resource. Each park has approximately 200 hectares of woodland trails and grazing land as well as a well developed visitor centre with associated attractions, including a children's zoo at Calderglen and an 18th century Georgian Hunting Lodge at Chatelherault.

Sport and Physical Activity

Responsible for the operation and management of twenty three indoor leisure facilities, of which nine have swimming pools, an ice rink and two athletics tracks. This service also manages Development Services covering Sports Development, Health and Active Schools, all three of which are central to the development and support of a sustainable infrastructure which will not only increase opportunities for individuals to be engaged in physical activity but will also strengthen pathways to participation and performance. This is achieved through working in local schools (particularly the Active School Co-ordinators) and communities in partnership with clubs, volunteers, sports councils, and national governing bodies.

Although a smaller function Play Development also sits within this service, working very closely with Education and Social Work by providing a structured approach to the development of children's spatial skills, interaction with peers and the development of an interest in regular physical activity.

Funding from external agencies such as **sportscotland** and NHS Lanarkshire plays a significant role in sport and physical activity provision within South Lanarkshire and in particular some of the more developmental and interventionist aspects of such provision. The Active School Co-ordinators are funded almost entirely from **sportscotland** and it should be noted that it and other externally funded programmes, in particular the health initiatives funded by the NHS, could not be sustained should funding cease.

The management of the Trust-wide Health and Safety unit and the Technical manager also sits within this service.

Central Support Service

A central support service is located in the Trust offices in Hamilton and provides specialist and generic services for all employees and services alike.

The Support Services function comprises of three service areas:

- Human Resources – HR services, equality and diversity, in-house training section
- Finance and Information Technology - Financial services, IT support and systems development, administration of the Trusts direct debit membership scheme
- Business Development and Admin - Service improvement, quality management, policy and procedures, performance management, business planning, marketing, administration services

Through the delivery of these aforementioned services it is hoped that SLLC will have a significant impact on the lives of the residents of South Lanarkshire and the communities in which they live and so improve their quality of life, be it through new or increased participation in leisure, cultural or learning activities or indeed a combination of all three.



External influences

Working in partnership with internal and external agencies, SLLC will continue to develop policies and implement programmes and projects which are aimed at improving the overall quality of life for South Lanarkshire communities and neighbourhoods.

There are a number of external influences, including national policies and agencies as well as demographic changes which will contribute to how SLLC delivers and prioritises its services.

Local demographics

The most significant factor in the population statistics relating to South Lanarkshire are those relating to health, where life expectancy continues to be below the national average. It is important then that the services provided by SLLC contribute to the health improvement agenda through the provision of opportunities for improving both physical and mental health.

There are, however, other salient trends in South Lanarkshire's changing population, a summary of which is contained below:

- The populations of Scotland and of South Lanarkshire have continued to grow since reaching post-war lows in 2002 and this growth is expected to continue, with faster growth here than in Scotland as a whole
- South Lanarkshire accounts for 6% of Scotland's total population
- The population aged 60 or over is expected to increase by around 50% by 2033 both locally and nationally. Those aged over 50 account for over a third of the population
- The 2012 Scottish Index of Multiple Deprivation (SIMD) shows that 53 South Lanarkshire Areas are in the most deprived 15% of areas in Scotland
- South Lanarkshire has the fifth largest number of employment deprived people in Scotland (26,875) and also the fifth largest number of income deprived people (43,730) amongst the Scottish local authorities
- There were 3,214 deaths in South Lanarkshire in 2011, with circulatory disease then cancer being the most frequent causes of death. In Scotland as a whole cancer and then coronary heart disease were the main causes
- Household disposable income per head has been below the Scottish average since 2003 and the gap has now widened for 13 consecutive years
- Life expectancy continues to improve both nationally and locally but the South Lanarkshire figures are below the Scottish averages
- The number of households has increased in Scotland and South Lanarkshire and this growth is expected to continue, with a slightly greater increase in South Lanarkshire
- The number of single adult households is expected to increase significantly from 39% in 2011 to 50% in 2035

The general and specific equalities duties which underpin this report are summarised below. The intention of the equality outcomes we have developed is to tackle the ongoing disadvantage which exists in our communities and to ensure fairness across all of the protected characteristics of age, disability, gender (sex), gender identity (reassignment), marriage and civil partnership, pregnancy and maternity, race, religion or belief and sexual orientation.

General and specific duties in relation to equality

The general duty requires public bodies to have due regard to the need to:

- eliminate discrimination, harassment, victimisation or any other prohibited conduct
- advance equality of opportunity by having due regard to
 - removing or minimising disadvantage
 - meeting the needs of particular groups that are different from the needs of others
 - encouraging participation in public life
- foster good relations – tackle prejudice, promote understanding

To comply with the general equality duty, a public body must have due regard to all three of these needs.

The public sector equality duties came into force on the 5th April 2011. The purpose of the duties are to ensure that anyone carrying out a public function considers how they can positively contribute to a more equal society through advancing equality and good relations in their day-to-day business, to:

- take effective action on equality
- make the right decisions, first time around
- develop better policies and practices, based on evidence
- be more transparent, accessible and accountable
- deliver improved outcomes for all

Equality and Human Rights Impact Assessment

At the heart of our commitment to address issues relating to equality and diversity is the process of Equality and Human Rights impact assessment. As an organisation, South Lanarkshire Leisure and Culture wants all our employees to work together to deliver the best possible services. It's therefore essential that we test our policies and procedures to ensure they promote fairness and do not discriminate against any members of the public or employee.

Impact assessments ensure that we do not discriminate and that we take every opportunity to promote equality, diversity and good relations across all local communities. An impact assessment checks to see if a proposed or existing strategy policy, function or operating procedure, is fit for purpose. It ensures that equality and human rights matters are properly considered as part of its development.

The impact assessment process anticipates what the effect will be when our proposed or existing strategy, policy, function or operating procedure is put in place. It considers the effect on all communities and our employees, making sure that, as far as possible, any negative effects are minimised or eliminated and that we make the most of opportunities for promoting equality and diversity.

The impact assessment extends to monitoring the actual effects of a strategy, policy, function or operating procedure, not just the written word. This means we can take action if the strategy, policy function or operating procedure is having or is likely to have a negative impact on any group or individual.

Our approach to impact assessment already includes consideration of Human Rights and is being continually developed to promote more joined up working with partners such as the Police, Fire and Rescue, the NHS and voluntary sector organisations, to include wider equality and diversity related matters such as health inequalities.



What have we done so far?

Over the last few years the Trust has developed and delivered many ambitious programmes designed to tackle the challenges faced by members of our community, and to make a difference to the lives of those who live and work in our community.

Some of the success we have achieved is listed briefly below; however statistics and performance reports can only tell part of the story. Behind the numbers and project deadlines lie the day-to-day experiences of individuals and communities within South Lanarkshire, where the results of our actions make a real difference.

Some of these achievements are detailed within our Business Plan and directly link to our objectives: to become an inclusive organisation providing quality leisure, cultural and learning opportunities for all residents and visitors to South Lanarkshire; to continually improve the service to our customers by developing the effectiveness of our workforce and our working practices, as well as addressing service quality, variety and responding to changing needs, trends etc; to work in partnership with local and national agencies to promote active participation in leisure, cultural and learning activities; to maximise resources and operational efficiencies taking account of environmental and sustainable issues.

Increasing opportunities for participation

- Increasing opportunities for participation is at the core of our service, and during the school October week, Arts Development delivered a week long series of taster workshops, the 'Same as You Project', in all five day-centres for adults with additional support needs. This partnership with SLC Social Work Resources allowed 100 workshops in Drumming, Dance, Drama, Animation and Craft & Design to be delivered to individuals who might not otherwise have been able to access such activities.
- There is growing and conclusive evidence that what happens before birth and through the early years of a child's life dictates their longer term life chances. Early intervention to improve health during this stage is both more effective for individuals and more cost effective for organisations. In addition to the long established ante natal classes running at a number of pools, we recently introduced new opportunities for baby and parents to exercise together with the launch of Baby Yoga and Stroller Fit classes.
- The library service signed up to Share the Vision's "Six Steps" initiative to enhance its services to print for disabled people in South Lanarkshire. The library service already provides collections of large print and audio books, assistive IT technologies in the Active IT centres and has promoted "Make a Noise in Libraries" - to highlight the services available. This new service enables library staff to assist blind and partially sighted customers to assess their reading needs and facilitate access to public libraries and other relevant services through the use of a guided questionnaire.

What have we done so far?

Improving our service to all customers

- In pursuit of making our staff feel valued and engaged we designed, implemented and began the roll out of our cultural programme, "Our Way of Working" in October 2011. The programme has been designed to communicate and embed the 6 key behaviours agreed by staff across the organisation and through participation in this programme our staff are more engaged and productive.
- A specific equality and diversity learning and development session was developed called 'People make the difference, but everyone is different'. This session has improved staff knowledge and awareness and has been attended by 25% of the organisation.
- To give customers more of what they want we must understand the way they think and the way they behave. In the latter part of the year we developed our Mystery Visit Programme to include the golf and library services, it having already been in place in leisure centres and some outdoor facilities. Indeed 33 mystery visits were carried out across 17 leisure sites using five external mystery visitors recruited from our customer base. Findings from this programme have allowed us to identify areas for improvement across the business, allowing us to spot trends and examine the issues that affect our customers and the decisions they make.
- We continue to work in partnership with the Disability Access Panel to improve access to our facilities and services and following consultation with the Panel installed a new lift at John Wright Sports Centre and made some alterations to the refurbished health suite at the Dollan Aqua Centre.

Improving our partnership working

- In partnership with SLC's Social Work Resources we introduced a programme to encourage looked after and accommodated children into physical activity.

- New partnership links have also been established with Barnardos Scotland resulting in the Outdoor Learning and Adventure section acting as a key partner in a Drug and Alcohol initiative for young people. The same section has engaged with Police and Social Work to identify those hard to reach young people who will best benefit from outdoor adventure experiences and delivered a total of eight days of activity sessions for 33 participants.
- In partnership with SLC, Stonewall and Lesbian Gay Bisexual and Transsexual (LGBT) Youth Scotland we participated in our first public consultation/engagement event with the LGBT community of South Lanarkshire.
- Since April this year the library service has delivered introductory IT courses to 196 adults through the BBC First Click partnership. Community Librarians lead informal small groups of people through using PCs for the first time and getting online. These courses have resulted in a 25% increase in older people using the Active IT facilities within libraries, with over 130 people in the age group 60 – 74 years old, and four over 75, proving that age is no barrier to using IT.



Becoming an improved value for money organisation

- We continue to be committed to using imagery in promotional materials that properly reflect the diversity of our population. Examples of materials that have included imagery reflecting a range of the equality groups are price lists, vehicle livery and the website.
- We continue to ensure our equality duties are built into contract arrangements by ensuring that the equalities part of the tender process toolkit is adhered to.

How will we achieve?

The aim of mainstreaming equalities is to build on the achievements of our previous equality schemes, and to provide new outcomes which both employees of the Trust and members of the community can be a part of. To do this we will focus our outcomes on the following key principles:

- **Accessing** – provide services in ways that mean everyone can and does have the right to use them
- **Community** – provide services that bring people together and make the most of individual needs and abilities
- **Informing** – ensure that everyone has access to information, in a format that suits their needs, on Trust services and what is happening in the South Lanarkshire area
- **Involving** – talk to groups and individuals on a one to one basis and use views and opinions to inform decision making and shape service delivery
- **Promoting** – ensure that individuals are treated as and given the opportunity to be full members of the community no matter their individual need
- **Understanding** – raise awareness of individuals' needs and promote awareness of the range of cultures and languages that exist within South Lanarkshire so that everyone can be treated fairly and with dignity and respect

Equal pay statement

As part of the Service Level Agreement with South Lanarkshire Council (SLC) equal pay reviews have been conducted.

1 Job Evaluation

As part of the Service Level Agreement with SLC, the Trust's Job Evaluation process is carried out by Finance and Corporate Personnel Services and involves the application of SLC's agreed job evaluation scheme (555). The Council's grading scheme is based on tasks performed by employees in the course of their job and the implications, accountabilities and responsibilities therein. The outcome of the job evaluation process allows for posts to be evaluated to an hourly rate and placed within broad banded grades. The placing of the employee within the broad band depends on their level of competence.

Job Families

2 A job family is a broad grouping of posts that are related either by similarity of tasks performed or transferability of knowledge and skills from one occupation to another. By using job families, these posts link into the Competence Initiative scheme whereby career progression can be identified both within and out-with the broad band.

3 Performance Development and Review (PDR) Process

PDR adds value to the Trust by providing links between the Trust's aims and objectives, service plans and individual employee development plans. It facilitates communication between the employee and their line manager, allowing for discussion of performance, assessment of competence, training requirements and career development. The PDR process also provides managers with a framework to follow when setting individual key work objectives and the link to job families ensures they have agreed competencies for managing team and individual performance.

Monitoring of PDR coverage and consistency in application of performance ratings is undertaken and reported to the Senior Management Team on an annual basis.

4 Progressions Guidelines

The Trust grades operate within broad grade bands, i.e. Grade 1 has 4 levels, each reflecting the differences in tasks undertaken. Following job evaluation which determines the grade for the job, individual placing within the grade is dependant on the employee's personal competence, tasks undertaken and business need. In order to ensure that individuals are placed and progressed appropriately, progression guidelines are in place for specific service areas and generic employee groups. Additionally, the placement and progression within Grade 1 is reviewed on an annual basis in partnership with services.

We continue to respond to grievances regarding equal pay as a priority and in line with relevant procedures.

5 Living Wage

The Trust has over the past three years implemented measures to ensure relevant employees have benefited from the Living Wage and in addition received a minimum of £250 per annum (pro rata) for those earning less than £21,000. Within the Trust 2047 employees benefited from the increases in the hourly rates (64.9% women), and 35 employees who earn less than £21,000 (pro rata), received the additional pay supplement with 65.7% being women.

As part of this report, SLLC has restated its' commitment to the principle of equality of opportunity in employment and therefore that women and men should receive equal pay for the same or broadly similar work; for work rated as equivalent and for work of equal value.

The Trust will continue to meet its policy objectives of:

- identifying any unfair, unjust or unlawful practices that impact on pay, and
- taking appropriate remedial action

The Trust will do this by:

- continuing to plan and implement actions in partnership with trades union representatives in line with the principles of "Delivering a fairer future";
- providing training and guidance for those involved in determining pay;
- responding to grievances on equal pay as a priority and in line with the appropriate procedures; and
- monitoring pay statistics annually in addition to conducting Trust-wide Equal Pay Reviews as determined by our Business Plan

Progress reports will be published annually as part of the arrangements for reporting on the Trust's equality outcomes.



Employee information

In October 2012 the Trust began an employee verification exercise to capture relevant monitoring information across all protected characteristics. IT systems are currently being developed to be able to report against all characteristics and will be used to inform recruitment and development practice within the Trust. At present the Trust is able to provide a workforce profile by age, disability, ethnicity and gender. The information below represents the Trust workforce.

Table 1.1

Age Group Report as on 01-APR-2011 (For ALL Services)

Age group	Percentage (%)
Under 21 years	4.9%
21-29 years	19.62%
30-39 years	15.36%
40-49 years	28.56%
50-59 years	23.18%
60-65 years	6.34%
Over 65 years	2.08%
Total	100%
Average Age: 42	

Table 1.2

Age Group Report as on 01-APR-2012 (For ALL Services)

Age group	Percentage (%)
Under 21 years	4.07%
21-29 years	19.50%
30-39 years	15.68%
40-49 years	27.64%
50-59 years	25.04%
60-65 years	6.07%
Over 65 years	2.43%
Total	100%
Average Age: 42	

Table 1.3 Disability Report on 01-APR-2011 (For ALL Services)

Disability by organisation	Yes	No	Not Declared	Not Entered	Total
South Lanarkshire Leisure and Culture	11	718	64	319	1,112
Total	11	718	64	319	1,112

Disability by percentage	Yes	No	Not Declared	Not Entered	Total
South Lanarkshire Leisure and Culture	0.99%	64.57%	5.76%	28.68%	100%

Employee information

Table 1.4 Disability Report on 01-APR-2012 (For ALL Services)

Disability by organisation	Yes	No	Not Declared	Not Entered	Total
South Lanarkshire Leisure and Culture	12	692	61	349	1,114
Total	12	692	61	349	1,114

Disability by percentage	Yes	No	Not Declared	Not Entered	Total
South Lanarkshire Leisure and Culture	1.08%	62.12%	5.48%	31.32%	100%

Table 1.5 Workforce profile report based on Ethnic Origin 1-APR-2011 (For ALL Services)

Ethnicity		
Any Other Background	2	0.18%
Arab - British/Scottish	0	0.00%
Arab - Other	0	0.00%
Asian - Bangladeshi	0	0.00%
Asian - Chinese	0	0.00%
Asian - Indian	0	0.00%
Asian - Other	2	0.18%
Asian - Pakistani	1	0.09%
Black - African	0	0.00%
Black - Caribbean	0	0.00%
Black - Other	0	0.00%
Mixed Background	2	0.18%
White - Eastern European	0	0.00%
White - Gypsy/Traveller	0	0.00%
White - Irish	2	0.18%
White - Other British	27	2.43%
White - Other White	6	0.54%
White - Scottish	866	78.02%
Not Disclosed	79	6.92%
Details not entered	125	11.24%
Total	1,112	100%

Employee information

Table 1.6 Workforce profile report based on Ethnic Origin 1-APR-2012 (For ALL Services)

Ethnicity		
Any Other Background	3	0.27%
Arab - British/Scottish	0	0.00%
Arab - Other	0	0.00%
Asian - Bangladeshi	0	0.00%
Asian - Chinese	0	0.00%
Asian - Indian	0	0.00%
Asian - Other	2	0.18%
Asian - Pakistani	1	0.09%
Black - African	0	0.00%
Black - Caribbean	0	0.00%
Black - Other	0	0.00%
Mixed Background	2	0.18%
White - Eastern European	0	0.00%
White - Gypsy/Traveller	0	0.00%
White - Irish	2	0.18%
White - Other British	27	2.42%
White - Other White	6	0.54%
White - Scottish	865	77.65%
Not Disclosed	70	6.28%
Details not entered	136	12.21%
Total	1,114	100%

Table 1.7 Workforce profile report based on gender as on 01-APR-2011 (For ALL Services)

Gender	Female	Male	Total
South Lanarkshire Leisure and Culture	681	431	1,112
Total	681	431	1,112

Gender by percentage	Female	Male	Total
South Lanarkshire Leisure and Culture	61.17%	38.83%	100%

Employee information

Table 1.8 Workforce profile report on gender as on 1-APR-2012 (For ALL Services)

Gender by organisation	Female	Male	Total
South Lanarkshire Leisure and Culture	679	435	1,114
Total	679	435	1,114

Gender by percentage	Female	Male	Total
South Lanarkshire Leisure and Culture	60.95%	39.05%	100%

Access to training

There is no data available prior to 2011 in relation to training; however robust reporting mechanisms were put in place for 2011.

Through the Trust's Personal Development and Review process all employees are given access to learning and development opportunities. Applications for internal training are monitored though attendance at external training, conferences or seminars are not captured. In the year 1 April 2011 – 31 March 2012, 107 courses were delivered. The breakdown of those who attended was as follows:

Table 1.9 Monitoring stats for all training 1-Apr-2011 to 31-Mar-2012

	Percentage %
Male	41.67%
Female	58.33%
Disabled	0.44%
Not Disabled	67.08%
Not Disclosed	4.94%
Not Recorded	27.54%
White - Scottish	79.27%
White - other British	1.53%
White - Irish	0.15%
White - any other background	0.29%
Asian - Pakistani	0%
All others	18.76%
Under 21 years	5.16%
21-29 years	22.4%
30-39 years	17.31%
40-49 years	27.78%
50-59 years	23.13%
60-65 years	3.13%
Over 65 years	1.09%
Total	100%

Recruitment monitoring

As part of the myjobscotland partnership the Trust now collects monitoring information across all protected characteristics. As of March 2012 figures were not significantly robust for the areas of gender identity, religion and belief or sexual orientation and as such the information presented below provides an analysis by age, disability, ethnicity and gender. This information is used by the Trust and the Diversity Liaison Officer to ensure access to appropriate supports and to ensure that the trusts recruitment practice is working fairly and effectively.

From : 1 April 2010 - 31 March 2011

Total Number of applications received:	2256
Total Number of Equal Opportunities Monitoring forms received:	(100%)
Total Number of posts recruited for:	81
Total Number of appointments:	114

Age / Disability / Ethnicity / Gender			
	Applied	Interviewed	Appointed
Total EO Forms Received	1150	377	81
Total No of Male Applicants	535	207	43
Total No of Female Applicants	463	164	36
Total No of Disabled Applicants	31	22	2
Total No of applicants aged under 50	934	344	74
Total No of applicants aged over 50	62	24	7
Total No of White applicants	981	366	65
Total No of Black/Ethnic minority applicants*	32	5	1

Recruitment monitoring

From : 1 April 2011 - 31 March 2012

Total Number of applications received:	5025
Total Number of Equal Opportunities Monitoring forms received:	(100%)
Total Number of posts recruited for:	144
Total Number of appointments:	195

Age / Disability / Ethnicity / Gender			
	Applied	Interviewed	Appointed
Total EO Forms Received	1150	256	76
Total No of Male Applicants	542	165	29
Total No of Female Applicants	606	91	46
Total No of Disabled Applicants	79	31	3
Total No of applicants aged under 50	823	214	68
Total No of applicants aged over 50	38	15	3
Total No of White applicants	1107	248	75
Total No of Black/Ethnic minority applicants*	18	6	1

* Black/Ethnic minority applicants include Mixed, Asian, Black and other backgrounds.

At the heart of producing our mainstreaming equality report has been the involvement of those who both deliver our services and those who use them. In line with the above duties and key principles, the following are outcomes that have been developed in partnership with employees, representative groups, members of the public, and other Trust partner organisations. By setting out to achieve these aims the Trust will continue to work towards a fairer society that offers choices and chances for everyone living in our community.

In our business plan, our four strategic objectives identify where the Trust can make a clear impact in carrying out the equality duties.

The four objectives are:

- 1** To become an inclusive organisation providing quality leisure, cultural and learning opportunities for all residents and visitors to South Lanarkshire.
- 2** To continually improve the service to our customers by developing the effectiveness of our workforce and our working practices, as well as addressing service quality, variety and responding to changing needs, trends etc.
- 3** To work in partnership with local and national agencies to promote active participation in leisure, cultural and learning activities.
- 4** To maximise resources and operational efficiencies taking into account environmental and sustainable issues.

The action plan on the following pages covers the four year period from 2013-2017. Progress will be reported to the Board and Senior Management Team annually and regularly monitored by the Development Officer.

Our equality outcomes have been developed to take consideration of all protected characteristics and assist the Trust to meet the general duty to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and to foster good relations in all of the work we do as both a public service provider and employer as detailed previously.

In year one of the report a separate update will be produced, but to continue with our mainstreaming theme from 2014 onwards our equality outcomes will form part of the business plan and be reported on annually via the Trust's Annual Report. The information contained within the business plan and the annual report is available on the trust website.

Robust reporting arrangements are in place which includes quarterly reports to the Senior Management Team (SMT) and the Trust Board.

1. To become an inclusive organisation providing quality leisure, cultural and learning opportunities for all residents and visitors to South Lanarkshire.

Local Outcome – Increased opportunities for participation

What we want to do (outcomes/changes)	Why we want to do this (current situation)	How we plan to do this (actions)	What we want to achieve General duty (Eliminate, Advance, Foster)	Responsibility
<p>1. Ensure that SLLC services and facilities can be used and accessed by all members of the community</p>	<p>We want to ensure our facilities are accessible to all</p>	<p>1. Consult with our partners within the Access Panel and Disability Partnership to:</p> <ul style="list-style-type: none"> Evidence that access issues are addressed at the planning stage in relation to refurbishments/new build projects Engage with the travelling community regarding specific events Improve recording of equalities monitoring data and information on specific needs of customers 	<p>Eliminate, Advance, Foster</p>	<p>Senior Management Team/ Development Officer – Equalities</p> <p>Development Officer – Equalities</p> <p>Outdoor Recreation and Country Parks Manager</p> <p>Business Development Manager/ Development Officer – Equalities</p>
<p>2. Develop a programme of activities which will support equitable access for all</p>	<p>We want to understand fully the wide range of customer needs to improve service delivery across all our services</p>	<p>2. Use of large rural and integrated facilities to host more events/courses</p>	<p>Eliminate, Advance, Foster</p>	<p>Cultural Services Managers/ Facility Managers</p> <p>Senior Management Team/ Development Officer – Equalities</p>

What we want to do (outcomes/changes)	Why we want to do this (current situation)	How we plan to do this (actions)	What we want to achieve General duty (Eliminate, Advance, Foster)	Responsibility
3. Engage and consult with the LGBT community of South Lanarkshire	Current statistical information from staff survey and census would indicate that there are a small percentage of LGBT people within SL	<p>3. Promote LGBT Employee network across SLLC</p> <p>Promote and participate in LGBT History Month</p> <p>Promote and participate in IDAHO day</p>	Eliminate, Advance, Foster	<p>Senior Management Team/ Development Officer – Equalities</p> <p>Senior Management Team/ Development Officer – Equalities</p> <p>Development Services Manager</p>
4. Engage with young people to educate/ facilitate on how to have an active/healthy lifestyle	<p>Increase exposure to a range of sporting activities</p> <p>Target younger/older people</p> <p>Expand the number of females actively participating in sport</p> <p>Increase opportunities for people with Additional Supports Needs to participate in sport and play</p>	<p>4. Work with Active Schools to deliver annual school sports festival</p> <p>Work in partnership with Seniors Together to deliver activities for older adults</p> <p>Engage with Social Work, Education and other minority groups to increase participation</p> <p>Work in partnership with Social Work to deliver a programme for children and adults</p>	Eliminate, Advance, Foster	<p>Development Services Manager/Cultural Services Manager/ Libraries and Museums Manager</p> <p>Development Services Manager</p> <p>Development Services Manager</p>

2. To continually improve the service to our customers by developing the effectiveness of our workforce and our working practices, as well as addressing service quality, variety and responding to changing needs, trends etc.

Local Outcome – Improved service to our customers

What we want to do (outcomes/changes)	Why we want to do this (current situation)	How we plan to do this (actions)	What we want to achieve General duty (Eliminate, Advance, Foster)	Responsibility
1. Involve and consult with employees and employee forums to ensure views/ aspirations of diverse employee groups are recognised	To ensure our workforce have a say in how we develop and implement policy and procedure	1. Promote attendance at forums and record annually how many trust staff attend Carry out a staff survey and use the results' for continual improvement	Eliminate, Advance, Foster	Development Officer – Equalities Organisational Development Officer
2. Seek views of all stakeholders regularly on services we provide	To ensure we are providing the best possible service to the people of South Lanarkshire	2. Conduct user and non-user surveys and report on the changes as a result of the consultation	Eliminate, Advance, Foster	Business Development Manager
3. Fully embed impact Assessment into the organisation	To ensure we meet the specific duty	3. All nominated employees receive the appropriate training and support	Eliminate, Advance, Foster	Development Officer - Equalities

3. To work in partnership with local and national agencies to promote active participation in leisure, cultural and learning activities.

Local Outcome – Improved partnership working

What we want to do (outcomes/changes)	Why we want to do this (current situation)	How we plan to do this (actions)	What we want to achieve General duty (Eliminate, Advance, Foster)	Responsibility
1. Build strong internal and external partnerships to support the development of arts, cultural, leisure and learning activities	Raise awareness of mental health issues and reduce the stigma associated with mental health	<p>1. Work in partnership with internal and external partners to contribute to the national annual programme</p> <p>Work with National partners and theatre companies to develop activities for pre-school children</p> <p>Work in partnership with Seniors Together to promote activities for older adults</p> <p>Work in partnership with Social Work Resources (SLC) to develop and promote activities within our Lifestyles facilities.</p> <p>Work in partnership with NHS to deliver annual golf event</p>	Eliminate, Advance, Foster	<p>Cultural Services Manager/ Libraries and Museums Manager</p> <p>Cultural Services Manager</p> <p>Cultural Services Manager/ Development Services Manager</p> <p>Cultural Services Manager/ Facility Managers</p> <p>Golf Development Officer</p>

What we want to do (outcomes/changes)	Why we want to do this (current situation)	How we plan to do this (actions)	What we want to achieve General duty (Eliminate, Advance, Foster)	Responsibility
1. Build strong internal and external partnerships to support the development of arts, cultural, leisure and learning services.	Development of pan-Lanarkshire Cancer Strategy	In partnership with Macmillan Cancer Care provide information and arrange counselling and therapy sessions for cancer sufferers and their relatives/ carers and friends	Eliminate, Advance, Foster	Libraries and Museums Manager
	Support RNIB Campaign to improve access to books and information for blind and partially sighted people	Contribute to the annual programme of events on a yearly basis		Libraries and Museums Manager
	Connections – Improve teacher confidence and competence in the delivery of quality physical education	Delivery of bespoke connections curriculum resources		Development Officer
	Improve sensory, movement and fundamental movement skills of children aged 4-6 years	In service training to support teachers in the delivery of the resource		Development Officer
		Evaluation of the teachers experience of the resource		Development Officer
		University of the West of Scotland will collect pre and post data on the health status of children		Development Officer

What we want to do (outcomes/changes)	Why we want to do this (current situation)	How we plan to do this (actions)	What we want to achieve General duty (Eliminate, Advance, Foster)	Responsibility
1. Build strong internal and external partnerships to support the development of arts, cultural, leisure and learning services.	Get Active – Actively promote the Commonwealth Games Legacy on a pan-Lanarkshire basis	Target key events to provide an opportunity to promote and encourage local residents to sign the get active pledge	Eliminate, Foster, Advance	Development Officer
	Increase opportunities for disabled groups to participate in sport	Work in partnership with NHS therapeutic team and resident bowling clubs		Development Officer
2. Provided increased opportunity for disadvantaged and vulnerable people to participate in and benefit from the positive experiences derived from outdoor adventure	Develop issue based drama within local communities tackling issues such as sectarianism	Work in partnership with Greenhills Youth Project (Cupi drama project) on the delivery of this project	Eliminate, Advance, Foster	Cultural Services Manager
	Enhance the lives of participants by increasing confidence and self-esteem and improving core life skills	2. Work in partnership with Social Work Resources (SLC) in the delivery of various programmes		Recreation Manager – Outdoor Recreation and Lifelong Learning

4. To maximise resources and operational efficiencies taking into account environmental and sustainable issues.

Local outcome – Improved value for money organisation

What we want to do (outcomes/changes)	Why we want to do this (current situation)	How we plan to do this (actions)	What we want to achieve General duty (Eliminate, Advance, Foster)	Responsibility
<p>Currently no outcomes have been identified relating to this objective, however this will be subject to ongoing review.</p>				

If you need this information in another format or language, please contact us to discuss how best we can meet your needs.

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SOUTH LANARKSHIRE
Leisure & Culture

www.slleisureandculture.co.uk

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