



OCT 2019

Equalities And Human Rights Impact Assessment
EAST RENFREWSHIRE COUNCIL



How can I find out more and submit my comments on the Proposed Local Development Plan 2 (LDP2)?

We think it is important to provide a range of ways for you to find out about the Proposed Plan, what it means for you and how you can submit your comments to us. You can keep up-to-date with the LDP progress via the Council's website.

The consultation period will run for **8 weeks until 13th December 2019**. You can access information on the Proposed Plan:

<p>Website</p>  <p>www.eastrenfrewshire.gov.uk/ldp2</p>	<p>Email</p>  <p>ldp@eastrenfrewshire.gov.uk</p>	<p>Telephone</p>  <p>0141 577 3001</p>	<p>Library</p>  <table border="0"> <tr> <td>Barrhead Foundry Library Main Street Barrhead G78 1SW</td> <td>Mearns Library Mackinlay Place Newton Mearns G77 6EZ</td> </tr> <tr> <td>Busby Library Main Street Busby G76 8DX</td> <td>Neilston Library Main Street Neilston G78 3NN</td> </tr> <tr> <td>Clarkston Library Clarkston Road Clarkston G78 8NE</td> <td>Netherlee Library Netherlee Pavilion Linn Park Avenue Netherlee G44 3PG</td> </tr> <tr> <td>Eaglesham Library Montgomery Hall Eaglesham G76 0LH</td> <td>Thornliebank Library 1 Spiersbridge Road Thornliebank G46 7JS</td> </tr> <tr> <td>Giffnock Library Station Road Giffnock G46 5JF</td> <td>Uplawmoor Library Mure Hall Tannock Road Uplawmoor G78 4AD</td> </tr> </table>	Barrhead Foundry Library Main Street Barrhead G78 1SW	Mearns Library Mackinlay Place Newton Mearns G77 6EZ	Busby Library Main Street Busby G76 8DX	Neilston Library Main Street Neilston G78 3NN	Clarkston Library Clarkston Road Clarkston G78 8NE	Netherlee Library Netherlee Pavilion Linn Park Avenue Netherlee G44 3PG	Eaglesham Library Montgomery Hall Eaglesham G76 0LH	Thornliebank Library 1 Spiersbridge Road Thornliebank G46 7JS	Giffnock Library Station Road Giffnock G46 5JF	Uplawmoor Library Mure Hall Tannock Road Uplawmoor G78 4AD
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<p>Facebook</p>  <p>https://en-gb.facebook.com/eastrenfrewshirecouncil/</p>	<p>Twitter</p>  <p>@EastRenCouncil</p>	<p>Visit Us</p>  <p>2 Spiersbridge Way Spiersbridge Business Park Thornliebank East Renfrewshire G46 8NG</p>											
<p>Drop in Session</p>  <p>Details to follow - See posters and leaflets in community halls, local notice boards, newspapers and online</p>	<p>Story Map</p>  <p>https://arcg.is/18fi4u</p>												

For ease of use we would encourage you to submit responses electronically where possible.

You can comment on the Proposed Plan by:

Going online and completing our online representation form.

www.eastrenfrewshire.gov.uk/ldp2

Download a representation form in Word, complete it and email it to:

ldp@eastrenfrewshire.gov.uk

OR

Print your completed representation form and post it to:

Strategy Team
Council Offices
2 Spiersbridge Way
Spiersbridge Business Park
Thornliebank, G46 8NG



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1. Introduction

- 1.1 The purpose of this Equalities and Human Rights Impact Assessment (EHRIA) is to help ensure that the Proposed East Renfrewshire Local Development Plan 2 (LDP2) does not discriminate. It considers the potential consequences of policies and functions on identified equality groups. This EHRIA should be explicit in identifying potential impacts on particular groups and assist in producing a Plan which does not disadvantage particular equality groups.
- 1.2 The Proposed LDP2 is a significant stage in the planning process that will ultimately lead to the production of the Local Development Plan 2 for East Renfrewshire. The Proposed LDP2 follows on from the Main Issues Report (MIR) and is a key consultation stage where formal objections or expressions of support may be raised. Further information is available in the Development Plan Scheme which sets out a programme for the production and review of LDP2 and how the Council will engage local people and other stakeholders.
- 1.3 This EHRIA outlines the process that was undertaken in assessing the impact of the Proposed LDP2.
- 1.4 An equalities questionnaire accompanied the previous MIR process, and results show that we

successfully communicated with a range of the population across the religious and ethnic groups within East Renfrewshire. Headline output from the Equality Questionnaire is included within Appendix 1.

- 1.5 It was considered both consistent and comprehensive to carry out an Equalities and Human Rights Impact Assessment at both key planning stages, i.e. at the MIR stage and subsequent Proposed LDP2 stage, even where no adverse impacts on equality groups were identified through screening and scoping.
- 1.6 This EHRIA has been undertaken in relation to the East Renfrewshire Proposed LDP2. The service which has produced the document, the lead officer and date of the assessment are as specified below:

2. Screening/Scoping

- 2.1 A screening and scoping of the document was initially considered to ascertain if it would have significant effects on protected characteristics and whether there is evidence that particular groups would be likely to be affected by the Proposed LDP2.
- 2.2 As part of the screening and scoping consideration for an EHRIA, it was concluded that it would be both consistent and comprehensive to carry out an impact assessment both at the previous MIR and at this Proposed LDP2 stage.

Name of Function or Policy	East Renfrewshire Proposed Local Development Plan 2
Lead Service taking primary responsibility for this impact assessment	Environment (Strategic Services)
Names of Officer	Julie Nicol
Officer Designation	Principal Strategy Officer
Date of Impact Assessment	October 2019

3. Aim & Priority of Policy

- 3.1 The Proposed LDP2 is an overarching ambitious spatial document which will affect service users, employees and the wider community over an extended period from 2021 up to 2029 and beyond. The Proposed LDP2, has been produced after extensive stakeholder engagement & wider consultation. The Proposed LDP2 draws from the responses received during earlier consultation on the Main Issue Report (MIR) as well as evidence gathered through a range of sources drawn from the Strategic Environmental Assessment (SEA), Action Programme, Monitoring Statement and other technical documents.
- 3.2 The Proposed LDP2 is the spatial land use policy and interpretation of the aims and aspirations of East Renfrewshire Council and strongly aligns with other key Council strategies such as the Community Plan (including the Fairer East Ren Plan). The Proposed LDP2 strategy, amongst other items, focuses upon tackling and addressing recognised issues and inequalities through delivery of the land use outcomes and local priorities of the Fairer East Ren Plan and supporting locality plans. For instance acknowledging changing needs of an aging population and associated future proofing of housing and facilities adaptable to ageing & disabled needs.
- 3.3 The Proposed LDP2 acknowledges that there is significant residential development underway across the Council area and the long term strategic education, demographic and housing analysis has shown that further housing releases would have major impacts upon the existing education infrastructure. As the Proposed LDP2 provides a generous housing land supply, no further housing sites are identified for release in this Proposed Plan. Ensuring that the education estate and infrastructure can accommodate pupils arising from new developments, in migration and the 2nd hand housing and rental market, is a key priority for this and future Plans.
- 3.4 The 'Managing and Enabling Growth' section of the Proposed LDP2 provides the overarching context and the framework for managing change and shaping how the area will develop in the future. The focus is on regeneration and consolidation of our urban areas and enhancing existing places. When, where and how development will be accommodated is vital to the success of East Renfrewshire, as a vibrant, healthy, economically and culturally diverse and inclusive place where social interaction, physical activity and a sense of place are promoted and supported.
- 3.5 The Proposed LDP2's aim is to provide a spatial representation of the key strategic objectives for our area. These objectives are tailored and take into account East Renfrewshire's key features. A further detailed picture of the area has also been set out within the Monitoring Statement which accompanied the (MIR).
- 3.6 The Proposed LDP2 sets out a clear and ambitious development strategy which is further supported by a number of strategic and development management policies.

Spatial Objectives

The Plan's Development Strategy will be achieved by meeting the following spatial objectives:

1. Creating Sustainable Places and Communities

- 1.1. To apply a placemaking approach to deliver safer, accessible, well designed sustainable places and environments that support healthy lifestyles and contribute to well-being.
- 1.2. To safeguard and enhance the historic, built and natural environment.
- 1.3. To protect the green belt and protect and enhance landscape character and setting.
- 1.4. To safeguard and promote the provision of greenspaces, green networks (including multifunctional green infrastructure), biodiversity and habitat networks as well as soil, water and air quality.
- 1.5. To locate development on sites which can be accessed sustainably and contribute to the active travel network; reducing the proportion of journeys made by private car by making sustainable transport such as walking, cycling and public transport more attractive and accessible.
- 1.6. To safeguard and encourage the provision of accessible community, cultural, leisure, health, sport and educational facilities.
- 1.7. To encourage social inclusion through promoting equal opportunities to learning and community engagement for all sectors of the community.

2. Promoting Sustainable and Inclusive Economic Growth

- 2.1. To encourage inward investment, employability, business development, tourism, diversification and sustainable and inclusive growth of the economy.
- 2.2. To recognise that East Renfrewshire forms part of the wider Glasgow and Clyde Valley Region and has a significant role in accommodating and providing economic, population and household growth at the regional and local levels.
- 2.3. To ensure that all development is capable of being served by physical, social and environmental infrastructure or that additional capacity will be provided.
- 2.4. To provide new homes across all tenures which meet the needs of the local community.
- 2.5. To improve the provision of and access to digital infrastructure and networks.
- 2.6. To strengthen the role of town and neighbourhood centres as active, attractive and accessible places and to support their vitality and viability, in accordance with the town centre first principle.

3. Promoting a Low Carbon Place




- 3.1. To prioritise the reuse of existing buildings and the use of vacant and brownfield land.
- 3.2. To promote sustainable design to provide for energy conservation and generation, ensuring a reduction in carbon emissions and the move towards a low carbon place and economy.
- 3.3. To achieve the area's full potential for electricity and heat from renewable sources, in line with national climate change targets.
- 3.4. To reduce emissions through prioritisation of low-carbon and sustainable transport.
- 3.5. To minimise the risk of flooding.
- 3.6. To minimise the impacts on the water environment.
- 3.7. To facilitate the sustainable use of waste and minerals.

4 Areas of Relevance




























- 4.1 The Equality Act (2010) requires that Councils need to:
- Eliminate discrimination, harassment and victimisation.
 - Promote equality of opportunity between the protected areas of equality known as the nine 'Protected Characteristics'.
 - Foster good relations between each characteristic.
- 4.2 The 'Protected Characteristics' are Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion or Belief; Sex; and Sexual Orientation.
- 4.3 The Proposed LDP2 is considered to be neutral with neither positive nor negative impacts for the majority of the protected characteristics outlined above. Furthermore certain protected characteristics are considered to be of particular relevance namely Age & Disability.

5 Impacts on Protected Characteristics

- 5.1 It is considered that there are no adverse impacts on the protected characteristics particularly identified within paragraph 4.2, the Strategic Objectives and associated positive aspects for both the Age and Disability characteristics are highlighted below.

Positive impact	Neutral impact	Negative impact
		

Summary of Impact on Protected Equality Characteristics

Proposed LDP2 Strategic Objectives	Equality Protected Characteristics								
	Age	Disability	Gender Reassignment	Marriage & Civil Partnership *	Pregnancy & Maternity	Race	Religion or belief	Sex	Sexual Orientation
1. Creating Sustainable Places and Communities									
2. Promoting Sustainable and Inclusive Growth									
3. Promoting a Low Carbon Place									

* In relation to eliminating unlawful discrimination in employment

Observations and positive aspects associated with Age and Disability protected equality groups are outlined below.

Creating Sustainable Places and Communities

OBSERVATIONS	POSITIVE EFFECTS
AGE	
Housing choices for younger people can be constrained by income. Older people more likely to have health conditions and have a need for adapted housing or caring issues. Most older people prefer remaining in their own home if possible.	Facilitating housing development for a diverse range of needs through a mix of tenures and house types guided by Council's Local Housing Strategy and Clydeplan's Strategic Housing Need and Demand Assessment. Designed in an inclusive manner for a variety of households.
Older people are more likely to face barriers to travel. Less frequent journeys are made as people age with more distinct patterns, with increased likelihood for use of public & alternative transport. The consequences of poor health also cross cuts with the disability equality group.	Inclusive future proof building design standards, together with use of 'Roads for all' – good practice guide for roads and Cycling by design principles, namely Safety, Coherence, Directness, Comfort and Attractiveness, will positively impact on all age groups. The creation of a new rail station (Barrhead South) will follow good practice standards and be inclusive for all.
Participation in sport is highest in younger people & generally declines with age. However walking is the most common physical activity. Recent trends suggest physical activity is increasing each year with walking increasing over all age ranges.	Improvements to walking and cycling facilities (e.g. Dams to Darnley and Whitelee visitor centres and facilities). Generally all new facilities will comply with accessibility standards.
DISABILITY	
Households with disabilities are generally more likely to live in social rented accommodation and have lower income.	Further provision of affordable housing adaptive for the needs of disabled groups will have a positive impact. Design of developments to meet disability needs will help create safe and secure environments.
People with disabilities are generally more reliant on public transport. Accessing infrastructure can be problematic for some groups.	Well-designed places connected to greenspaces and networks with enhanced bio-diversity and inclusive design will benefit a full range of groups, including those with disabilities. Creation of new rail station (Barrhead South) will follow good practise standards and be inclusive for people with disabilities.
Generally disabled people are less likely to participate in sport/recreation	Improvements to formal and informal recreation will cater for the full range of needs. Principles of safety, coherence, directness, comfort and attractiveness, will be utilised. Application of accessibility principles will help to improve the accessibility and attractiveness of facilities for disabled groups.

Promoting Sustainable and Inclusive Growth

OBSERVATIONS	POSITIVE EFFECTS
AGE	
<p>The East Renfrewshire employment rate is higher than the national rate for all age groups, apart from over 65's. Employment is highest in the 35-49 cohort and lowest in the 16-24 cohort, mainly as a result of full-time education. Older age cohorts are more likely to be either retired and/or may have long-term sickness challenges.</p>	<p>Council wide work promoting inclusive financial support should assist in tackling employment barriers</p>
<p>Older age groups are likely to have health conditions which can affect mobility and eyesight. Generally a person's ability to utilise technology is shaped by their last job.</p>	<p>Developments will have modern inclusive design which can cater for a range of ages.</p>
<p>Older people are more likely to have health conditions and access technology in different ways with varying participation & use of facilities due to both physical and societal barriers. Effective communication methods differ depending on age.</p>	<p>New tourism facilities e.g. Dams to Darnley visitor centre, will be designed in an inclusive manner, which will benefit numerous equality groups, including age.</p>
DISABILITY	
<p>Employment rate for people with disability in East Renfrewshire is higher than the national rate. Disability groups maybe restricted by limited travel options.</p>	<p>Encouragement of local inclusive economic growth in both private and public sectors, across the whole range of groups will assist and have a positive effect on health & well-being. Well-designed workplaces, homes and open spaces which can accommodate people with different disabilities will have a positive effect on health & well-being.</p>
<p>Self-employment tends to be higher for disabled people. Societal and accessibility barriers can impact on disability groups fully contributing to the economy.</p>	<p>Encouragement of new inclusive businesses and houses including access to digital infrastructure including facilitating 'working from home' will help disability and other protected groups to contribute.</p>
<p>Physical accessibility by disability groups to tourism facilities can sometimes be difficult through a lack of suitable parking spaces, set-down and pick-up points & provision of suitable lighting.</p>	<p>New recreational/tourist facilities e.g. Dams to Darnley visitor centre will be well-designed to comply with good practise in accessibility will have a positive impact on disability groups.</p>

Creating a Low Carbon Place

OBSERVATIONS	POSITIVE EFFECTS
AGE	
Both young and older age groups are more sensitive to environmental conditions which can impact on their health.	<p>Enhancement of East Renfrewshire's diverse natural & built heritage, including use of vacant and brownfield land provides opportunities for all ages to enjoy and have a positive effect on well-being.</p> <p>Low-carbon reductions (e.g. extension and enhancement of green-networks) and sustainable use of waste are more likely to have a positive impact both young and old age groups both of which are more susceptible and/or vulnerable to acquiring health conditions.</p>
DISABILITY	
Delivering a low-carbon place which provides opportunities for exercise and active travel are recognised as enhancing mental well-being.	Promotion of sustainable design reducing carbon emissions and moving toward a low-carbon economy, with sustainable use of waste and materials will have a positive impact on health and well-being and in particular mental well-being, providing an enhanced living and working environment.

6 Data - Utilised (Reliability & Validity)

6.1 National Guidance

- The Planning etc. (Scotland) Act 2006
- Town and Country Planning (Development Planning) (Scotland) Regulations 2008
- National Planning Framework 3
- Scottish Planning Policy (2014)
- Climate Change (Scotland) Act 2009
- Zero Waste Plan
- Designing Streets
- Other UK or Scottish Legislation/Strategies

6.2 Regional Guidance

- Clydeplan
- Strategic Housing Need and Demand Assessment
- Glasgow City Region Economic Strategy and Action Plan.

6.3 Local Guidance

- Local Housing Strategy (LHS)
- Economic Development and Inclusive Growth Strategy
- Local Transport Strategy (LTS)
- Adaptations Strategy and Environmental Sustainability Policy
- Capital Plan
- Corporate Asset Management Plan
- SEA/State of the Environment Report

6.4 Extensive background analysis and studies have been utilised to inform the Proposed LDP2. All the accompanying documents at this stage together with suite of documents which accompanied the 'MIR', have helped to inform the Proposed LDP2. This includes the 'Monitoring Statement' compiled with the MIR and the Council's ongoing monitoring of long-term demographic trends, as set out in the Council's 'Planning for the Future' document.

6.5 Some key headline statistics have been included within this document under Appendix 1. In addition, more comprehensive information is provided within the documents referenced in paragraph 6.3.

6.6 An equalities questionnaire was also included as part of the consultation process of the MIR. 12.9% of the total number of respondents to the MIR completed the questionnaire. The age profile and ethnicity of the respondents generally mirrored that of the total population of East Renfrewshire. This exercise confirmed that there was 'no credible' identifiable discrimination concerns as part of the consultation process.

6.7 The reliability and validity of these sources is sound and comes from a well-established and recognised range of sources, including Central or Local Government, the Office for National Statistics (ONS) and the National Records of Scotland (NRS).

7 Consultation (Spread & Methods Utilised)

7.1 Consultation at the Proposed LDP2 stage includes all stakeholders on the development plan database, providing a comprehensive list of groups & organisations. The current listing is set out within (Appendix 1) of the Development Plan Scheme (2019). The Development Plan Scheme is updated annually and aims to be as comprehensive and inclusive as possible to maximise the range and number of stakeholders involved. This ensures that different views, opinions and ideas are captured, together with any additional groups which maybe included through consultation with the community planning team.

7.2 All the planning stages (pre-MIR, MIR and Proposed LDP2) involved liaison with all Council Services and consultation has and will continue to take place with many stakeholders including members of the public, interest groups, Community Councils, the Scottish Government and the Key Agencies. The Key Agencies are statutory consultees which include Scottish Natural Heritage (SNH), Historic Environment Scotland (HES), Transport Scotland, Scottish Environment Protection Agency (SEPA), Scottish Forestry, Scottish Enterprise and Scottish Water (SW), Strathclyde Partnership for Transport (SPT) and the Health Boards and Health & Social Care Partnership (HSCP). In addition a Member Officer Working Group also contribute to the Proposed LDP2 process.

7.3 The Council aims to try to reach as many and as varied a range of stakeholders as possible. Appendix 1 of the Development Plan Scheme (2019) provides a comprehensive and inclusive list of stakeholders, including community, voluntary interest groups, business or other public or private sector organisations and multi-varied groups. Consultation with these groups is carried out through a range of methods, including direct notification, availability within Council Offices, libraries as well as on the Council website, twitter and Facebook.

8 Consultation & Recommendations

- 8.1 No further action required at this stage. This EHRIA was conducted in unison with the Proposed LDP2. In the event there is a requirement for modifications to the Proposed LDP2 via the Examination by an independent Reporter, appointed by Scottish Government, this will be publicised in line with the requirements of legislation. This EHRIA would be reviewed & monitored to determine whether any of the changes made would substantially affect the results of the assessment.

9 Human Rights Impact Assessment

- 9.1 Whilst it is not a requirement to carry out a Human Rights Impact Assessment, human rights issues have been considered alongside equalities as the objectives of both are often complimentary.
- 9.2 Human rights include: right to life, freedom from torture and inhuman or degrading treatment, right to liberty and security, freedom from slavery and forced labour, right to a fair trial, no punishment without law, respect for your private and family life, home and correspondence, freedom of thought, belief and religion, freedom of expression, freedom of assembly and association, right to marry and start a family, protection from discrimination in respect of these rights and freedoms, right to peaceful enjoyment of your property, right to education, right to participate in free elections.
- 9.3 Many of these rights cannot be influenced through the development plan process and it is considered that this land use planning document does not impinge on any of these rights.

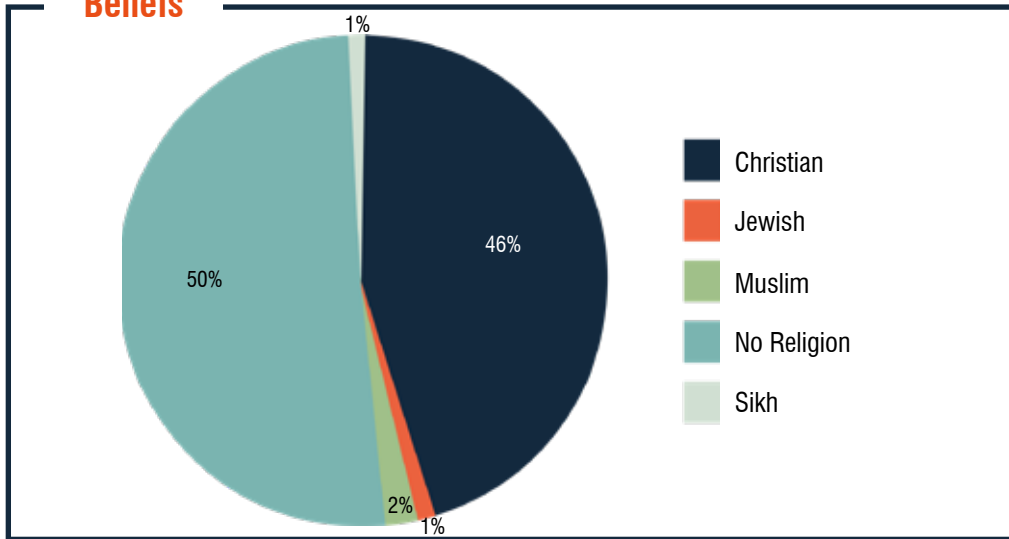
APPENDIX

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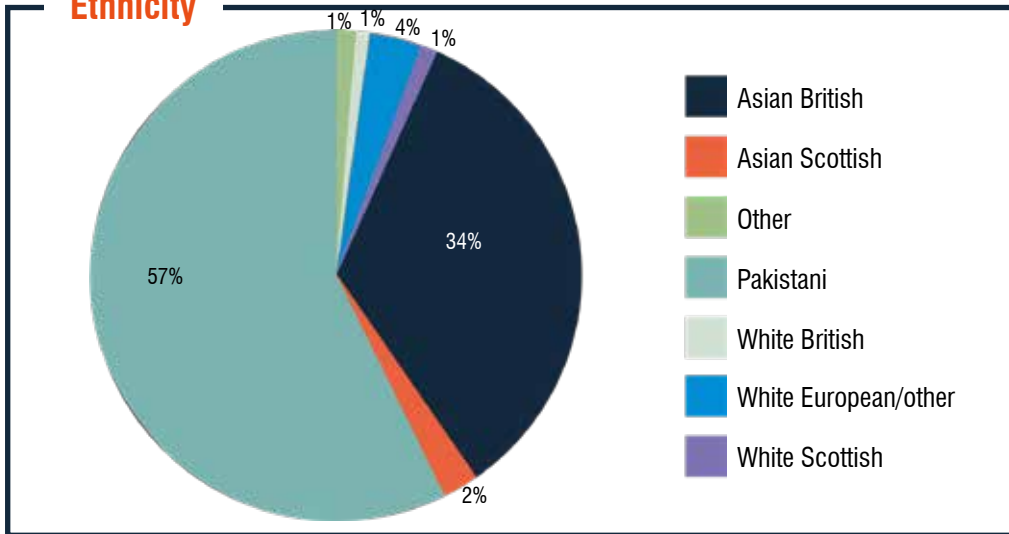


The results of Equality Questionnaire from the Main Issue Report (MIR) Consultation showed that the respondents broadly mirrored the make-up of the Authorities Population, in terms of ethnicity, religion and age.

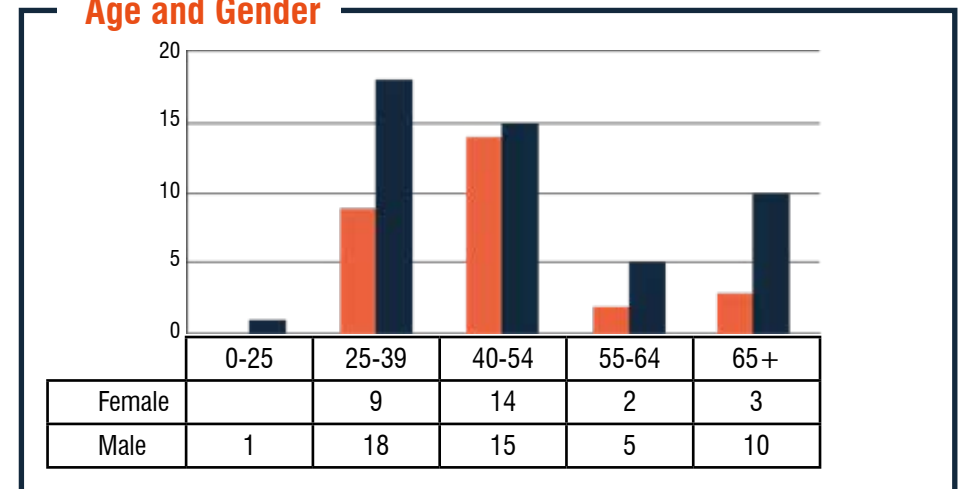
Beliefs



Ethnicity

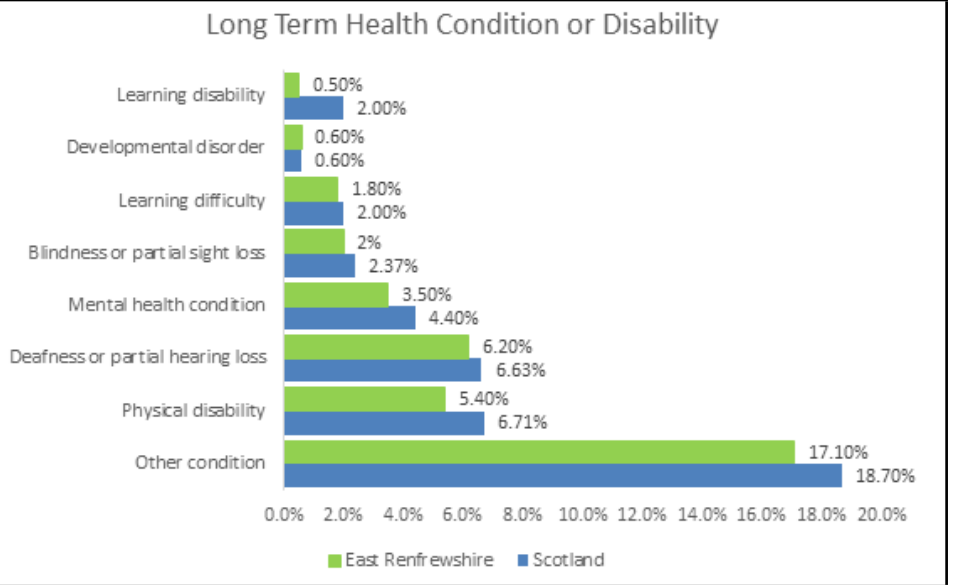
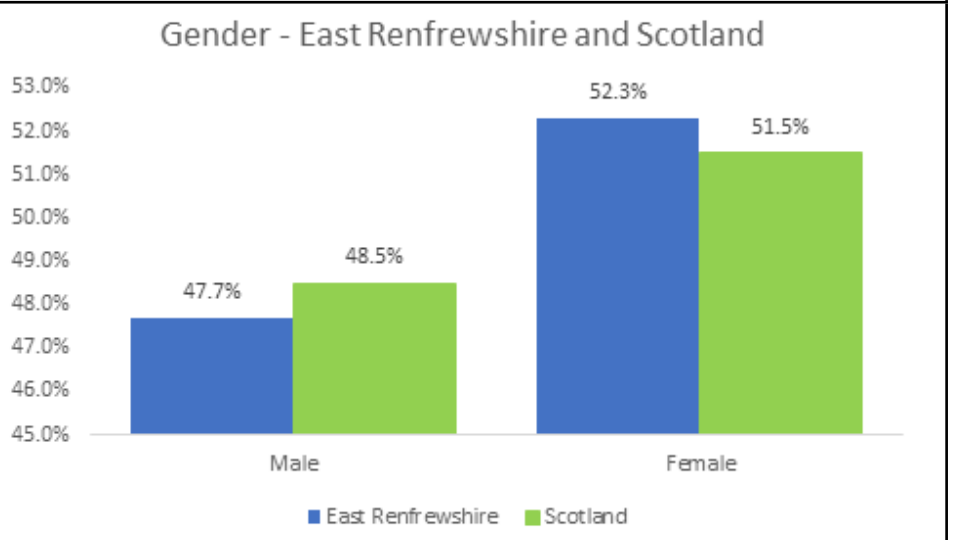


Age and Gender



The following tables and information provides a context for recognition of some of the pertinent characteristics recognisable for different equality groups within East Renfrewshire. It should be noted, as reference within the ERHIA that the 'Monitoring Statement' which accompanies the Proposed LDP2 together with the Council's ongoing monitoring of the long-term demographic trends, set out within the Council's 'Planning for the Future' document, provides a more in depth analysis. National data sources are utilised together with local data and other bona-fide sources.

Living in East Renfrewshire																						
Age	<p>The highest proportion of local residents are aged between 45-59. This is similar to national demographics. East Renfrewshire has a comparatively higher amount of younger residents aged under 15, and older residents aged 75 and over. Over the next 25 year period, the age group that is projected to increase the most in East Renfrewshire is the 75+ age group.</p> <div style="text-align: right;"> <p>Age Profile</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>East Renfrewshire (%)</th> <th>Scotland (%)</th> </tr> </thead> <tbody> <tr> <td>0-15</td> <td>19.8%</td> <td>17.0%</td> </tr> <tr> <td>16-29</td> <td>15.5%</td> <td>18.2%</td> </tr> <tr> <td>30-44</td> <td>16.5%</td> <td>18.9%</td> </tr> <tr> <td>45-59</td> <td>22.8%</td> <td>21.7%</td> </tr> <tr> <td>60-74</td> <td>16.1%</td> <td>16.0%</td> </tr> <tr> <td>75+</td> <td>9.3%</td> <td>8.1%</td> </tr> </tbody> </table> </div>	Age Group	East Renfrewshire (%)	Scotland (%)	0-15	19.8%	17.0%	16-29	15.5%	18.2%	30-44	16.5%	18.9%	45-59	22.8%	21.7%	60-74	16.1%	16.0%	75+	9.3%	8.1%
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Living in East Renfrewshire																												
<p>Disability</p>	<p>27.3% of residents in East Renfrewshire have a long-term health condition or disability. This is slightly less than the national rate of 29.9%^(a). Figure 2 shows that long term health conditions or disabilities in East Renfrewshire broadly match the national profile. “Other conditions” forms the highest proportion of types of health conditions and includes conditions such as diabetes and epilepsy.</p>  <table border="1"> <caption>Long Term Health Condition or Disability</caption> <thead> <tr> <th>Condition</th> <th>East Renfrewshire (%)</th> <th>Scotland (%)</th> </tr> </thead> <tbody> <tr> <td>Learning disability</td> <td>0.50%</td> <td>2.00%</td> </tr> <tr> <td>Developmental disorder</td> <td>0.60%</td> <td>0.60%</td> </tr> <tr> <td>Learning difficulty</td> <td>1.80%</td> <td>2.00%</td> </tr> <tr> <td>Blindness or partial sight loss</td> <td>2%</td> <td>2.37%</td> </tr> <tr> <td>Mental health condition</td> <td>3.50%</td> <td>4.40%</td> </tr> <tr> <td>Deafness or partial hearing loss</td> <td>6.20%</td> <td>6.63%</td> </tr> <tr> <td>Physical disability</td> <td>5.40%</td> <td>6.71%</td> </tr> <tr> <td>Other condition</td> <td>17.10%</td> <td>18.70%</td> </tr> </tbody> </table>	Condition	East Renfrewshire (%)	Scotland (%)	Learning disability	0.50%	2.00%	Developmental disorder	0.60%	0.60%	Learning difficulty	1.80%	2.00%	Blindness or partial sight loss	2%	2.37%	Mental health condition	3.50%	4.40%	Deafness or partial hearing loss	6.20%	6.63%	Physical disability	5.40%	6.71%	Other condition	17.10%	18.70%
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Other condition	17.10%	18.70%																										
<p>Sex</p>	<p>The percentage of female residents in East Renfrewshire is slightly higher than the national average, as shown below.</p>  <table border="1"> <caption>Gender - East Renfrewshire and Scotland</caption> <thead> <tr> <th>Gender</th> <th>East Renfrewshire (%)</th> <th>Scotland (%)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>47.7%</td> <td>48.5%</td> </tr> <tr> <td>Female</td> <td>52.3%</td> <td>51.5%</td> </tr> </tbody> </table>	Gender	East Renfrewshire (%)	Scotland (%)	Male	47.7%	48.5%	Female	52.3%	51.5%																		
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Living in East Renfrewshire																									
Gender Reassignment	There is limited evidence regarding the demographics of trans people in East Renfrewshire, and in Scotland as a whole. Currently, there is no fully tested recommended question with which to collect information on gender identity in surveys or other data sources, and Scotland's Census does not ask questions about this protected characteristic.																								
Marriage or Civil Partnership	55% of residents are married or in a civil partnership. This is 9.6% higher than the national rate ^(b) . 71 marriages or civil partnership were registered in the area in 2016 ^(c) .																								
Pregnancy or Maternity	In the year ending March 2016, there were 54,488 births recorded in Scotland. 861 of these births occurred in East Renfrewshire. The dominant age group for those bearing children is age 25-34 ^(d) . There is no available quantitative evidence on use of transport with regard to those on maternity leave.																								
Race	Most people in East Renfrewshire (94 %) report their ethnicity as 'White'. The majority of these people belong to the 'White: Scottish' category (87%). The 'White: other British' is the second largest category at 4.1%. Of the 'White' ethnic group, 2.9% identify as 'non-British White' including 1.5% of "White: Irish" and 1.2% 'Other: White' with 0.2% 'White: Polish.' Minority ethnic groups in East Renfrewshire have grown in size between 2001 and 2011. The 'Asian' population showed the largest increase and now represents 5% of the total East Renfrewshire population. 'Mixed or multiple' ethnic groups represent 0.4% and 'Other Ethnic' groups 0.3% of the population. The 'African, Caribbean or Black' groups made up 0.1% of the population ^(e) .																								
Religion or Belief	<p>It is noted that the East Renfrewshire area is comparatively diverse in terms of religion and belief. It has more than twice the national average of Muslim residents, and 2.6% of residents are Jewish, which represents 41% of the total Scotland Jewish population.</p> <p style="text-align: center;">Religion or Belief</p> <table border="1"> <caption>Religion or Belief Comparison</caption> <thead> <tr> <th>Religion or Belief</th> <th>Scotland (%)</th> <th>East Renfrewshire (%)</th> </tr> </thead> <tbody> <tr> <td>Not stated</td> <td>7%</td> <td>6.30%</td> </tr> <tr> <td>No religion</td> <td>36.70%</td> <td>26.50%</td> </tr> <tr> <td>Other religions</td> <td>1.10%</td> <td>4%</td> </tr> <tr> <td>Muslim</td> <td>1.40%</td> <td>3.30%</td> </tr> <tr> <td>Other Christian</td> <td>5.50%</td> <td>4.10%</td> </tr> <tr> <td>Roman Catholic</td> <td>15.90%</td> <td>22.20%</td> </tr> <tr> <td>Church of Scotland</td> <td>32.40%</td> <td>33.40%</td> </tr> </tbody> </table>	Religion or Belief	Scotland (%)	East Renfrewshire (%)	Not stated	7%	6.30%	No religion	36.70%	26.50%	Other religions	1.10%	4%	Muslim	1.40%	3.30%	Other Christian	5.50%	4.10%	Roman Catholic	15.90%	22.20%	Church of Scotland	32.40%	33.40%
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Sexual Orientation	There is currently limited national and local data collected on the demographics of sexual orientation. Latest experimental statistics published from the Integrated Household Survey January - December 2014 shows that the number of people who self-identified as lesbian, gay or bisexual in Scotland was 1.1% (compared to 1.6% for the United Kingdom) ^(f) .																								

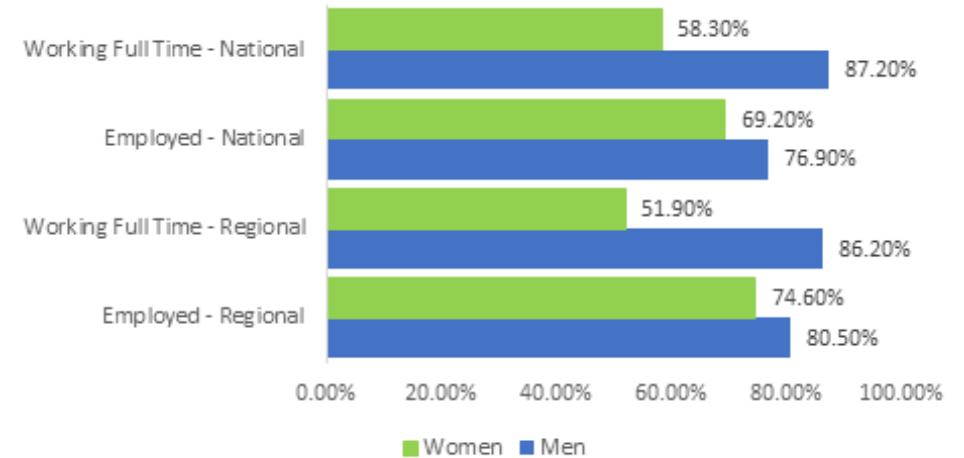
Working in East Renfrewshire																			
<p>Age</p>	<p>It can be seen that the local employment rate is higher than the national for all age groups except for those aged over 65. The employment rate is highest for 35-49 year olds and lowest for the 16-24 year old age group. 16-24 year olds are more likely than other age groups to be in full-time education, whereas those in the 50-64 and 65+ age groups are more likely to be retired or long-term sick.</p>  <table border="1"> <caption>Employment Rates by Age Group</caption> <thead> <tr> <th>Age Group</th> <th>East Renfrewshire</th> <th>Scotland</th> </tr> </thead> <tbody> <tr> <td>16-24</td> <td>62.0%</td> <td>55.7%</td> </tr> <tr> <td>25-34</td> <td>74.7%</td> <td>80.1%</td> </tr> <tr> <td>35-49</td> <td>87.0%</td> <td>81.9%</td> </tr> <tr> <td>50-64</td> <td>77.4%</td> <td>68.8%</td> </tr> <tr> <td>65+</td> <td>8.0%</td> <td>9.1%</td> </tr> </tbody> </table>	Age Group	East Renfrewshire	Scotland	16-24	62.0%	55.7%	25-34	74.7%	80.1%	35-49	87.0%	81.9%	50-64	77.4%	68.8%	65+	8.0%	9.1%
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<p>Disability</p>	<p>The employment rate for people with a disability in East Renfrewshire is 6 percentage points higher than the national rate. Employment rates vary considerably by impairment, with people with depression and learning disabilities the least likely to be in employment ⁽⁹⁾.</p>  <table border="1"> <caption>Disability Employment Rate</caption> <thead> <tr> <th>Region</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>East Renfrewshire</td> <td>48.9%</td> </tr> <tr> <td>Scotland</td> <td>42.9%</td> </tr> </tbody> </table>	Region	Rate	East Renfrewshire	48.9%	Scotland	42.9%												
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Working in East Renfrewshire

Sex

More women than men are unemployed (although the gap has narrowed since 2010), economically inactive (but levels have dropped back to those seen before the recession), work part-time (in proportions largely unchanged since 1984), or are unpaid carers; however, more young men than women are Not in Employment, Education or Training. More women in the Council region work part time than the national rate, and the regional employment rate for women is higher than the national rate.

Employment Rates - Sex



Gender Reassignment

There is limited evidence regarding the employment rates of trans people in East Renfrewshire, and in Scotland as a whole.

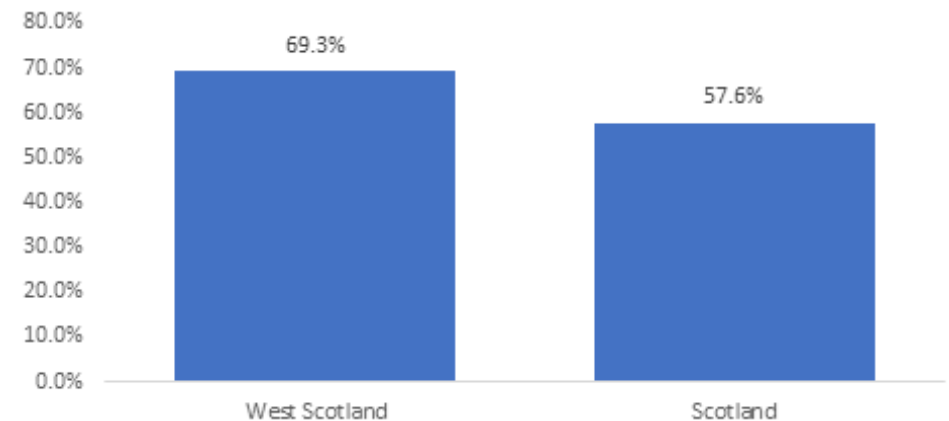
Pregnancy or Maternity

There is no quantitative data available on the number of pregnant women or those who have returned from maternity leave available on a national or regional level.

Race

The employment rates for black or ethnic minority groups are aggregated into regions in the Annual Population Survey. The West Scotland region covers East Renfrewshire, Renfrewshire, Inverclyde, East Dunbartonshire and West Dunbartonshire.

Black or Ethnic Minority Employment Rates



Working in East Renfrewshire															
<p>Religion or Belief</p>	<p>Those who identify as “Church of Scotland” and those with “No Religion” have higher rates of economic activity and employment than the other religious groups, and Muslims have had the lowest employment rate since 2004. Gender differences are apparent, with twice as many Muslim men than Muslim women in employment ^(h).</p> <table border="1"> <caption>Religion or Belief Employment Rates - Scotland</caption> <thead> <tr> <th>Religion or Belief</th> <th>Employment Rate</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td>72.80%</td> </tr> <tr> <td>Buddhist</td> <td>68.50%</td> </tr> <tr> <td>Hindu</td> <td>61.90%</td> </tr> <tr> <td>Muslim</td> <td>50.50%</td> </tr> <tr> <td>Other</td> <td>69.20%</td> </tr> <tr> <td>No Religions</td> <td>74.20%</td> </tr> </tbody> </table>	Religion or Belief	Employment Rate	Christian	72.80%	Buddhist	68.50%	Hindu	61.90%	Muslim	50.50%	Other	69.20%	No Religions	74.20%
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<p>Sexual Orientation</p>	<p>There is limited evidence regarding the employment rates of people correlated with their sexual orientation in East Renfrewshire, and in Scotland as a whole.</p>														

Income	
All Groups	<p>Although the local authority area is recognised as being fairly affluent in comparison to the Scottish average there are pockets of significant disadvantage and deprivation – particularly within Barrhead and Neilston. These neighbourhoods are in the worst 10% nationally based on the Scottish Index of Multiple Deprivation (SIMD) and residents in these communities generally require higher levels of support and service provision.</p>
Specific Issues for relevant protected groups	<p>Age: 16% of children in East Renfrewshire live in a working household with a low income. These households are in receipt of Working Tax Credit and Child Tax Credit. However, the majority of children living in low income households (61%) are part of a family in receipt of Income Support or Job Seekers Allowance payments. There is a particular challenge in Barrhead, 27% of children are in poverty after housing costs, and 17% before housing costs ⁽ⁱ⁾.</p> <p>Growing up in poverty experience many disadvantages which accumulate across the life cycle. Poverty has multiple, negative impacts on children’s outcomes leading to inequalities in health, cognitive development, psychosocial development and educational attainment. These inequalities are evident from preschool children through children during the school years, from entry into the labour market to resources for retirement, from mortality rates in later life, and often on to the next generation.</p> <p>Sex: 69% of children in the area living in low income families live in a household headed by a lone parent.</p> <p>Disability: In Scotland in 2014-2017, poverty rates remained higher for households with a disabled adult. The poverty rate after housing costs for families with a disabled person was 24%. This compares with 16% of people in a family without a disabled person who were in poverty ⁽ⁱ⁾.</p> <p>Race: In Scotland in 2014-2017, over a third of people in minority ethnic groups were in poverty after housing costs were taken into account. For comparison, the poverty rate for the ‘White – British’ group was 18% ^(k)</p>

Education																
<p>All Groups</p>	<p>Attainment in East Renfrewshire is higher than the national average, and 96.1% of school leavers in 2016-17 were in a positive destination, including those in higher education, further education, employment, training and voluntary work. This was 2.4% higher than the national average. In 2015-16, East Renfrewshire had the highest proportion of school leavers entering higher education across all local authorities in Scotland. 66.2% of young people went on to higher education in 2016, an increase of 3.4% in comparison to 2014-15 compared with the national average of 40.0% ⁽¹⁾.</p> <p>Achievement of Curriculum for Excellence data shows a correlation between SIMD quintile and attainment, as shown below, where Quintile 1 is the most deprived, and Quintile 5 is the least.</p> <div data-bbox="1182 300 2123 831" data-label="Figure"> <p style="text-align: center;">Achievement of Curriculum for Excellence Levels 2016</p> <table border="1"> <thead> <tr> <th>Subject</th> <th>SIMD Q5</th> <th>SIMD Q1</th> </tr> </thead> <tbody> <tr> <td>Numeracy</td> <td>92.40%</td> <td>69.80%</td> </tr> <tr> <td>Listening and Talking</td> <td>94.20%</td> <td>68%</td> </tr> <tr> <td>Writing</td> <td>90.40%</td> <td>63.40%</td> </tr> <tr> <td>Reading</td> <td>92.80%</td> <td>67.50%</td> </tr> </tbody> </table> </div>	Subject	SIMD Q5	SIMD Q1	Numeracy	92.40%	69.80%	Listening and Talking	94.20%	68%	Writing	90.40%	63.40%	Reading	92.80%	67.50%
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<p>Specific Issues for relevant protected groups</p>	<p>Individuals from protected groups can face barriers in education which can affect outcomes. For example, with regards to race, children or young people who do not speak English as a first language may require communication support and a consideration of which method of teaching would be most effective. Children or young people with a disability may need adjustments to be made to enable them to reach their potential. An inclusive approach to education assists local authorities in meeting the needs of people who share protected characteristics.</p>															

Recreation	
All Groups	<p>The Citizens' Panel Survey 2017 showed that a large majority of respondents had taken place in some sport or activity in the last 4 weeks (91%), above the level reported by the 2015 Scottish House Survey (80%). The physical activity most commonly involved walking for recreation. Play and recreation was rated as 4.6 on the Place Standards Tool.</p>
Specific Issues for relevant protected groups	<p>Age: Individual barriers around confidence and concern that sport may be unsafe; wider barriers around transport and fear of crime which may discourage older people from travelling to access exercise facilities.</p> <p>Disability: disabled people are less active, have poorer experiences of school PE, and are less likely to participate in sport as adults ^(m).</p> <p>Race: The amount of free time available to some ethnic groups can be a barrier. The Sports Participation and Ethnicity in England 1999/2000 survey found that over 40 per cent of Indian, Pakistani, Black Caribbean and Black African women reported that home and family responsibilities prevented them from participating in some form of physical exercise. Work, school, childcare and other domestic duties are often stated as reasons preventing ethnic minority women from having sufficient leisure time to participate.</p> <p>Religion or Belief: The evidence from Scotland suggests that people with a Muslim faith are less likely take part in sport, particularly Muslim women ⁽ⁿ⁾. This is supported by research conducted by the Equality and Human Rights Commission ^(o) which shows that the lowest rate of sports participation is for Muslims.</p> <p>Sex: Lower rates of participation are reported for females, both for children and for adults. This is reflected in fewer women achieving recommended levels of sporting activity. Men were more likely than women to meet the current moderate/vigorous physical activity guideline (67% compared to 59%). The gap was widest within the oldest age group: 42% of men aged 75+ met the guideline, compared with 23% of women of the same age ^(p). There are also links with wider inequalities. For example, the gap between men and women's participation in sport is greater amongst some ethnic minority groups than it is in the population as a whole ^(q).</p>

Health, Care and Safety	
All Groups	Health and social care was identified as the most common main issue affecting Panel members in the Citizens' Panel Survey 2017. There were differences whether people saw an increase in crime relating to wards. For example, 49% of respondents in Clarkston, Netherlee and Williamwood reported that they saw an increase in crime compared to 39% in Giffnock and Thornliebank. It is also noted that the largest cohort of members were age 65 and over (39%). Feeling Safe was rated at 5.2 through use of the Place Standard Tool, where the ratio of male to female participants was 48:52, and a wide range of age groups were included.
Specific Issues for relevant protected groups	<p>Age: In Scotland in 2016 the vast majority of both Social Care* at home clients (75%) and long stay care home residents (90%) were aged 65 years old and over^(s). (Social Care services refer to: Home Care, Telecare / Community alarm, Housing Support, Direct Payments and Meals services.)</p> <p>Disability: In 2014, those with a long-term limiting condition have considerably lower levels of good/very good general health than the rest of the population (27.5% compared with 88.6% in the non-disabled group)^(t)</p> <p>Race: In 2014, when the differing age profile of ethnic groups are taken into account, the "White: Other British" and "White: Other" groups have significantly higher levels of good/very good general health compared to the "White: Scottish" majority^(u).</p> <p>Sex: Self-reported drug use in Scotland is higher for men than for women. In 2014/15 8.9% of men reported illicit drug use in the last year compared with 3.4% of women^(v). In 2012-2015 the average mental wellbeing score for 13 to 15 year old boys (52.0) was significantly higher than for girls of the same age (49.9)^(w)</p>

(a) Scotland's Census, 2011

(b) Ibid

(c) National Records of Scotland, 2016

(d) National Records of Scotland, 2016

(e) Scotland's Census, ibid

(f) Integrated Household Survey January - December 2014: Experimental Statistics

(g) Scottish Government Equality Outcomes: Disability Evidence Review (2013)

(h) Scottish Government Equality Outcomes: Religion and Belief Evidence Review, 2013

(i) HMRC Children in Low Income Families 2014

(j) Poverty and Income Inequality in Scotland 2014-17 (Last updated: March 2018)

(k) Ibid

(l) ERC Standards and Quality Report, published in 2018

(m) Scottish Government (2015) Active Scotland Outcomes: Indicator Equality Analysis

(n) Sport England (2000) Sports Participation and Ethnicity in England, National Survey, 1999/2000

(o) Scottish Government (2015) Active Scotland Outcomes: Indicator Equality Analysis

(p) EHRC and Sporting Equals (no date), Equality and human rights in sport and physical activity

(q) Scottish Health Survey 2015

(r) Ibid

(s) Care Home Census 2016

(t) Scottish Surveys Core Questions 2014 (Last updated: May 2016)

(u) Ibid

(v) Scottish Crime and Justice Survey 2014/15: Drug Use (Last updated: June 2016)

(w) Scottish Health Survey 2015 (Last updated: September 2016)



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