



## **Equalities Action Plan 2020/21 - 2022/23**

### **Introduction**

This Plan describes the programme of work, which Easthall Park Housing Co-operative will carry out to implement our Equal Opportunities Policy.

The key components of the plan will:

- Describe the need and the range of need within Easthall and Kildermorie
- It will state our broad equality objectives as articulated with the Equal Opportunities Policy.
- Detail the activities we will carry out to achieve these objectives over the coming years.
- State what the intended outcomes will be, who has the responsibility for the targets and how they will be monitored.
- Also detail the anticipated resources required to achieve these aims.

## Production

It has to be recognised that this plan has been created by building on previous plans developed in discussion between the Management Committee and Staff taking cognisance of legislation and best practice.

## Glasgow Context

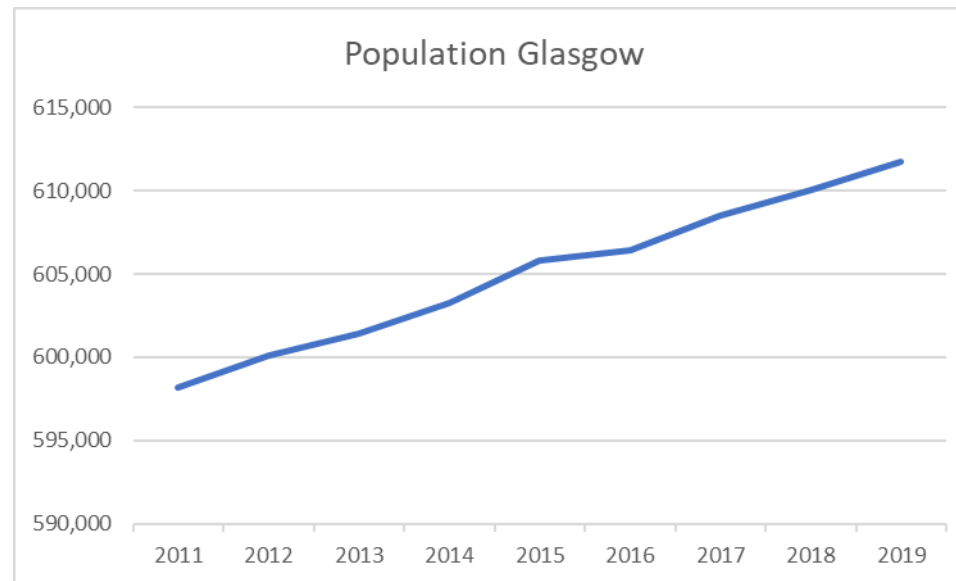
The 2013 population for Glasgow City is 596,550 an increase of 0.6% from 592,820 in 2010.

The 2016 population for Glasgow City is 615,070 an increase of 3.0% from 596,550 in 2013.

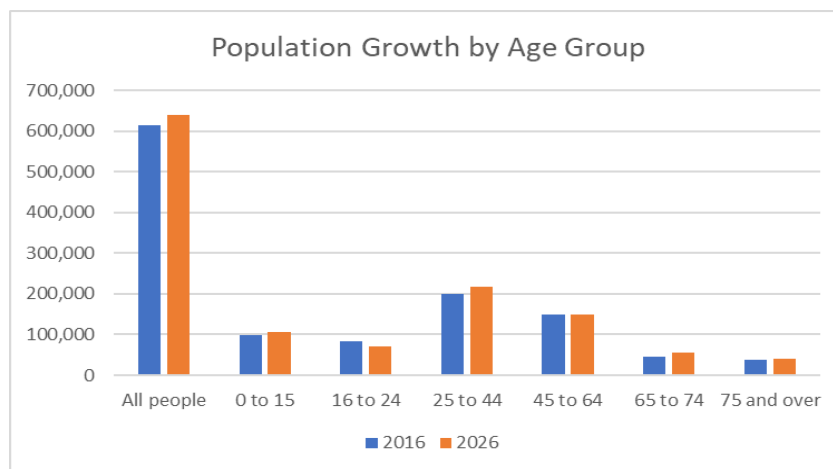
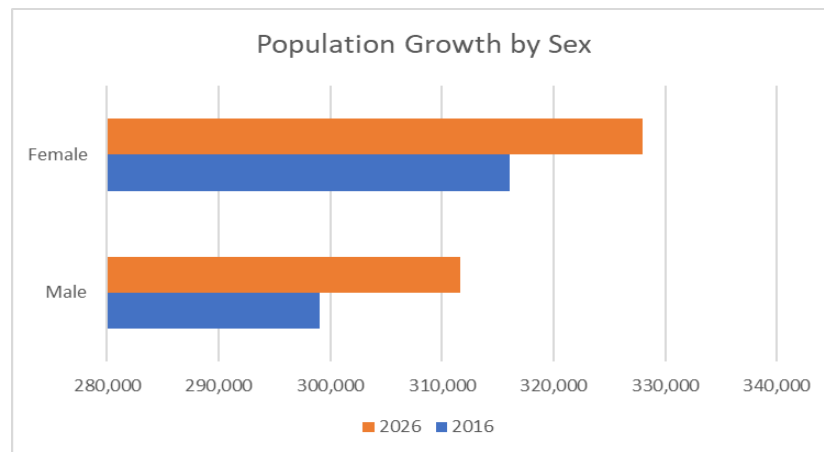
The 2017 population for Glasgow City is 621,020 made up of 318,207 female and 302,813 Male

### **The 2020 population for Glasgow City is estimated to reach 613,130 by 1<sup>st</sup> July 2020**

From the past 9 years, the population of Glasgow has increased within the growth rate of 0.1% to 0.43%, summing up 630 to 2,570 number of individuals to the population.



The population of Glasgow City accounts for 11.44% of the total population in Scotland and it looks likely that the population in Glasgow will continue to grow.



## Local Context

Easthall and Kildermorie are two distinct communities South and North of the M8 in the Greater Easterhouse area of Glasgow.

There are currently 787 homes in both areas. The tenure mix is as follows:

Easthall Park Housing Co-operative	(695)	88.3%
Owner Occupiers Factored	(52)	6.6%
Owner Occupiers Not Factored	(40)	5.1%
<b>Total</b>	<b>(787)</b>	

At present a number of properties are being built (Lochwood Gardens) comprising of 2, 3 and 4 bedroom homes for owner occupiers (not factored) which will increase the overall percentage of homes for owner occupation in the community. We anticipate that we will see a significant proportion of these properties being occupied by owner occupiers during 2020/21.

Easthall Park's properties fall into three Scottish Index for Multiple Deprivation Statistical Zones namely:

S01003390	North Barlanark & Easterhouse North – Easthall (except Eddlewood)
S01003397	North Barlanark & Easterhouse South – Easthall Eddlewood*
S01003420	North Barlanark & Easterhouse South – Kildermorie

\* Includes Wellhouse area which is not part of Easthall Park Housing o-operative

Tenants (695 properties occupied at 31<sup>st</sup> March 2019 belonged to the following group:

<b>Ethnic Background</b>	<b>2015 Total</b>	<b>2015 %</b>	<b>2016 Total</b>	<b>2016 %</b>	<b>2017 Total</b>	<b>2017 %</b>	<b>2018 Total</b>	<b>2018 %</b>	<b>2019 Total</b>	<b>2019 %</b>
White Scottish	666	96.38%	665	96.24%	663	96.09%	661	95.24%	657	94.80%
White Other GB	5	0.72%	2	0.29%	2	0.29%	2	0.28%	3	0.43%
White Irish	1	0.14	1	0.14	0	0.00%	0	0.00%	0	0.00%
White Other	3	0.43%	2	0.29%	2	0.29%	2	0.28%	2	0.28%
White Polish	11	1.59%	17	2.45%	18	2.61%	19	2.73%	20	2.88%
<b>Total White</b>	<b>686</b>	<b>99.28%</b>	<b>687</b>	<b>99.42%</b>	<b>685</b>	<b>99.28%</b>	<b>684</b>	<b>98.55%</b>	<b>683</b>	<b>98.41%</b>
Asian Pakistani	1	0.14%	1	0.14%	1	0.14%	1	0.14%	1	0.14%
Asian Chinese	1	0.14%	0	0.00%	0	0.0%	0	0.00%	0	0.00%
<b>Total Asian</b>	<b>2</b>	<b>0.29%</b>	<b>1</b>	<b>0.14%</b>	<b>1</b>	<b>0.14%</b>	<b>1</b>	<b>0.14%</b>	<b>1</b>	<b>0.14%</b>
Black African	2	0.29%	2	0.29%	3	0.43%	5	0.72%	6	0.86%
Other Black	1	0.14%	1	0.14%	0	0.00%	1	0.14%	1	0.14%
<b>Total Black</b>	<b>3</b>	<b>0.43%</b>	<b>3</b>	<b>0.43%</b>	<b>3</b>	<b>0.43%</b>	<b>6</b>	<b>0.86%</b>	<b>7</b>	<b>1.01%</b>
<b>Other Ethnic</b>	<b>0</b>	<b>0.00%</b>	<b>0</b>	<b>0.00%</b>	<b>1</b>	<b>0.14%</b>	<b>1</b>	<b>0.14%</b>	<b>1</b>	<b>0.14%</b>
<b>Unknown</b>							<b>2</b>	<b>0.28%</b>	<b>2</b>	<b>0.28%</b>
<b>Overall Total</b>	<b>691</b>	<b>100%</b>	<b>691</b>	<b>100%</b>	<b>690</b>	<b>100%</b>	<b>694</b>	<b>100%</b>	<b>693</b>	<b>100%</b>
<b>Disabilities</b>	<b>87</b>	<b>12.55%</b>	<b>83</b>	<b>12.01%</b>	<b>85</b>	<b>12.32%</b>	<b>117</b>	<b>16.85%</b>	<b>120</b>	<b>17.31%</b>

## Applications for Housing

The breakdown of the applicants seeking housing is as follows:

Ethnic Background	2015 Total	2015 %	2016 Total	2016 %	2017 Total	2017 %	2018 Total	2018 %	2019 Total	2019 %
White Scottish	338	81.45%	244	76.25%	502	81.76%	481	80.30%	620	76.07%
White Other GB	3	0.72%	1	0.31%	5	0.81%	0	0.00%	7	0.85%
White Irish	1	0.24%	0	0.00%	2	0.33%	1	0.16%	1	0.12%
White Other	4	0.96%	4	1.25%	9	1.47%	10	1.66%	10	1.22%
Polish	30	7.23%	36	11.25%	40	6.15%	47	7.84%	59	7.23%
<b>White Total</b>	<b>376</b>	<b>90.60%</b>	<b>285</b>	<b>89.06%</b>	<b>558</b>	<b>90.88%</b>	<b>539</b>	<b>89.98%</b>	<b>697</b>	<b>85.52%</b>
<b>Mixed Race</b>							<b>2</b>	<b>0.33%</b>	<b>1</b>	<b>0.12%</b>
Asian Indian	0	0.00%	0	0.00%	1	0.16%	1	0.16%	0	0.00%
Asian Pakistani	1	0.24%	0	0.00%	1	0.16%	3	0.50%	2	0.24%
Asian Other	1	0.24%	5	1.56%	1	0.16%	0	0.00%	5	0.61%
<b>Total Asian</b>	<b>2</b>	<b>0.48%</b>	<b>5</b>	<b>1.56%</b>	<b>3</b>	<b>0.49%</b>	<b>4</b>	<b>0.66%</b>	<b>7</b>	<b>0.85%</b>
Black African	13	3.13%	18	5.63%	23	3.75%	33	5.55%	56	6.87%
Other Black	1	0.24%	2	0.63%	10	1.63%	5	0.83%	1	0.12%
Other Black	1	0.24%	0	0.00%	0	0.00%	0	0.00%	19	2.33%
<b>Total Black</b>	<b>15</b>	<b>3.61%</b>	<b>20</b>	<b>6.25%</b>	<b>33</b>	<b>5.37%</b>	<b>38</b>	<b>6.0%</b>	<b>76</b>	<b>9.32%</b>
Other Background	1	0.24%	3	0.94%	5	0.81%	1	0.16%	5	0.61%
Arab	1	0.24%	2	0.63%	1	0.16%	3	0.50%	2	0.24%
Unknown	10	2.41%	5	1.56%	14	2.28%	12	2.0%	27	3.31%
Refused	1	0.24%	0	0.00%	0	0.00%	0	0.00%	-	0.00%
Not Recorded	9	2.17%	0	0.00%	0	0.00%	0	0.00%	-	0.00%
<b>Total</b>	<b>415</b>	<b>100%</b>	<b>320</b>	<b>100%</b>	<b>614</b>	<b>100%</b>	<b>599</b>	<b>100%</b>	<b>815</b>	<b>0.00%</b>

From the applicants above 201 (24.66%) have medical needs at March 2019.. This fluctuates over the years and remains around the 20% - 25% mark.

### Committee Profile

A Committee of local tenants manages Easthall Park Housing Co-operative with co-options as required. The following is the profile of the Management Committee with ages based at 31<sup>st</sup> March 2020

Age Range	Male		Female		Ethnic Origin	Medical Needs	%
	Number	%	Number	%			
16 to 20 years							
21 to 34 years	1	9.09%			White		
35 to 44 years	1	9.09%			White		
45 to 54 years			1	9.09%	White		
55 to 59 years	1	9.09%	3	27.27%	White		
60 to 64 years	3	27.27%	1	9.09%	White		
65 to 74 years							
75 years and over					White		
<b>Total</b>	6	54.55%	5	45.45%	100%	2	18.18%

The average age of the committee combined is 55. (603 divided by 11 as at end March 2020)

## Employee Profile

The Co-operative currently employs 21 staff (16 office, 4 caretakers and 1 cleaner). The following is the profile of the staff as at the end March 2020. (excludes temporary agency cover)

Age Range	Male		Female		Ethnic Origin	Medical	%
	Number	%	Number	%			
16 to 20 years			1	4.76%	White		
21 to 34 years	2	9.52%	5	23.80%	White		
35 to 44 years	2	9.52%	1	4.76%	White		
45 to 54 years	2	9.52%	4	19.04%	White		
55 to 59 years	2	9.52%	2	9.52%	White		
60 to 64 years							
65 to 74 years							
75 years and over							
<b>Total</b>	<b>8</b>		<b>13</b>		<b>21</b>	<b>0</b>	<b>0.00%</b>
					White		

Against this contextual background the Co-operative will set objectives over the next three years that will allow equality of opportunity for all residents and potential residents of Easthall Park Housing Co-operative.





### **Summary of Action Plan Objectives**

- 1. To achieve increased representation of under-represented groups in Easthall Park Housing Co-operative's decision-making structures.**
- 2. To build upon existing community networks, and achieve improved working relationships. This will include initiatives aimed at elderly, young and disabled users.**
- 3. To ensure that there is fair and equal access to our services for all and that methods of service planning and delivery are fully responsive to the needs of all groups.**
- 4. To achieve continuous improvement in our efforts to be an equal opportunities employer.**
- 5. To promote high quality compliance by contractors and consultants with Easthall Park's equalities standards.**
- 6. To continue to integrate equality of opportunity into all activities of the organisation including policies, procedures (equality proofing via equality impact assessments).**

## 1. Governance and Representation

To achieve increased representation of under-represented groups in Easthall Park Housing Co-operative's decision-making structures.

Targets/Desired Outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 1 (2020/21)</b></p> <p>Continue to Increase awareness among all residents about the opportunities to participate in Easthall Park's decision-making structures.</p> <p>Provision of support to people willing to stand for election to the Management Committee.</p> <p>Demonstrable increase in participation by resident previously not involved in decision-making structures.</p> <p>Ensure the profile of the Management Committee reflects the population of the Co-operative.</p>	<p><b>On-gong Activities throughout the year</b></p> <p>Use all contact methods, newsletters, open days to raise awareness of our activities.</p> <p>Promotion aimed at encouraging participation.</p> <p>Review and monitor participation structures.</p> <p>Review profile of committee against community profile and publicise opportunities for members to join.</p>	<p><b>Director</b></p> <p><b>Director</b></p> <p><b>HM</b></p> <p><b>Director</b></p> <p><b>Director</b></p>	<p>4 newsletters issued with articles on how to get involved. Promote Residents Panel and Customer Care Panel.</p> <p>2 new members elected at AGM.</p> <p>4 new members on various panels</p> <p>23.2% not interested in getting involved and 26.4% do not get involved due to Health and/or Disabilities, 21.8% work commitments with 15.4% stating childcare commitments an issue.</p> <p>Increased Committee under the age of 44 years of age</p> <p>Attract representation from people with disabilities and other ethnic groups e.g. Polish Community.</p>

Targets/Desired Outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 2 (2021/2022)</b></p> <p>At least 20% of Management Committee to be under 34.</p> <p>At least 20% of Management Committee to have supported needs.</p> <p>Retention of 75% of new committee members joining in the past year.</p>	<p>To be reviewed in light of outcomes achieved in year 1</p>	<p><b>Director</b></p>	
<p><b>Year 3 (2022/23)</b></p> <p>At least 20% of Management Committee to be under 30.</p> <p>At least 25% of Management Committee to have supported needs.</p> <p>Retention of 100% of new committee members joining in the past year.</p>	<p>Targets reviewed in light of outcomes achieved in year 2</p>	<p><b>Director</b></p>	

**Key performance measures will be:**

- The overall profile of the Management Committee, with reference to protected characteristics to be monitored on an ongoing basis as specific policy initiatives are implemented.
- Success in attracting under-represented groups and success in retaining members.
- The overall results will be reported on an annual basis in an Annual Equalities Report (this report)
- Implementation of guidance in relation to equalities and human rights monitoring

## 2. Relationships with Equalities Groups

To build upon existing community networks, and achieve improved working relationships. This will include initiatives aimed at elderly, young and disabled users.

Targets/Desired Outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 1 (2020/21)</b></p> <p>Build on existing community networks, to achieve a more strategic approach to information and liaison with service users/residents</p> <p>Increased opportunities for service users to contribute and comment on services.</p> <p>Enter dialogue with equality groups on the sensitive issues of target setting and the 'suitability' of Easthall for Black and Multi Ethnic Groups.</p> <p>Support nationwide and local initiatives to promote diversity and equal opportunity</p> <p>Review and implement relevant guidance for Scottish Housing Regulator on equalities and human rights</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>Monitor outcome of Tenant Participation Strategy</p> <p>Liase with equality groups and individuals working in Easthall, Kildermorie and beyond.</p> <p>Identify options to develop knowledge of under represented groups needs.</p> <p>Review and update community profile from all available information.</p> <p>Review guidance.</p>	<p><b>Committee &amp; Director</b></p> <p><b>Director</b></p> <p><b>Director</b></p> <p><b>Director</b></p> <p><b>Director</b></p>	<p>Community profile updated annually</p> <p>Build on Stonewall Diversity Champion Scotland accreditation via Easterhouse Housing Regeneration Alliance</p>

Targets/Desired outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 2 (2021/2022)</b></p> <p>As year 1</p> <p>Depending on attitude and advice from equality groups more pro-active approach marketing Easthall Park to underrepresented groups.</p> <p>Ensure no barriers to services.</p>	<p>As Year 1</p>	<p><b>Director</b></p>	
<p><b>Year 3 (2022/2023)</b></p> <p>As year 2</p>	<p>As year 2</p>	<p><b>Director</b></p>	

**Key performance measures will be:**

- Assessment of our relationships with individuals and equality groups how do they perceive our service. Are we achieving best practice?
- Satisfaction level of service users do they believe they have the opportunity to influence policy are their needs addressed?
- Implementation of guidance in relation to equalities and human rights monitoring

### 3. Service Provision – Standards and Outcomes

To ensure that there is fair and equal access to our services for all and that methods of service planning and delivery are fully responsive to the needs of all groups.

Targets/Desired outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 1 (2020/21)</b></p> <p>Equalities Issues to be considered routinely as part of all policy and procedure reviews. Including Equality Impact Assessments.</p> <p>Improve accessibility of housing stock to people with disabilities</p> <p>Promote the use of strategies to improve communication with ethnic groups and Disabled people.</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>When policies are reviewed they are 'equality proofed' to ensure no direct or indirect discrimination.</p> <p>Annual programme of property adaptations to be completed for tenants with a specific need subject to funding constraints</p> <p>Ensure Lettings plans reflect the needs of under-represented groups.</p> <p>Ensure void management take cognisance of properties that have the potential to be converted to wheelchair accessible.</p> <p>Ensure we have contacts with equalities groups, translation services when customers require information in a different form.</p>	<p><b>Director &amp; Senior Staff</b></p> <p><b>Maintenance Manager</b></p> <p><b>Housing Manager</b></p> <p><b>Maintenance Manager</b></p> <p><b>Housing Manager</b></p>	<p>Equality Impact assessments undertaken</p> <p>All adaptations requests undertaken unless these do not fit property type and tenant encouraged to consider transfer.</p> <p>Letting plan reviewed annually</p> <p>Properties monitored at point of becoming void.</p>

Targets/Desired outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 2 (2021/2022)</b></p> <p>As year 1</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>As year 1</p>	<p>As Above</p>	
<p><b>Year 3 (2022/23)</b></p> <p>As year 2</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>As year 2</p>	<p>As Above</p>	

**To ensure that there is fair and equal access to our services for all and that methods of service planning and delivery are fully responsive to the needs of all groups.**

**Key performance measures will be:**

- Equality Impact Assessments completed with accurate trends in community profile
- Number of properties adapted for disabled tenants, relative to demand.
- Number of barrier free and housing for varying needs properties available or produced through any future development programme(s), relative to demand.
- Implementation of guidance in relation to equalities and human rights monitoring

#### 4. Employment and People

To achieve continuous improvement in our efforts to be an equal opportunities employer.

Targets/Desired outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 1 (2020/21)</b></p> <p>Recruitment procedures and employment practices promote equal opportunities</p> <p>All staff are well-informed about equalities issues and are committed to implementing the Co-operative's equal opportunity policy</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>Maximise awareness of employment opportunities among under-represented groups.</p> <p>Review recruitment procedures and practices on an on-going basis (prior to advertising vacancies) to ensure they are non-discriminatory and meet good practice standards.</p> <p>Ensure Committee and staff keep up to date with issue and best practice in Equal Opportunities and Human Rights through regular training.</p> <p>Consider participation in the Employment Service 'Positive about Disability'.</p> <p>Staff to be actively involved in the implementation and development of the equal opportunity policy and equalities action plan</p>	<p><b>Committee &amp; Director</b></p> <p><b>Director</b></p> <p><b>Director</b></p> <p><b>Director</b></p> <p><b>Director</b></p> <p><b>All Staff</b></p>	<p>EVH Model recruitment processes to be utilised.</p> <p>As above.</p> <p>Undertake training on equalities and human rights monitoring guidance once published.</p>



Targets/Desired outcomes	Proposed Actions	Lead Officer	Comments
<b>Year 2 (2021/2022)</b>  As year 1	<b>Ongoing Activities throughout the year</b>  As year 1	  <b>As Above</b>	
<b>Year 3 (2022/2023)</b>  As year 2	<b>Ongoing Activities throughout the year</b>  As year 2	  <b>As Above</b>	

**Key performance measures will be:**

- Monitor changes in the profile of staff team (based on gender, ethnic group, disability, and all other protected characteristic groups).
- Number of applications for post received from under-represented groups.
- Levels of training attended on equalities issues.

### 5. Contracts with Third Parties

To promote high quality compliance by contractors and consultants with Easthall Park's equalities standards.

Targets/Desired outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 1 (2020/21)</b></p> <p>All contractors and consultants are made aware of our standards and commitment to equality.</p> <p>All contractors demonstrate a commitment to achieve the same standards</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>Provide all contractors and consultants with a copy of the policy and action plan.</p> <p>Ensure that all contractors provide a positive commitment to equality.</p> <p>Ensure that all contractors or consultants have a stated policy and procedures on equality.</p>	<p><b>Senior Managers</b></p> <p><b>Senior Managers</b></p> <p><b>Senior Managers</b></p>	
<p><b>Year 2 (2021/22)</b></p> <p>As year 1</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>As year 1</p>	<p><b>As Above</b></p>	
<p><b>Year 3 (2022/2023)</b></p> <p>As year 2</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>As year 2</p>	<p><b>As Above</b></p>	

Key performance measures will be:

- Contractors and consultants compliance with Easthall Park standards
- Level of complaints from service users about breaches of equality standards.

## 6. Integrating Equality

To integrate equality of opportunity into all activities of the organisation including policies, procedures (equality proofing).

Targets/Desired outcomes	Proposed Actions	Lead Officer	Comments
<p><b>Year 1 (2020/21)</b></p> <p>Equalities Issues to be considered routinely as part of all policy and procedure reviews.</p> <p>Strive to improve knowledge with regard to equality outcomes in key service areas and subsequently where possible improve performance.</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>When policies are reviewed they are 'equality proofed' via Equality Impact Assessments to ensure no discrimination, harassment or victimisation.</p> <p>All reports to Committee to consider Equality Issues.</p> <p>Ongoing monitoring of equality targets</p> <p>Committee and Staff training on Equality Issues.</p>	<p><b>Committee &amp; Senior Staff Team</b></p> <p><b>Director</b></p> <p><b>Director</b></p> <p><b>Director</b></p>	
<p><b>Year 2 (2021/22)</b></p> <p>As year 1</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>As year 1</p>	<p><b>As Above</b></p>	
<p><b>Year 3 (2022/23)</b></p> <p>As year 2</p>	<p><b>Ongoing Activities throughout the year</b></p> <p>As year 2</p>	<p><b>As Above</b></p>	

**Key performance measures will be:**

- All policies and reports are equality proofed via Equality Impact Assessments.
- Levels of training attended on equalities issues.

## Resources

The following table outlines anticipated resources on each of the six action plan objectives.

Resources need not necessarily mean a financial contribution or an amendment to existing budgets but may include staff time, existing budgets from which equality actions can be resourced.

Action Plan Objectives	Resource Required	Review of Resources
<p><b>Year 1 (2020/21)</b></p> <ul style="list-style-type: none"> <li>• To achieve increased representation of under-represented groups in Easthall Park Housing Co-operative's decision-making structures.</li> <li>• To build upon existing community networks, and achieve improved working relationships. This will include initiatives aimed at elderly, young and disabled users.</li> <li>• To ensure that there is fair and equal access to our services for all and that methods of service planning and delivery are fully responsive to the needs of all groups.</li> <li>• To achieve continuous improvement in our efforts to be an equal opportunities employer.</li> </ul>	<p><b>Source</b></p> <p>Elements contained within Tenant Participation Budget.</p> <p>As above and staff resource.</p> <p>Stage 3 adaptations budget and Maintenance Budget</p> <p>Elements contained within Tenant Participation Budget.</p> <p>Contained within Committee/Staff Training Budget.</p>	<p>No additional resource required.</p> <p>No additional resource required.</p> <p>No additional resource required.</p> <p>No additional resource required.</p> <p>No additional resource required.</p>

<ul style="list-style-type: none"> <li>• To promote high quality compliance by contractors and consultants with Easthall Park's equalities standards.</li> <li>• To integrate equality of opportunity into all activities of the organisation including policies, procedures (equality proofing).</li> </ul>	<p>Staff resource.</p> <p>Staff resource.</p>	<p>No additional resource required.</p> <p>No additional resource required.</p>
<p><b>Year 2 (2021/22)</b></p> <p>As year 1</p>	<p>As year 1</p>	
<p><b>Year 3 (2022/23)</b></p> <p>As year 2</p>	<p>As year 2</p>	