

**Outcome 1: Increase the participation of seldom-heard/under-represented voices in local decision-making processes**

Development area	Action	Due date	Update – January 2023	Lead Officer
<b>Corp EO1.1:</b> Attain LGBT Silver Charter Award status	Inclusion of the LGBTQI community - achievement of the LGBT Silver Charter Award from LGBT Youth Scotland	31 December 2022	<p>Work continues to progress this improvement action in collaboration with participants who attend the Clyde Pride Youth Action Group. The Group is working through the process as part of their Youth Group Programme.</p> <p>This improvement action has been delayed due to the impact of Covid-19 in terms of the Group meeting and support from LGBT Youth Scotland. It has also been impacted by the recent temporary closure of Greenock I Youth Zone with the Group having to find alternative accommodation.</p>	Hugh Scott, Service Manager - Community Learning and Development, Community Safety and Resilience and Sport
<b>Corp EO1.2:</b> Implement the Community Grants Fund (CGF)	Delivery of the new model of combining all relevant funding streams into one CGF and ensure that applications are furthering the aims of the Council, advancing equality, and ensuring that funding reaches as many organisations as possible	31 March 2025	The new model of CGF commenced in the financial year 2021/22 and is a smoother process for many local groups/organisations. New reporting on applications and equality gives supports the provision of in-depth information to the Education and Communities Committee.	

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<b>Corp EO1.3:</b> Learning opportunities for New Scots	Support for New Scots - further develop learning opportunities around adult literacy and numeracy for the New Scots who have settled in Inverclyde with the aim of increasing their confidence when accessing goods and services	31 December 2022	The Community Learning and Development (CLD) Team has continued to expand English for speakers of other languages (ESOL) services with short-term additional COSLA funding for Afghan and Ukrainian New Scots. This has led to 121 New Scots receiving ESOL literacy and numeracy support. The CLD Team has also delivered 12 language practice activities to support New Scots with accessing local activities and services.	

**Outcome 3: Take action to prevent violence against women and girls in Inverclyde**

<b>Development area</b>	<b>Action</b>	<b>Due date</b>	<b>Update</b>	<b>Lead Officer</b>
<b>Corp EO3.1:</b> Progress Equally Safe at Work Accreditation	Apply for the next stage of Equally Safe at Work Bronze Accreditation. Identify learning from the first stages of the programme and opportunities for the Council to advance gender equality and prevent violence against women across its workforce.	31 March 2023	A working group has been established to progress this improvement action, comprising Officers from across the Council. An Elected Members' Briefing on this topic will take place on 2 February 2023.	

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<p><b>Corp EO3.2:</b> Improve housing outcomes for women and children affected by domestic abuse</p>	<p>Improve housing outcomes for women and children affected by domestic abuse - COSLA is leading on this work and it is included in the National Equally Safe Delivery Plan. COSLA is in discussion with Scottish Government regarding capacity and engaging with services in local areas to identify needs. The Violence Against Women Multi-Agency Partnership (VAWMAP) will be part of this discussion on how to improve housing outcomes in our area.</p>	<p>31 March 2025</p>	<p>This improvement action is being progressed through the VAWMAP Action Plan. It is linked to a national priority identified through the VAW National Network. A National Working Group was to be set up for this priority that the local services would take direction from; however, there has been a delay to this work at a national level.</p>	<p>Sharon Sale, Violence Against Women Co-ordinator</p>
<p><b>Corp EO3.3:</b> Improve outcomes for women with learning disabilities affected by domestic abuse</p>	<p>Be part of a national advisory group led by NHS Scotland to identify outcomes that affect women who have a learning disability and are experiencing domestic abuse. Consider how improvements can be implemented at a local level and work with local partners to put this into practice.</p>	<p>31 March 2023</p>	<p>A National Working Group is planned on the subject of this improvement action; we will consider how the identified priorities could be applied at a local level.</p> <p>We intend to incorporate this area of work into the training courses we plan to develop to identify the issues of women who have a learning disability and are experiencing domestic abuse.</p>	
<p><b>Corp EO3.4:</b> Safety consultation with women and girls</p>	<p>Identify safety issues experienced by women and girls in the local community - work with community</p>	<p>31 March 2022</p>	<p>At its meeting on 22 April 2021, Inverclyde Council tasked Officers with carrying out a survey to determine</p>	<p>Ross Scullion, Team Leader - Community Safety and Resilience</p>

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	<p>safety colleagues to carry out a consultation to determine if women and girls perceive any safety impediment in using Inverclyde public paths, parks and cycle ways and, if so, how any identified issues may be addressed. The survey is structured to identify gender related concerns, help us understand perceptions and experiences which affect or limit women undertaking activity in public space and assist us in identifying areas of our services, communities and public spaces which could be improved.</p>		<p>women's perception of safety when undertaking activities in public spaces. The survey, and a supplementary survey, were conducted throughout 2021. The results were analysed to identify common issues raised within the responses and reported to Education and Communities Committee on 8 March 2022. The Committee endorsed a strategic approach to developing outcomes from the survey and requested that a further report on completion of the analysis of the results and with responses from males separated.</p> <p>Further analysis was carried out by the Community Safety and Resilience Team and used to inform the development of a Strategic Action Plan. The results and the Action Plan were noted and endorsed by Education and Communities Committee on 30 August 2022.</p>	

**Outcome 4: Increase the diversity of the Council workforce**

Development area	Action	Due date	Update – January 2023	Lead Officer
<p><b>Corp EO4.1:</b> Review the Council's understanding of racism</p>	<p>Identify potential improvement actions around racism - undertake a review of the Council's understanding of racism and the structural barriers that may exist and thereafter incorporate the findings of the review into the devising of our Corporate Plan 2022/26</p>	<p>31 March 2023</p>	<p>Through background reading and research, a number of potential mechanisms have been identified on how to best review the Council's understanding of racism. These include undertaking research with our Black and Minority Ethnic staff on their experiences in the workplace to help guide future policy and practice.</p>	<p>Morna Rae, Service Manager - Corporate Policy, Performance and Partnerships</p>
<p><b>Corp EO4.2:</b> Implement the Minority Ethnic Recruitment Toolkit (MET)</p>	<p>Recruitment of employees from minority ethnic communities - consider how we can implement the use of the Scottish Government's (SG) MET with the aim of supporting the recruitment of Inverclyde Council employees from Minority Ethnic communities. This action will be progressed as part of our review into recruitment advertising.</p>	<p>30 September 2022</p>	<p>An analysis of the Toolkit has been completed and an action plan is being developed to progress the relevant actions not currently undertaken by the Council.</p> <p>The Corporate Recruitment and Selection Training Course has been amended to reflect suggestions from the Toolkit, for example, regarding unconscious bias etc in shortlisting/ interviewing.</p>	<p>Barbara McQuarrie, Service Manager – Human Resources and Organisational Development</p>