Culture and Sport Glasgow Equality Statement 2009/10

Following approval by the Culture and Sport Glasgow (CSG) Board of the updated Equality Policy for the Company in March 2009 a two year Action Plan was developed, detailing the actions Culture and Sport Glasgow would take to ensure fair and equal access to both employment and service opportunities. This statement outlines the key achievements during 2009-2010.

Policy Development

Equality Impact Assessments were undertaken relating to:
- Pricing and Access;
- LGBT Libraries provision, with a range of actions identified to inform Stock Development plans for 2010/2011.

A Club Coach Volunteering Tracking System has been developed, which will generate equalities monitoring information. This is expected to become operational in 2010/11 and help contribute to delivery of Glasgow's Strategic Volunteering Framework (2009).

A draft Museums Collecting policy was published in March 2010, and was subject to public consultation in April/May 2010. This is due for implementation from Autumn 2010.

The Riverside Museum is being developed to ensure that collections are accessible, including development of displays that meet the needs of those with visual impairments, or for whom English is not their first language. This has involved establishing various stakeholder focus groups, including Community, Education, and Access panels to advise on the development of the museum and displays.

Glasgow Museums Resource Centre opened in September 2009 and is on course to meet and exceed targets for public access to collections as set within the annual performance report.

Glasgow’s Community Learning Strategy Partnership has developed an equalities toolkit, which can be accessed at http://equalities.glasgowslearning.org.uk. Further guidance is being developed to assist equalities monitoring, particularly in relation to vulnerable groups. Culture and Sport Glasgow has a key role in supporting this initiative.

A review of Procurement documents (including Pre-qualification Questionnaires and the Invitation to Tender) has been undertaken. Work is also taking place in a move to e-procurement, which will include equalities questions in tender documents. Further consideration being given to legal requirements as appropriate.

Service Delivery

Sports programmes have been delivered for black and minority ethnic and disabled people within each city planning area. Sports-specific sub groups were established in three CHCP areas, addressing key issues including pathways for priority communities into mainstream provision/services. Talks with the remaining two CHCP's are in progress.

Performance reporting on Glasgow’s Adult Literacy and Numeracy (ALN) Initiative has been amended to gather data on the following learners, with relevant figures provided in brackets (it should be noted that learners may fit into more than one category):
- Young people (16-19) - 1960

1 It should be noted that as of June 2010, Glasgow Life became the operating name of Culture and Sport Glasgow (CSG). This document refers to CSG as it covers the period during which the Company was still operating under this name.
- Young people (20-24) - 942
- Parents - 624
- ESOL - 1258
- People in work who need to upskill or reskill - 2667
- Those seeking work - 4,074

Over 550 adults and young people with mental health issues, almost 500 homeless learners, and over 450 learners with addictions issues were also engaged. In addition, over 2,700 ALN learners (over 60% of 4,365 new learners funded through the GCC ALN Grant) registered to use voluntary Learner Outcome Tracking Information System (LOTIS) in 2009/10, enabling the collection of data on their profiles, goals, and outcomes. 50% of these voluntarily provided equalities monitoring information on ethnicity, religion, gender, sexual orientation and transgender status.

A range of arts programmes and initiatives have been developed and supported, including:
- An intergenerational arts network event was delivered to support older people to access and participate in the arts;
- A dance pilot tailored for older men was undertaken in partnership with Dance House and Scottish Arts Council;
- Music in Hospital programme of concerts supported through arts and inclusion grants;
- The Inter-Cultural Arts Network website was launched and best practice booklet produced;
- Approximately 150 disabled people who access day care services participated in the annual arts programme On Your Radar, delivered August 2009 in each city planning area. This is part of the Active Lifestyles partnership between Culture and Sport Glasgow and GCC Social Work;
- Following an audit of CSG venues and consultations with Autism Resource Centre clients including parents/guardians of children with Autism Spectrum Disorder (ASD), a CSG ASD Action Plan (2009/10) was completed in June 2009. ASD awareness raising sessions have taken place with Museums and Libraries staff during March/April 2010 and sessions are scheduled with leisure operations for May 2010. The production of a DVD as a training resource is ongoing. CSG’s new staff equalities forum will also assist in supporting staff with ASD.

The city’s book group for visually impaired people, which meets in Partick Library, continues to run successfully and members are also participating in mainstream local and national reading initiatives.

As part of the Family Futures Project, 67 positive parenting groups have been established in libraries across the city between October 2008-March 2010, impacting on 2,589 people.

Initial steps have been taken to develop stock in Libraries relevant to lesbian, gay, bisexual and transgender (LGBT) people. For example, criteria have been incorporated into adult fiction supplier selection specification, and funding was identified to support shOUT, the LGBT social justice exhibition at GoMA. Customers can also submit book reviews and stock suggestions on the CSG Library website.

ESOL funding from the Scottish Government has been used to support additional learner places for new migrants, asylum seekers and refugees, and/or settled minority ethnic communities. The final 2009-10 Annual Report will be available in June 2010 but indications are that annual learner targets are likely to have been achieved.

We continue to make incremental improvements to physical access to our buildings and during 2009-10, automatic doors were installed at Hillhead Library and Castlemilk Sports Centre. There are also proposals to install automatic doors at St Mungo’s Museum and Cardonald Library, with enabling works to fire exits at the Burrell Museum.
Employment and Training

As at March 2010, Culture and Sport Glasgow employed a total of 2,744 people. Of these:

- 46 employees (2.05%) identified as being from minority ethnic communities. This compares to 39 (1.47%) for the same period in 2009, 39 (1.69%) in 2008 and 42 (1.74%) in 2007. It is only in relation to ethnicity that CSG has this trend data available;
- 45.1% of the workforce were male and 54.9% were female (compared with 43.7% male and 56.3% female in March 2009);
- 73 employees (2.7% of the workforce) described themselves as being disabled (compared with 45, or 1.7% in March 2009);
- 4.41% were under 21 years of age, 37.90% were aged 21-35 years, 34.91% were 36-50 years, 19.28% were 51-60 years, and 3.50% were 61 years+ (a year previously in March 2009, 4.08% were under 21, 38.81% were 21-35, 35.68% were 36-50, 18.48% were 51-60, and 2.95% were 61+).

Information sessions have been provided on the revised CSG Equality Policy and Action Plan to key staff team meetings.

As part of the annual coach education programme, the Sports and Equalities Team provided disability awareness training to various colleges and universities and to all swimming teachers. Race awareness training was also provided to BA undergraduates.

Communication and Engagement

Museums’ *Let Glasgow Flourish* Project Team is working with various community members (approximately 50 from across different faith, youth and community groups) to select objects for exhibition, training and the schools’ programme. Links have been made with ESOL providers, including the Metropolitan and Langside Colleges.

A Glasgow Access Panel focus group attended Winterfest 2009 and provided feedback, which will help inform the planning process for 2010.

The Sports and Equalities Team have developed a network to support engagement with communities / organisations of interest using the Club Mark Accreditation scheme. Other initiatives include work with CPISRA to host the Cerebral Palsy European Football Championships from 16 August, and development of pathways for disabled participants.

A total of 34 participants attended three cultural diversity focus groups, which were set-up to better understand the needs of the arts sector and barriers faced in practice.

A quarterly e-mail newsletter for the Arts and Equalities sector in Glasgow has been developed, with a circulation list of 340 people.

Area Teams continue to support the development of Local Integration Networks and the implementation of Local Integration Plans appropriate to each local area. This has included support to local celebrations and events that promote community cohesion and improved integration.

Museums continue to develop partnerships to explore how agencies can use museums and collections to help inform their work with diverse audiences. This includes a programme of Professional Development for primary school teachers involving Kelvingrove, The Burrell, GoMA and Scotland Street; and work with local Area Teams in Springburn and Pollok to broaden participation.

A Staff Equality Forum has been established, involving staff from across the organisation. Members participated in a two-day induction course in April 2010. It is a key mechanism to facilitate and help promote discussion of equalities within the workforce and to make
recommendations on best practice in the management of staff from an equalities perspective. The forum will have a key role in helping to shape employment-related priorities for improving equality.

**Challenges**

The main provisions of the new Single Equality Act, which strengthens current equality legislation, comes into force in October 2010. The new public sector Equality Duty, along with a new public sector duty to reduce socio-economic inequalities, comes into force in April 2011. Public bodies will also be required to consider using public procurement as a way to improve equality. Prior to then, guidance will be issued by the Equality and Human Rights Commission. One of the likely implications for CSG is the need for equality objectives to be more embedded into the Company’s business planning and performance framework.

CSG recognise the need to improve data collection and reporting on equality groups for both service delivery and employment. The Policy, Research, and Development Team will develop further guidance on this.

Improving access to CSG venues continues to provide a challenge, and requires prioritisation of issues identified in access audits across our range of venues in relation to available resources. Wherever possible, we will incorporate improvements to our buildings where there is planned maintenance or renovation. For example, significant improvements were made to the entrance at Scotstoun as part of the redevelopment of the leisure centre.

Current law in relation to hate crime protects individuals and groups targeted on racial or religious grounds or because of their disability or sexual orientation. CSG does not currently have a hate crime reporting procedure in connection with incidents that staff may witness or that are reported to them in the course of their duties. It is proposed to review current procedures (e.g. Health and Safety’s Incident Report Form, Customer Comments) in order to develop an appropriate protocol and guidance for staff.

CSG does not currently have a specific policy for transgender people who wish to access sports facilities. There are some practical issues that centres need to consider in terms of ensuring access to appropriate changing areas for those who are awaiting gender realignment surgery. It is therefore proposed that site-specific access plans be developed to help meet the access needs of transgender people, and to provide appropriate guidance to staff.