Objective 16

Provide vision and strategic direction
16. Provide vision and strategic direction

**Lead – Finance and Corporate Resources**
Other contributing services: all Resources

The council’s vision remains constant: ‘To improve the quality of life of everyone in South Lanarkshire’.

To realise our vision, we have identified a number of objectives which set out what we aim to achieve across our wide range of responsibilities. In relation to service areas as diverse as roads, social work, leisure, educational attainment and housing, we have clearly defined objectives which focus our work on achieving continuous improvement and results. In terms of how the council manages its business, there are objectives which spell out our aspirations here too. All these are included in the Council Plan Connect, supported by Resource and Service Plans which translate the aims and objectives to an operational level, understood by services users and employees alike.

**Achievements for 2014-15**

- A mid term review was carried out on the Council Plan Connect, which confirmed that the existing priorities should remain unchanged for the remaining 2 years of the plan, in light of the changing internal and external pressures impacting on the council.

- Each year, each Resource prepares an annual Resource Plan, following an agreed structure and style and setting out an Action Plan for the year ahead.

  Follow the links to open the individual Resource Plans:
  - Finance and Corporate Resources’ Resource Plan 2015-16
  - Community and Enterprise Resources’ Resource Plan 2015-16
  - Housing and Technical Resources’ Resource Plan 2015-16
  - Education Resources’ Resource Plan 2015-16
  - Social Work Resources’ Resource Plan 2015-16

- As part of our drive to raise awareness of equality obligations, we produce a Mainstreaming Equalities progress report every two years. This year, the report highlights that the council maintains a workforce that is reflective of our community and is also in line with the majority of the Scottish public sector. There is also a continued growth of employees who consider themselves to be disabled or from a BME (black, minority or ethnic) background.

- The council received an Investors in People (IiP) Gold award, in recognition of high performance through our employees.
Provide vision and strategic direction

Achievements for 2014-15 (continued)

- We carried out a review of our council self-assessment process and established clear areas for improvement across a range of topics such as results, leadership, people and partners. These will be followed up in the years to come.
- In partnership with the South Lanarkshire Access Panel (SLAP), we hosted an event to provide information about advice and support available to people with a disability and their carers.
- The Chief Executive recently pledged commitment to the ‘No Bystanders campaign’, calling for an end to discriminatory language and bullying in playgrounds, the street and workplaces.

Areas for improvement and action

- In terms of equality, the percentage of council employees in the top 5% earners that are women is increasing, year on year – from 47.7% in 2013-14 to 48.0% in 2014-15. However, last year our result was below the Scottish average of 50.7%. The council continues to strive to ensure compliance and improvement in areas of equality.
- It is important to bring together a broad range of partners to achieve a more co-ordinated approach to delivering quality services, in particular when working with vulnerable groups of the population.

Next steps

- The council will be making plans to fully re-fresh the Council Plan which will cover the period 2017-2022. This will ensure that the council continues to fulfil its vision, with the funding and resources available.
- To raise awareness of the council’s Public Sector Equalities Duties (PSED) a programme of communication and events is continuing – including equality awareness, deaf awareness and support.
- We will promote positive attitudes to equality in all the services we deliver to our communities, ensuring that no individual or group is treated unfairly.

Link to:

- Equalities and diversity performance at a glance report
- Provide vision and strategic direction – Quarter 4 Progress Report 2014-15

The gender pay gap for all employees has fallen from 16.6% in 2013 to 16.1% in 2014 and can be attributed to the implementation of the living wage.
If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

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