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## Briefing Papers

The definitive guides to Glasgow's community and voluntary sector



Number 2:

# Equalities

# Introduction

This Infobase briefing paper has come out of our partnership working with SCVO on the ESF funded Building Bridges Programme.

The programme is working to promote the mainstreaming of gender equality within the voluntary sector and a greater understanding and implementation of equal opportunities policies and practices.

This is the first of two papers that will highlight the size, scale and range of equalities work taking place in Scotland largest city – Glasgow. It highlights not only the range of different organisations working to support particular communities in the city, providing much needed and often lifeline services, but also the depth of experience and expertise that exists within the sector. It is this expertise that continues to drive the agenda in the city as we strive for a city that makes full use of and values the contribution of all its citizens.

**Sue Rawcliffe**  
**Head of Policy & Strategy**  
**GCVS**

The Infobase information service is provided by Glasgow Council for the Voluntary Sector.

The initial phase of Infobase was funded by Social Justice Resources. Social Justice Resources are allocated by Communities Scotland, through the Scottish Executive.

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## The Infobase Briefing papers

This is the second of a series of Infobase briefing papers, each focussing upon a different issue central to Glasgow's community and voluntary sector.

All the statistics referred to in this briefing paper are based on information gathered for Phase 1 of Infobase.

This includes data over 750 community and voluntary organisations in Glasgow, with paid employees, representing around 85% of Glasgow's resourced sector. The data was gathered through structured interviews with participating organisations.

## CONTACT INFOBASE

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Infobase is available online at [www.infobaseglasgow.org](http://www.infobaseglasgow.org)

The Infobase team can also produce tailored reports on Glasgow's community and voluntary sector. To find out how this can benefit you, simply contact Mary or Gavin.



## Defining Equalities

**T**here is no single and straightforward working definition of equality, with the Scottish Executive also acknowledging that equality is indeed a complex idea.

In considering equality in terms of equal opportunities, The Scotland Act (1998) defines equal opportunities as:

*"the prevention, elimination or regulation of discrimination between persons on grounds of sex or marital status, on racial grounds, or on grounds of disability, age, sexual orientation, language or social origin, or of other personal attributes, including beliefs or opinions, such as religious beliefs or political opinions."*

Although, traditionally the main focus of the equalities agenda has been on specific groups and in the development of legislation in relation to discrimination, victimisation or exploitation, the equality strands acknowledged are starting to widen.

Additional equality target groups being identified and recognition now being given to a variety of important cross-cutting issues.

This paper seeks to reflect this broadening of the equalities agenda and will look at the role of Glasgow's community and voluntary sector in working with a variety of equality target groups and the cross cutting issues affecting individuals within Glasgow.

Thus in acknowledging the Scottish Executive's key equality strands of gender, race / ethnicity, disability, age, sexual orientation and religion / faith, this paper will consider key equality target groups including:

- **Women**
- **Black and minority ethnic people**
- **Disabled people**
- **Young people**
- **Older people**
- **Lesbian, gay, bisexual and transgender community**
- **People from different faiths and religious backgrounds**

The paper will also refer to broad cross-cutting issues, including:

- **Poverty**
- **Mental health**
- **Homelessness**
- **Involvement in the Criminal Justice System**
- **Marital status**
- **Language or social origin**



# The role of the community and voluntary sector in Equalities

Within Glasgow, voluntary and community organisations have a long history of involvement in equality, not just in terms of campaigning for and promoting equality and human rights but also in the provision of accessible services across the city.

Voluntary sector groups and organisations often manage to contact and establish a relationship with people that other agencies traditionally find hard to reach.

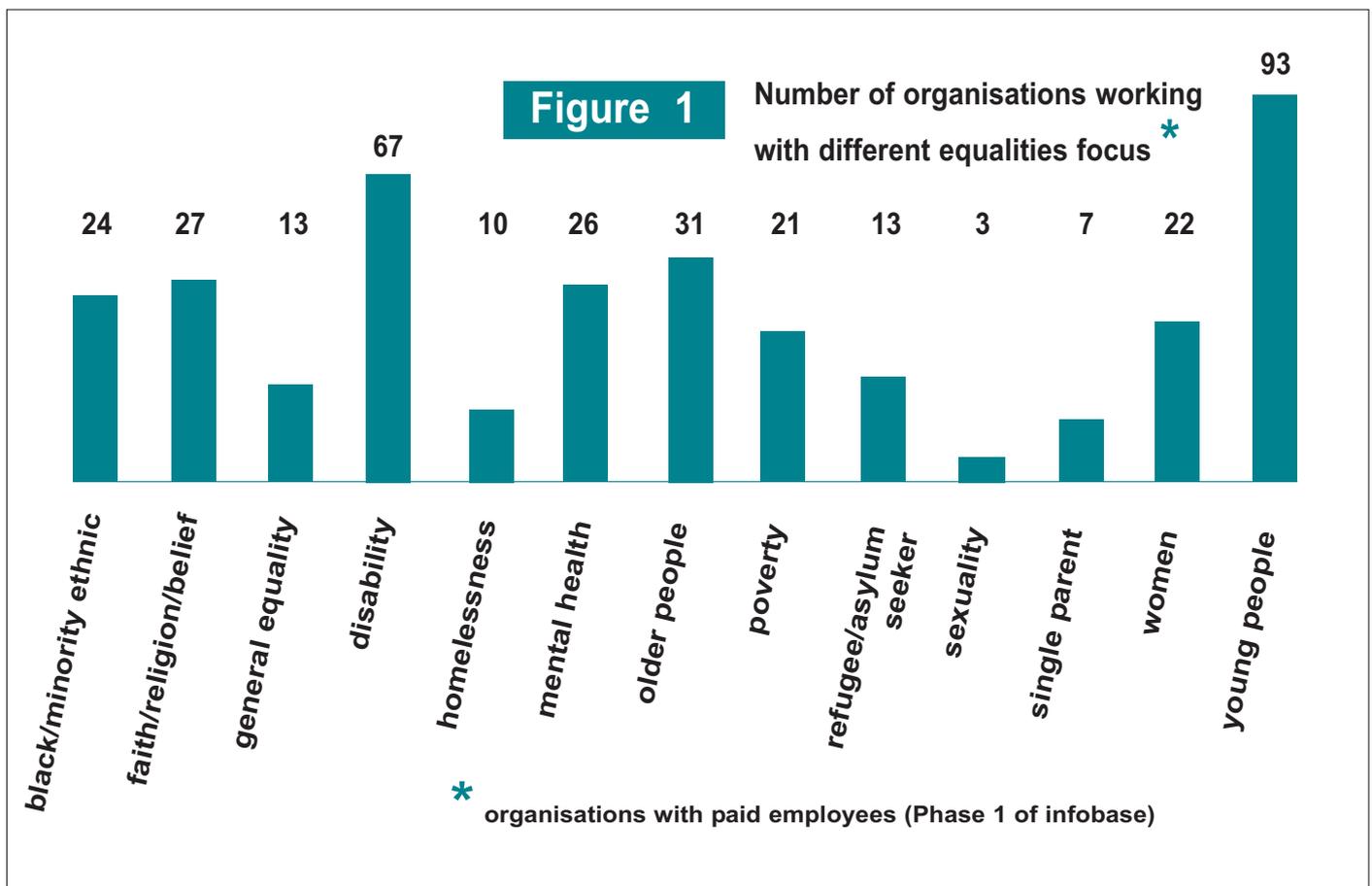
The sector has also been responsible for major developments in both policy and practice in reducing discrimination.

However, it is widely recognised that a great deal remains to be done in this area and the city's community and voluntary sector is in a good position to take

this forward, both in actively promoting a wide variety of issues and in the mainstreaming of equality.

Of the 850 voluntary organisations with at least one paid employee within the city, 351 of these focus specifically on one or more equality groups or on equality as their primary issue. This represents 41% of the resourced voluntary sector in Glasgow.

The breakdown of these organisations across the different equality groups is shown in Fig 1:



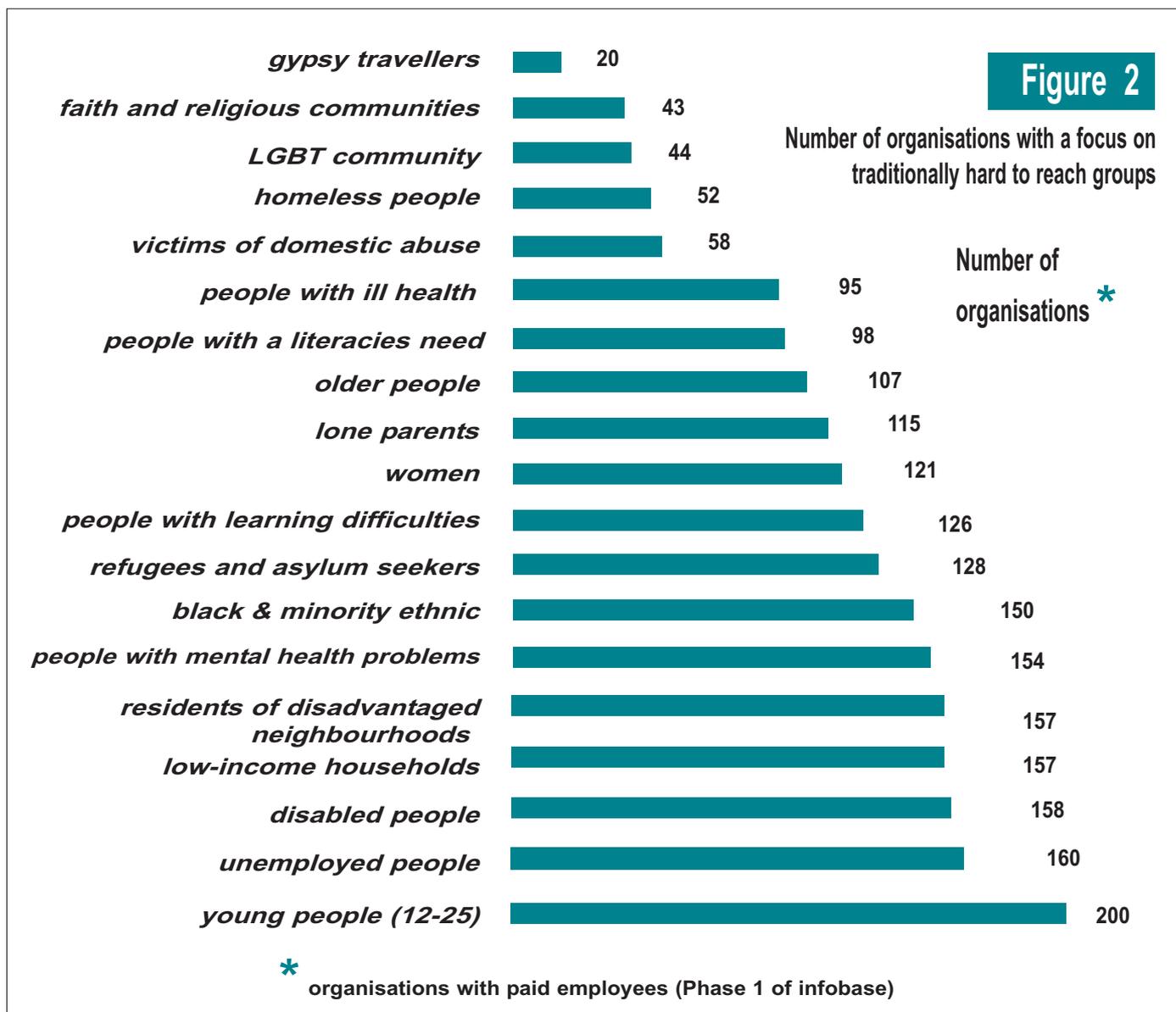
**351** organisations across the city with paid employees focus their work on one or more equality group.

**200** organisations with paid employees focus on providing services to young people.

From the information gathered through Phase 1 of Infobase, it is clear that there is a wide variety of organisations in terms of size and structure operating with most of these equality groups, but there is also substantial variety in terms of the organisations aims, focus and general approach.

Whilst Figure 1 illustrates organisations that identify these areas as their main area of activity or describe their organisation in these terms, there are many other organisations that target a variety of equalities groups but don't necessarily define themselves as having this focus.

Figure 2 below shows the number of organisations that reported having a particular focus on providing services to one or more traditionally hard to reach group.



In the case of each equality group, there are varying degrees to the amount of organisations operating in that area that have a focus in actively addressing inequalities, as opposed to service provision for that equality group. This distinction varies between different equality groups. This is clear when comparing Figures 1 and 2. For example, 93 organisations define themselves in terms of working with young people, yet an additional 107 target young people as part of their work.

Organisations operating specifically in the area of equality undertake a wide variety of work, as is evident when considering the following equality groups:

- Most organisations working with **black/minority ethnic communities** have a specific equalities focus, ranging from promoting social inclusion for young black / minority ethnic people to training initiatives for black and minority ethnic people in addressing under-representation in the workplace.
- **Faith or religious communities** are increasingly becoming recognised as an important part of civic society. However, fewer appear to adopt a specific equalities focus, with the activities ranging from tackling sectarianism to promoting the welfare and social inclusion of Muslim women.

- Disability focused organisations include **learning disability, physical disability and sensory impairment**. Whilst some work is rooted in addressing inequalities, including raising awareness for access for disabled people and campaigning on relevant issues, other organisations concentrate on the provision of social care or social activities.

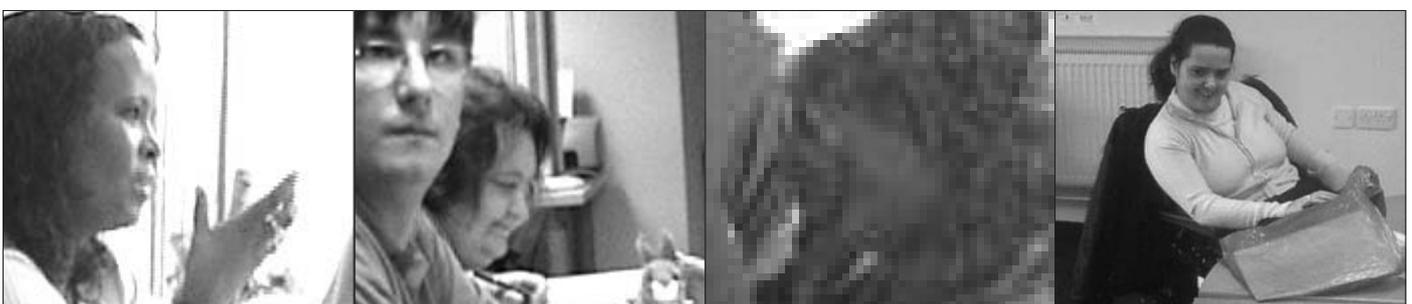
Much of the social care and social activities undertaken clearly have a social inclusion element, thus highlighting that there isn't always a clear distinction between equalities focused and non-focused, particularly as traditional social care becomes challenged.

- Organisations providing services specifically to **women** address a wide variety of issues including violence against women, empowering women in relation to education / employment and inequalities in pay.
- **LGBT community** focused organisations primarily focus on equalities and in providing services and facilities to LGBT people, promoting equal rights and equal participation in all areas of life.
- Organisations working with **older people** largely provide care and support services. However some focus on campaigning and awareness raising, and as with those operating in the area of disability, there is a strong social inclusion element.
- More organisations focus on **young people** than any other equalities group. Around half of these have an equalities focus, including young people rights in housing, employment and youth justice. Others are primarily involved in service provision, particularly sports and recreation, again having a strong link with social inclusion.
- **People experiencing poverty** form an equality group in terms of their reduced access to services and discrimination, and is often associated to the geographical area in which individuals reside. Work ranges from the alleviation of poverty through providing low cost and more accessible goods and services to campaigning against poverty.

Phase 1 of Infobase concentrated on the resourced sector, including organisations with at least one paid employee. However there are also many other groups and organisations with no paid employees that undertake valuable work and subsequently form an essential part of the sector.

This is particularly evident in the area of equality, with numerous groups, forums, and networks operating across the city.

Infobase is currently preparing to gather information on these groups and organisations and is in the process of securing funding to undertake this work.



Quote....

....unquote

“ EMEC is the lead organisation for employment and training for Glasgow’s black and minority ethnic communities. We work with black and minority ethnic community members, partner organisations and employers to ensure equality for EMEC’s client group. Our work encompasses tackling direct and indirect discrimination, empowerment of our clients and tackling social exclusion.

**Saqib Abbasi**  
**Ethnic Minority Enterprise Centre (EMEC)**

Who Cares? Scotland has two Young Person's Workers in Glasgow working with young people who are looked after away from home. Many of the young people face stigma, discrimination and experience poor educational outcomes. We provide independent advocacy, advice, support and information to help them overcome some of the inequalities they encounter.

**Deirdre Watson**  
**Who Cares? Scotland**

“ West of Scotland Seniors Forum (WSSF) campaigns against age discrimination and other inequalities older people encounter. WSSF is committed to promoting the welfare and interests of all older people and ensuring that every older person has the secure, dignified and independent retirement they deserve.

**Robert OHare**  
**West of Scotland Seniors Forum**

While we clearly have a long way to go, there is evidence of increasing organisational commitment to progress in **equality issues** throughout Scotland. The challenges ahead include keeping pace with rapidly changing political agendas, particularly EU Directives and consultation on a single Equality Commission; the need to focus on race equality within the wider diversity and social inclusion agenda; addressing institutional discrimination; developing better communication across the organisations and ensuring change which can be measured.

Scotland has made considerable progress in tackling the formidable policy and strategic challenges posed by the goal of creating various organisations’ services responsive to the needs of a multi-ethnic, multi-cultural society. If this momentum is to be maintained, the strategy must be seen as long term and needs to be focused on priorities which we have agreed in partnership.

**Dr Mohammed A. Islam**  
**The Taleem Trust**

“ People living in poverty as a distinct group are often ignored in debates and discussions about Equality and this is something that WestGAP works to highlight. We know that people from other disadvantaged and marginalised groups figure largely in the group of people who live in poverty, but what is often overlooked is that all people living in poverty have much in common as a distinct group.

We talk about 'social inclusion', about 'worklessness', about the 'dependency culture' and about child poverty - but rarely about people living in poverty as a group, marginalised, made invisible and discriminated against, both institutionally and also in the many small things of daily life. We need to name 'poverty' as a Equality issue and people living in poverty as a separate grouping in their own right.

**Kait Laughlin**  
**WestGAP**

## Employees and annual turnover

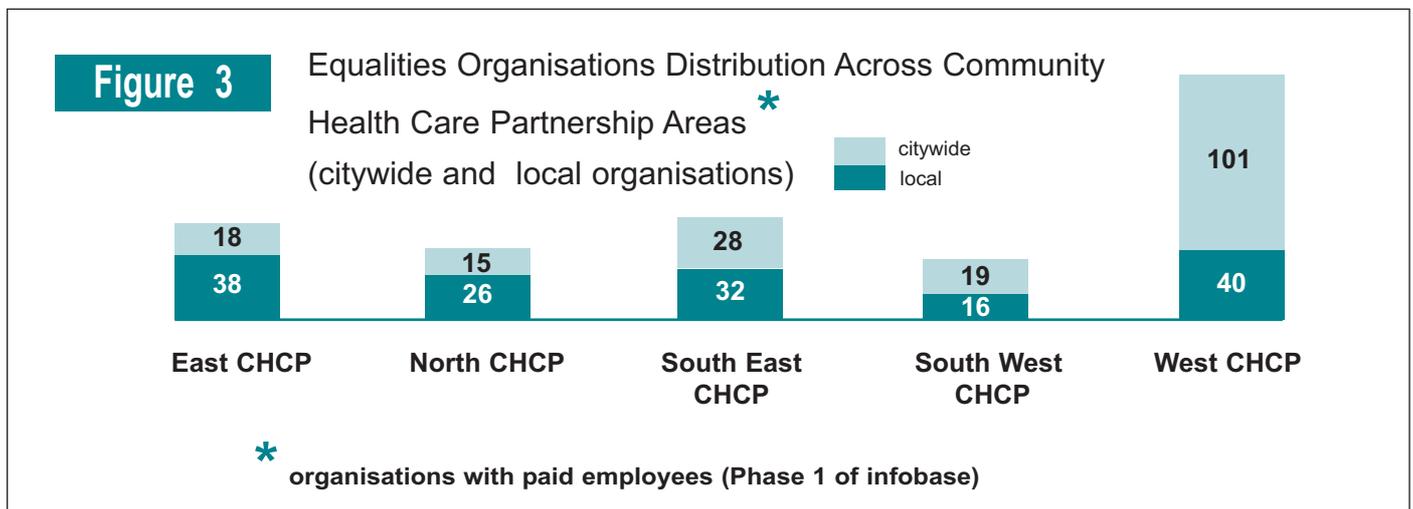
The sector is a major employer within the city with over **13,000 paid employees**.

Of these, with over half, **6,832**, are in organisations that work with various equalities groups.

The annual turnover for these organisations is over **£175 million**.

Of the organisations working with various equality groups, **over 80%** have a particular focus on providing **services to traditionally hard to reach** people. This indicates that these organisations gain valuable access to some of the most vulnerable and socially excluded people in the city.

Over half of these organisations, **55%**, operate or provide a service that is citywide.



**Young people's** organisations are spread across the city, with over **50%** of these providing a local service

**100%** of organisations focusing on the **LGBT community** provide a citywide service

**Over half** of Glasgow's **disability** organisations provide a citywide service

**Over 50%** of **black / minority ethnic** organisations provide a citywide service, with only the South East and West CHCP's having organisations that provide a local service.

**Under 50%** of **mental health organisations** provide a citywide service. All CHCP areas having organisations that provide a local service.

## Glasgow's Voluntary Sector Equality Networks

Glasgow's Voluntary Sector Equality Networks bring together women, black people, LGBT people and disabled people from the voluntary sector in Glasgow.

They help voluntary sector equality workers and equality-focused voluntary organisations to develop professional and organisational relationships, to influence policy, and to

accelerate knowledge of equalities and diversity best practice.

They also provide a major opportunity for campaigning on key equality issues. The Voluntary Sector Equality Networks have a regularly updated web site at [www.enf.org.uk](http://www.enf.org.uk)

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**Glasgow Women's Voluntary Sector Network** represents over 60 voluntary sector organisations with a focus on women. It meets every 6 weeks and aims to bring together women who work in the voluntary sector, whether paid or unpaid.

The Network was originally set up in 1996 to ensure that voluntary sector organisations working with women in Glasgow had a means of influencing Glasgow City Council's Equality Agenda. It provides a forum for the sharing of information, and provides mutual support for women to advocate for the alleviation of social exclusion and discrimination faced by women in Glasgow.

**CONTACT:** Lorna New Tel 0141 550 7557 email [lorna\\_wisewomen@hotmail.com](mailto:lorna_wisewomen@hotmail.com)  
or write to GWVSN c/o GCVS, 11 Queen's Crescent, Glasgow G4 9AS

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**Glasgow Black Ethnic Minority Voluntary Sector Network** is an umbrella organisation of black-led groups and voluntary organisations.

The Network currently has formal membership of around 40 voluntary sector organisations and individuals, with over 150 on mailing lists. It started in 1997 as a response to the disadvantage and feeling of exclusion felt by many working in the voluntary sector with or in BME organisations relative to the broader voluntary sector in Glasgow.

It aims to provide a consultative forum for its members and to be a vehicle for raising awareness of issues affecting black and minority ethnic (BME) communities in the city. The Network is recognised by Glasgow City Council as the representative voluntary sector body for consultation on black and minority ethnic issues.

**CONTACT:** Safia Ali, Chair, GBEMVSN, c/o Pollokshields Development Association,  
110 McCulloch St, Pollokshields, G41 1NX  
Tel 0141 429 4249 email [safia@pdaglasgow.org.uk](mailto:safia@pdaglasgow.org.uk)



**Glasgow Disability Alliance** began with a small group of disabled people who were fed up being ignored by policy makers and felt excluded from civil and political participation in the city.

A city-wide organisation was set up to challenge such exclusion and discrimination by bringing together both individuals and groups of disabled people. GDA has a mission to act as the collective, representative voice of disabled people in Glasgow, promoting equality, rights and social justice. Membership currently totals 120 disabled individuals, groups and voluntary sector organisations in Glasgow.

**CONTACT:** Tessa Burke, Glasgow Disability Alliance, 203 Old Rutherglen Road, Gorbals G5 0RE Tel 0141 429 2535 email [info@gda-online.co.uk](mailto:info@gda-online.co.uk)

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**West of Scotland Lesbian, Gay, Bisexual and Transgender Forum** currently has 20 voluntary sector organisations as members. As an umbrella organisation it brings together organisations and groups representing lesbians, gay men, bisexual and transgender people and their interests in the West of Scotland.

It aims to promote equal rights and equal participation for LGBT people in all walks of life, to provide facilities and opportunities in the interests of improving their quality of life, and to promote community development. The Forum provides opportunities for networking, information exchange, cooperation, coordination and in appropriate cases, collective representation. It meets every six weeks and works with relevant statutory and voluntary bodies to exchange information, ensure equality and effect change where necessary. Membership of the Forum is by invitation to relevant organisations or individual co-optees chosen by Forum members.

**CONTACTS:** Ruth Black at Glasgow LGBT Centre, 11 Dixon St, Glasgow G1 4AL  
Tel 0141 221 7203 [ruth.glgbt@btconnect.com](mailto:ruth.glgbt@btconnect.com) or

Matt Johnston at PHACE Scotland, 49 Bath Street, Glasgow G2 2DL  
Tel 0141 332 3838 [mattj@phacescotland.org](mailto:mattj@phacescotland.org)

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The four Voluntary Sector Equality Networks hold quarterly formal meetings with Glasgow City Council. Chaired by Cllr Irene Graham, the **Equality Networks Forum** (ENF) provides the Networks with a direct line to raise key equality concerns with the Council, who in turn ask the Networks for their advice and expertise.

The Voluntary Sector Equality Networks are also helping to develop Community Planning in

Glasgow. Together they are progressing the thinking about how the Community Planning Equalities Hub will operate.

The Equalities Hub will ensure that both local and city-wide bodies involved with Community Planning follow equalities and diversity best practice in the way in which they engage with organisations and citizens in Glasgow.

## Should the Equality Networks be part of your job?

If you, or colleagues, work with an equality group but are not involved with one of the Voluntary Sector Equality Networks, perhaps you should be! Please get in touch with Richard Brunner, Equality Networks Development Worker, or contact the appropriate Network directly via [www.enf.org.uk](http://www.enf.org.uk) or at the contacts above.

Contact: Richard Brunner, Equality Networks Development Worker, GCVS.  
Tel: 0141 332 2444 [richard.brunner@gcvs.org.uk](mailto:richard.brunner@gcvs.org.uk).

# Get involved with



**GCVS and SCVO are helping to build bridges to good equalities practice across the voluntary and community sector**

The voluntary sector has been and is responsible for major advances in policy and practice in achieving a culture shift and in tackling discrimination.

Now, to progress that agenda even further, GCVS is working in partnership with the Scottish Council for Voluntary Organisations (SCVO) on an important and wide-ranging Equalities programme **'Building Bridges Across the Voluntary Sector'**

Its aim is to deliver information, policy development, research, training, development and events, all taking the voluntary sectors message and experience on promoting equality to government, the public and private sectors and the public at large.



**Briefing papers**

**16 different training modules**

**Conferences**

**Networking events**

**A weekly E- Bulletin**

**And much more!**

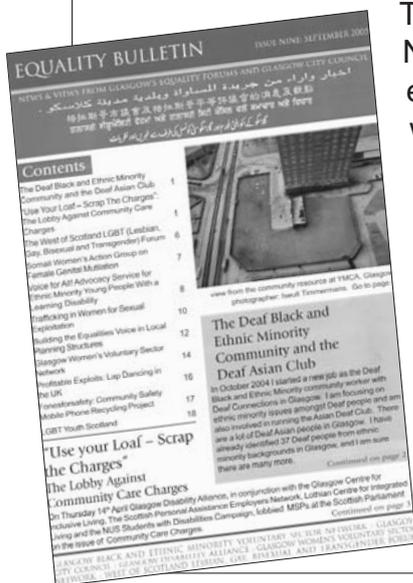
**To get involved or find out more, contact GCVS Policy Officer Martha Wardrop. Tel 0141 332 2444 [martha.wardrop@gcvs.org.uk](mailto:martha.wardrop@gcvs.org.uk)**

## Get Equality Bulletin

The Equality Bulletin is published on behalf of Glasgow's Equality Network Forum. The aim of the Bulletin is to raise awareness of equality issues in Glasgow, and to support information-sharing and joint working between Glasgow's Equality Networks and between the Networks and Glasgow City Council. Past and current editions of the Equality Bulletin are available online at [www.enf.org.uk](http://www.enf.org.uk)

Keep up-to-date with equality issues by subscribing to the free, weekly e-newsletters: Equality Updates, Jobs Extra and Funding Extra. To view past and current issues go to [www.enf.org.uk](http://www.enf.org.uk)

You can subscribe online at [www.enf.org.uk](http://www.enf.org.uk) or contact: Kate Henderson, GCVS 0141 332 2444 [kate.henderson@gcvs.org.uk](mailto:kate.henderson@gcvs.org.uk)





Glasgow's information service  
for and about its voluntary and  
community organisations

# Briefing Papers

## What Infobase does for Glasgow's voluntary and community sector:

- It clarifies and quantifies the contribution that the sector makes to Glasgow
- It improves the quality and consistency of research about the sector
- It identifies trends that affect the sector, such as staff turnover
- It supports key social justice and social inclusion initiatives and helps public agencies to deliver their social inclusion agendas
- It allows for better links between voluntary sector organisations and public agencies
- It reduces the amount of time spent by sector workers on surveys and questionnaires



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