



Equalities Outcomes Consultation Report 2025

www.renfrewshire.gov.uk



Contents

1.	Background.....	3
2.	Equalities Outcome Consultation Method	4
3.	Questions	5
4.	Results.....	5
5.	Responses	5
6.	Respondents	17

1. Background

The Equality Act protects people from unfair treatment and asks public bodies like the Council to show how they make a positive difference to groups of people who share a protected characteristic.

The protected characteristics include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

The Equality Act 2010 requires that all public bodies take account of the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality
- Foster good relations between different groups

The specific equality duty under the Equality Act requires Renfrewshire Council to prepare and publish a set of equality outcomes. An equality outcome should further one or more of the needs listed above to bring practical improvements in the life chances of those who experience discrimination and disadvantage.

Draft Equality Outcomes

In May 2025 Council was presented with a set of draft Equality Outcomes for 2025-2029, based on data, evidence and insight into the inequalities that exist in Renfrewshire. The six draft equality outcomes are:

- Outcome 1: New Scots feel welcomed, supported, and have equal opportunities to thrive in our communities.
- Outcome 2: Disabled and older people experience improved access to public buildings, services, and transport, ensuring greater independence and participation in community life.
- Outcome 3: Improved economic prospects for women, ethnic minority people and disabled people.

- Outcome 4: All residents can access information and services in an inclusive and accessible manner.
- Outcome 5: Our workforce better reflects the diversity of our community, in terms of ethnicity and disability.
- Outcome 6: People with lived experience of inequality and exclusion will be more involved in informing and co-designing policy and practice that affects them.

These draft Outcomes were subject to a full consultation throughout from September 2025 to October 2025. From the consultation responses a supporting action plan has been developed.

2. Equalities Outcome Consultation Method

The equalities outcome consultation was launched at the start of September 2025. The consultation was designed to provide those who work, live and study in Renfrewshire with an opportunity to feedback on the Council's draft equality outcomes and associated actions.

There were several ways to contribute to the consultation including an online survey, which was offered in a paper format at all Renfrewshire Library Locations. Four focus groups open to all were also held in Johnstone, Renfrew and Paisley as well as an online Teams session.

In addition, third sector organisations, community groups and Council services which engage with individuals who are likely to have an interest in the equality outcome consultation were contacted and offered an individual bespoke session.

The consultation was promoted on Council social media, to Council staff, via Engage Renfrewshire (our 3rd sector interface) and via existing networks such as the Diversity Equality Alliance Renfrewshire and Advice Partnership. Notification of the consultation also went to organisations working with individuals likely to be impacted by the equality outcomes including New Scots, older, disabled, and ethnically diverse people.

Several sessions supported individuals to complete the online consultation. These sessions were flexible in how they were delivered and driven by the needs of the individuals attending them. For example, Sewing2Gether All Nations was visited to help individuals attending fill out the online consultation form with the support of a translator.

In addition to the four focus groups open to all, individual focus groups took place with:

- A council led ESOL class
- Disability Resource Centre
- Kairos Women+

- Home Start Wellbeing group
- Lived Experience Panel
- Home Start Family Group
- Linwood Seniors Forum
- People supported by Learning Disability Services through the HSCP
- RAMH

3. Questions

Within the survey and the focus groups the same main questions were asked for each equality outcome:

- Areas or examples of good practice
- Barriers to realising the equality outcome
- Suggestions for future action to realise the equality outcome

4. Results

101 people we engaged with face-to-face.

61 written responses were received (1 via email) when the online consultation closed on 31 October 2025, using a mix of online and paper surveys and one email response.

162 people were engaged with in total both via the survey and through face to face sessions.

Although the sample size of the consultation is limited, the quality of the feedback received through the consultation shows rich engagement, particularly within the discussions and focus groups. Through this consultation the foundation for ongoing engagement has been built, with ongoing dialogue planned with equalities groups around the development of the plan.

5. Responses

This section details responses to each equality outcome with key themes being identified for:

- Areas or examples of good practice
- Barriers to realising the equality outcome
- Suggestions for future action to realise the equality outcome

Utilising the responses outlined in this section of the report an action plan has been developed.

Equality Outcome 1

Equality outcome one is “New Scots feel welcomed, supported, and have equal opportunities to thrive in our communities”.

There was feedback on terminology asking ‘equal opportunities’ to be changed to ‘equity of opportunity’ to acknowledge that different individuals may require different approaches to thrive in our communities.

The term ‘New Scots’ has also been broadened out to ‘New Scots and our ethnically and culturally diverse communities’ to better encompass the range of individuals who may move to Renfrewshire and would benefit from support (E.g. those who are economic migrants or students).

Therefore, it proposed that equality outcome one is changed to “New Scots and our ethnically and culturally diverse communities feel welcomed, supported, and have equity of opportunity to thrive in our communities”.

Areas or examples of good practice

The support offered to Ukrainian Refugees was highlighted as good practice as the support received felt coordinated and easy to navigate with support from the council and external community groups.

New Scots who came to Scotland through established resettlement programmes highlighted that the support which was brought to the hotels they were accommodated in was incredibly helpful. This gave them a good overview of what charities, council services and support was available to them.

Many New Scots and ethnically and culturally diverse communities who were consulted with felt that overall, Scotland felt like a welcoming and supportive place.

Barriers to realising the equality outcome

Main themes that were gathered through the consultation feedback included that negative narratives and misinformation about migration are increasing, contributing to divisive rhetoric and community tensions both locally and nationally. This has led to New Scots and our ethnically and culturally diverse communities feeling unsafe and unwelcome within Renfrewshire. There was also a perception of a lack of response from Renfrewshire Council, especially during the time of the consultation, in response to this negative rhetoric.

Responses also indicated that there was a lack of local activity (that individuals are aware of) that support the integration of New Scots and our ethnically and culturally diverse communities. It was

also felt there was lack of local activity which celebrates New Scots and our ethnically and culturally diverse communities' local culture and country.

Furthermore, responses highlighted that there are often language barriers when New Scots first arrive. Although ESOL classes are provided, these were not always felt to be at the right level. ESOL classes provided by the council are often at a basic level and thus unsuitable for those who are looking to progress their English language skills, especially for professional needs. Respondents also cited that childcare could be a barrier to attendance at ESOL classes.

Although there was an acknowledgement that the UK government oversees the settlement schemes available, it was highlighted that there is not parity in what is offered to different nationalities who come to Renfrewshire. Respondents felt that this was unfair as some New Scots can access clearly outlined and signposted support mechanisms whilst others struggle to navigate a complex system with a lack of specific support in place. The difference between resettlement schemes and asylum was not well understood. The response time to asylum applications was cited as a challenge as this left many individuals waiting for a decision without the ability to work.

Respondents also highlighted that they often find out about services they are entitled to through word of mouth, especially through engaging with community or voluntary organisations. Respondents felt it was difficult to find the right information on different services or benefits that they are entitled to due to the complex language used in government and council communications and documents.

New Scots also highlighted that a major barrier to their integration was that they found it challenging to find employment. New Scots who responded to the consultation who were in the process of claiming asylum in the UK were not allowed to work. Those who claim asylum in the UK are not normally allowed to work whilst their claim is being considered. They are instead provided with accommodation and support to meet their essential living needs if they would otherwise be destitute. Other barriers to employment included limited English and often no UK qualifications. This left many feeling isolated.

A number of themes raised in this section echo discussions at the Council's Strategic Migration Group workshop in October 2025.

Suggestions for future action to realise the equality outcome

Prior to the consultation three actions were identified to help achieve equality outcome one, these include:

1. Undertake a partnership Strategic Needs Assessment which will allow us to develop local priorities and actions to better support New Scots and our ethnically and culturally diverse communities.

2. Develop Council capacity to provide ESoL opportunities.
3. Increase racial literacy and challenge discrimination in schools and across Council services.

Generally there was agreement that these actions were appropriate. Several of these actions are currently being progressed within the Council.

There were some comments in relation to these actions, mainly around ESoL provision and increasing racial literacy. Respondents highlighted a gap in ESoL provision with the level taught by the council being at beginner level whilst what the college is offering is a large step up. This paired with some ESoL learners not having attended a formal learning environment before can lead to an individuals not feeling confident enough to progress onto the college offering. Respondents felt that an intermediate course that could bridge the gap between current community and college provision would be helpful.

In relation to racial literacy several comments suggested that racial literacy and anti-racism training should be mandatory learning for all Council employees. It was also felt that this training should be in-depth and ongoing rather than a one-off e-learning module.

Further feedback on the racial literacy action identified there is a need for better understanding of racism and how to respond to racist incidents in schools.

Below is a snapshot of some of the proposed activity within the action plan as a result of the feedback received. A full action plan with all the collated actions has been developed.

- All schools will have anti-racism on school improvement plan.
- Support development of information pack for New Scots and our ethnically and culturally diverse communities, which is accessible for all.
- Integrate the celebration of the cultural wealth brought to Renfrewshire by New Scots and our ethnically and culturally diverse communities into the existing events programme (Sma' Shot day, Paisley Halloween Festival, and the Paisley Food and Drink Festival).

Equality Outcome 2

Equality outcome two is “Disabled and older people experience improved access to public buildings, services, and transport, ensuring greater independence and participation in community life.”

There was some feedback on terminology asking for this equality outcome to reflect access to buildings and services in general rather than the current scope of just public buildings. However, as the council has limited influence and ability to change buildings, services and transport which is not public this change has not been made within the equality outcome.

Areas or examples of good practice

Examples of good practice highlighted within the consultation responses include where groups had been consulted on the Paisley Museum at the start of its design which led to the feedback influencing the design of the building to be more accessible.

Having staff present, cameras on transport, and cameras in stations are all examples of good practice to increase feelings of safety raised by participants. It was highlighted that the 'I am me' signage is useful to identify spaces that are safe.

Good practice examples of ensuring public transport is accessible include having audio messages on the bus to inform passengers of the next stop. This is especially helpful for individuals who cannot read or do not have good English literacy.

Barriers to realising the equality outcome

One strong theme that came through during the consultation on this equality outcome is services utilising a digital first approach which does not suit many disabled and older people as they are more likely to be digitally excluded. For example, some respondents found the signposting to and use of MyAccount challenging. It was felt that since the Covid-19 pandemic there was a decline in services utilising other methods of communication such as having staff available at Johnstone Town Hall.

Transport was a significant contributor to disabled and older people being able to be independent and participate in community life. The regularity, cost, and lack of transport links to more rural areas were highlighted as the main barriers to utilising public transport.

Inaccessible infrastructure was highlighted as a further barrier to utilising public transport. Several participants highlighted that there aren't always appropriate dropped pavements at bus stops making manoeuvring to get to and from the bus stop impossible and therefore means that public transport is not an option.

Many mentioned they were unable to book taxis which could facilitate the transportation of wheelchair users in their powered wheelchairs. The perception of respondents was that since the Covid-19 pandemic the number of taxis able to transport powered wheelchair users had declined. For many this was one of their only viable transport options, and lack of provision meant that individuals were unlikely to go out as they couldn't guarantee that a suitable taxi would be able to take them to their destination. Furthermore, several individuals had been stranded after a social event due to no appropriate taxis being available to collect them and take them back home. This discouraged individuals from leaving their homes unless they knew exactly how they could get to and from the venue.

Infrastructure was frequently cited as a major barrier to disabled and older people participating in community life. Cars parked on pavements, bins being left on pavements, and not enough dropped

kerbs all prevented wheelchair users and others with reduced mobility to freely move about their local community. Respondents highlighted that it was not just the venue that would need to be accessible for them to engage in community life, but also the route to get there.

A nervousness around the accessibility of bathroom facilities at venues was also highlighted as a barrier. With some venues such as restaurants or other leisure attractions advertising accessible bathrooms which are not fit for purpose.

My Bus was highlighted on multiple occasions as a service which used to be a lifeline for individuals. Unfortunately, it was felt that the current service is not meeting the demand with trips often not being able to be accommodated.

Participants also noted that they felt there was a lack of events in their local community which would help to reduce social isolation. They cited that having something locally would mean it was more likely for them to be able to attend.

Within the recent Renfrewshire Council Resident Survey (2025) respondents aged 35-54 were most likely to agree Renfrewshire Council designs its services around the needs of the people who use them (73%) while those aged 55- 64 were least likely to agree (56%). Fewer respondents with a disability agreed (54%) when compared to those without a disability (56%). These findings corroborate the consultation results with many older people and disabled people citing they found services inaccessible or difficult to navigate.

Suggestions for future action to realise the equality outcome two

Several actions were consulted on to help reach equality outcome two. The actions consulted on include:

1. More disabled people and older people can access public transport safely
2. Deliver initiatives to reduce social isolation in older people and disabled people

Broadly respondents felt that these actions were fit for purpose. There was some feedback on terminology asking for the words 'can access' to be changed to 'do access'. This is reflected in the overall action plan.

Future activity to support this outcome as contained in the Action Plan includes:

- Develop community capacity and resilience by supporting community groups to form, grow and connect.
- Consider further programme of work to better understand barriers and experiences of disabled residents.
- Ensure council customers are meaningfully involved in developing services, and their needs are influential and at the heart of decision-making.

Equality outcome 3

Equality outcome three is “Improved economic prospects for women, ethnic minority people and disabled people”.

There was a comment made to request the language of this equality outcome to be changed from ‘ethnic minority’ to ‘minority ethnic’ to better recognise that everyone has an ethnicity.

Therefore, it is proposed that equality outcome three is revised to “Improved economic prospects for women, minority ethnic people and disabled people”

Areas or examples of good practice

Respondents to the consultation had encountered good practice in several areas including organisations offering work trials rather than basing hiring practices solely on interviews and applications.

Specific organisations which were incredibly helpful in supporting individuals into employment such as Invest in Renfrewshire were brought up as good practice examples. However, these organisations aren’t always well known about.

Barriers to realising the equality outcome

The consultation responses had several themes as to what barriers would prevent women, minority ethnic people, and disabled people from improved economic prospects.

The cost and provision of childcare was cited by many respondents as a barrier to looking for work. Respondents also reported they struggled to find a job that would allow enough flexibility to be able to pick up children from childcare and look after them during holidays.

It was also highlighted that due to benefits regulations it can be difficult for individuals to find a role that is suitable, and pays enough, to work full time hours. Participants cited working less to ensure they were still able to claim their benefits.

Another barrier is the lack of support and understanding when disabled people are in employment or applying for a role. The lack of knowledge surrounding disabilities and reasonable adjustments means that for many the application process is inaccessible. Furthermore, retention of disabled employees is poor when reasonable adjustments are not discussed or made.

Respondents also highlighted that qualifications obtained abroad may not be recognised in the UK or Scotland leading the economy to miss out on valuable skillsets. It was also highlighted that organisations often ask for UK specific experience and that experience from outside of the UK is not always recognised or valued. This often leads to New Scots and our ethnically and culturally diverse communities being under or unemployed.

Finally, respondents highlighted that language barriers lead to difficulties finding employment. Respondents felt that many job applications include jargon and complex English. This causes the applications to be inaccessible to many discouraging them from applying for roles they may be suitable for.

Suggestions for future action to realise the equality outcome

Several actions were consulted on to help reach equality outcome three. The actions consulted on include:

1. Increase the proportion of women supported into employment or training.
2. Increase the proportion of minority ethnic people supported into employment or training.
3. Increase the proportion of disabled people supported into employment or training.

There was agreement that these actions would support the implementation of equality outcome three.

Future activity to support this outcome as contained in the Action Plan includes:

- Review Breakfast Club provision and develop a consistent and sustainable model of provision.
- Develop sustainable models for the delivery of summer holiday activities for children and young people from low-income families.
- Develop and deliver a sectoral employability programme alongside ESOL provision.

Equality outcome 4

Equality outcome four is “All residents can access information and services in an inclusive and accessible manner.”

Good practice

Several responses to the consultation mentioned the bin collection information leaflet as a good practice example within the council. Respondents felt the leaflet was clear, concise and easy to understand.

Respondents also cited that face to face services (some of which are no longer available) in local communities were beneficial, especially to several equality groups.

Barriers to realising equality outcome

When analysing the consultation results there were several themes that came through for equality outcome four, with some themes overlapping with the other equality outcomes due to the broad nature of council information and services. Similarly to equality outcome two, it was highlighted

that the digital first approach can be a barrier to those who are digitally excluded for whatever reason.

Furthermore, participants highlighted that they found the website challenging to navigate. It was specifically highlighted that they did not find the search function to be intuitive with the results that it feeds back. Participants indicated they would often utilise a generic search engine to find what they were looking for, rather than the council website search function.

As highlighted in response to equality outcome one, Council communications could be simplified by using plain English, especially on the website and forms that require completion. There are often large paragraphs of text making the information inaccessible to individuals who may not have a good command of written English. This prevents individuals finding the information that they are looking for and accessing services.

Participants highlighted that initial communications are always in English and usually written. As highlighted in equality outcome one and two, if individuals do not have a good command of written or spoken English this would cause services to be inaccessible.

Most participants indicated they were not aware of how to request information in a different format and queried the effectiveness of this. Relating back to the point above, if an individual does not have a good command of written English they may not be able to decipher how to request information in a different format if instructions of how to do so are in English.

Millie, Renfrewshire Council's AI telephone assistant was a consistent theme throughout the consultation. Most groups spoken to, and many written responses highlighted the AI telephone assistant. Where responses mentioned Millie it was because they found the assistant challenging to use, with some respondents finding it impossible due to disabilities (e.g. due to a speech impediment which meant they were not able to respond to Millie quickly enough to navigate the menu presented to them). Although participants highlighted that they understood why Millie was introduced, they would welcome the opportunity to ensure the system was fully tested, especially with disabled people and individuals who are less technically literate.

Throughout the consultation there was a strong feeling that previously there were many options in terms of how individuals got in touch with the council and different council services. However, now there seemed to be a much more streamlined approach, removing face to face options and relying more on digital and phoning (via Millie) with the perception that this made the council more challenging to reach, especially for minoritised communities.

Several actions were consulted on to help reach equality outcome four. The actions consulted on include:

1. Provide accessible information on council services for people facing barriers through disability and language.
2. Prepare for implementation of the new Inclusive Communication Duty.
3. Ensuring that the new Council website and online services more broadly are accessible.
4. Provide key documents in accessible formats (Easy Read, BSL, Braille, large print, audio).

There was agreement that these actions would support the implementation of equality outcome four.

Future activity to support this outcome as contained in the Action Plan includes:

- Work with services on more inclusive communications in line with Residents Research findings.
- Review/create translation and interpretation guidance. Develop a central way to ask for communications to be provided in an alternative format, translated or interpreters to be booked.
- Continue to ensure there are available alternatives to digital contact and advertise the different ways people can contact the council (face to face, phone etc).

Equality Outcome 5

Equality outcome five is “our workforce better reflects the diversity of our community, in terms of ethnicity and disability.”

Barriers to realising equality outcome

When analysing the consultation results there were less comments overall on this equality outcome. However, some general themes were able to be established as to what the barriers were to the council workforce better reflecting the diversity of the local community. There was a consensus that there is a lack of visible diversity in relation to ethnicity and disability within the council. This can act as a barrier to disabled and minority ethnic individuals from applying for roles.

Similar feedback to equality outcome three was raised with jargon and complex English often being present within job descriptions and adverts for council roles. This can be a challenge for those who don't have English as their first language, are unfamiliar with the Scottish Council context, and those who don't have high English literacy.

As highlighted in equality outcome three it was highlighted that for those who are New Scots and our ethnically and culturally diverse communities a lack of UK experience or accreditations often presented a barrier. Participants felt that job specifications are often too rigid in this area with little room for flexibility. This leads to the Council missing out on valuable skills and experience from

individuals due to a lack of clarity of how qualifications or experience translates into a Scottish context.

Several actions were consulted on to help reach equality outcome five. The actions consulted on include:

1. Explore how the Council's workforce can become more reflective of the communities we serve.
2. Increase representation of underrepresented groups in leadership roles within the council.
3. Workforce culture will be more inclusive with employees from all backgrounds and characteristics and experiences reporting they feel increasingly valued.
4. Ethnic minority, disabled and LGBT+ staff have safe and supportive work environments, and the Council is seen as an employer of choice.
5. Ensure colleagues are comfortable reporting incidents of discrimination or bullying.

There was overall agreement that these actions were suitable and would help reach equality outcome five.

Future activity to support this outcome as contained in the Action Plan includes:

- Within Public Sector Equality Duty reports continue to compare council workforce equality data to Renfrewshire census data to establish where the Council's workforce can become more reflective of the communities we serve.
- Create a framework to support the establishment of employee network to create trust and alternative channels to raise good practice, concerns, and ideas.
- Review application process to ensure any areas for potential bias are addressed.

Equality Outcome 6

Equality outcome six is "people with lived experience of inequality and exclusion will be more involved in informing and co-designing policy and practice that affects them."

Good practice

A good practice example mentioned by respondents included the continuous process of consultation on the Paisley Museum and how this has influenced the design. Early involvement and engagement was appreciated by respondents.

Barriers to realising equality outcome

Whilst analysing the responses to the consultation in relation to this equality outcome there were several barriers highlighted to achieving this outcome. There was a high level of consensus on the barriers, especially when consulting with the disabled community within Renfrewshire.

The main barriers to people being involved in co-designing policy and practice that affects them includes feeling disillusioned and a lack of trust with the consultation and engagement process. This was due to several reasons including previous consultation or engagement activity being run by the council when the policy or practice was already so far along the design process that there was not a genuine opportunity to influence or change the outcome.

Respondents spoke about consultation and engagement exercises often feeling like a tick box exercise. Many highlighted having contributed feedback in the past and not being told about what they could expect in terms of next steps, where they could find out more about how their feedback had influenced change, or any follow up communications to let them know this. This lack of a feedback loop was a large deterrent to getting involved in the future.

Previous engagement and consultation activity has also taken an inflexible approach leading to several groups not being able to contribute. Examples included that the timings and spaces selected for consultations have been inaccessible. Furthermore, there is often jargon heavy language used which leads to a lack of understanding. Equality groups are also not always appropriately involved leading to these groups feeling undervalued and easy to ignore.

Others cited that a major barrier to being involved in decision making being not knowing how to get involved or how to provide feedback to the council or council services.

It is worth noting that within the recently conducted Renfrewshire Council Resident Survey (2025) disabled residents were consistently less likely to agree with positive statements about the council, especially around listening to views and addressing local issues. This highlights that the council may need to be particularly mindful of engaging disabled residents around decision making, especially where these decisions are likely to have a large impact on disabled individuals.

Several actions were consulted on to help reach equality outcome six. The actions consulted on include:

1. Implement the new Consultation and Engagement Policy, which will seek to better engage equalities communities in local decision-making.
2. Increase engagement from marginalised communities in local decision-making through a range of participatory approaches.
3. Improve transparency of monitoring and reporting of equality work across the Council.
4. Improve public reporting of Equality Impact Assessments carried out across Council services.

It was widely agreed that these actions would be beneficial to reaching equality outcome six. It was highlighted that the council must try to reach those who do not currently engage with the council to ensure all voices are heard, not just those already known to the council.

Future activity to support this outcome as contained in the Action Plan includes:

- Apply learning from lived experience and practitioner feedback to shape services, with a focus on customer facing services
- Establish a Consultation and Engagement Advisory Group (CEAG) to act as a ‘community of practice’ providing training, sharing best practice, coordinating a consultation calendar, and embedding consistency of approach across the organisation.
- Increase information sharing of how to give feedback on council decisions, communication, and services.

Based on the feedback received during the consultation period an action plan has been created. Some actions within the action plan were taken from council service strategies and plans. This illustrates that many services are already addressing equality concerns raised by the community. However, where no action is already being progressed new actions have been created to address feedback. Some feedback cannot be addressed through the action plan as this is out with the Councils scope. E.g. specific feedback on refugee resettlement schemes which are determined by the UK government.

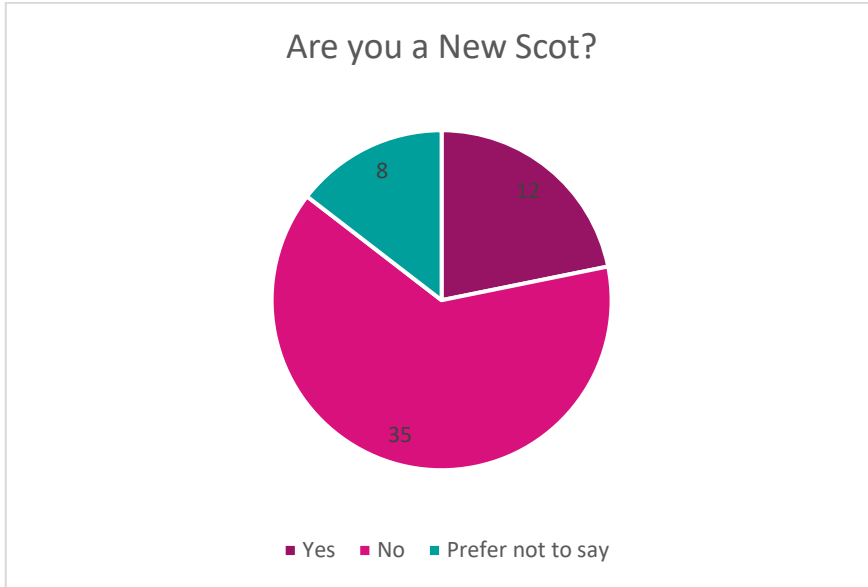
The full action plan will be progressed until 2029 when the Equality Outcomes will be updated and reviewed. An interim progress report will also be provided in 2027.

6. Respondents

Below is a breakdown of the demographics of those who responded to the survey. Please note these figures may not add up to the total 60 responses received as these questions were optional and therefore may not have been answered.

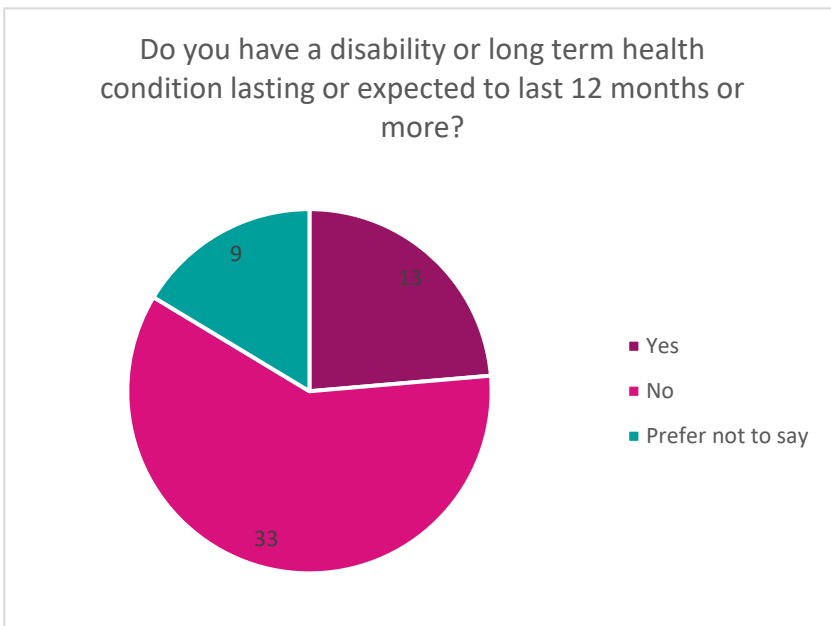
New Scots

Within the survey the term ‘New Scot’ was defined as “a term used to describe people of any nationality who have immigrated or moved to Scotland, regardless of their existing nationality. It includes immigrants, refugees, and international students and can be used from the first day of arrival in Scotland.”



As can be seen from the chart above there was a reasonable proportion of responses from New Scots. No comparison can be drawn to the most recent Scottish Census as it did not collect this information. However, from internal information an educated assumption can be made that compared to the Renfrewshire population there is an overrepresentation of New Scots who responded. However, considering one of the equality outcomes specifically is targeted at New Scots the responses from the group is welcome.

Disability

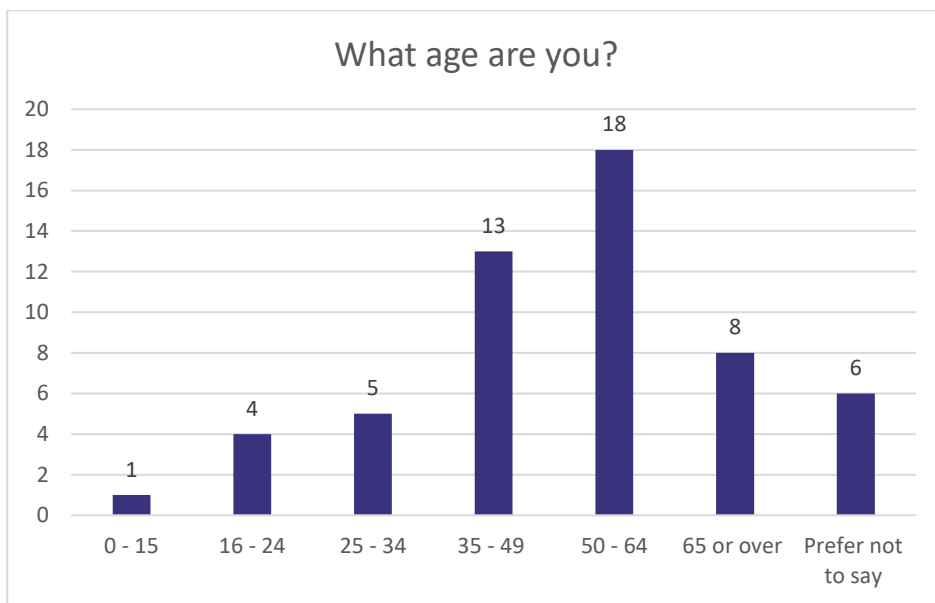


The chart above illustrates that there was a reasonable response (13%) to the survey from those with a disability or a long-term health condition. Compared to the census data 11.73% in

Renfrewshire are limited a lot by their disability or long term health condition and 13.02% are limited a little by their disability or long term health condition. Therefore, this group was underrepresented within the survey responses. However, several disability groups were consulted with within bespoke sessions.

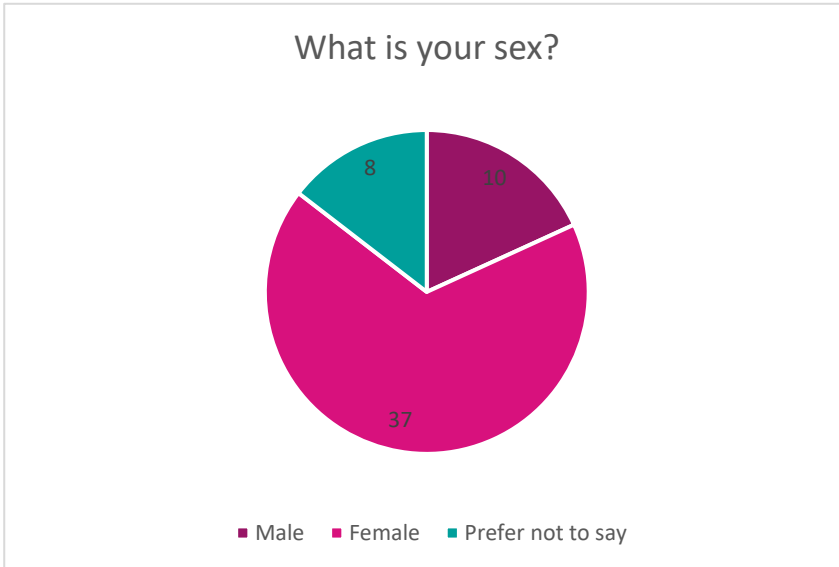
Age

The age of respondents can be seen in the graph below. This information cannot be compared to the Scottish census like-for-like as the age groups do not fully align. However, those under 34 seem to be underrepresented within the survey results, those 35 – 64 seem to be overrepresented, and those 65 and over are slightly underrepresented.



Sex

We can see from the chart below that there was a larger proportion of female respondents to the survey. This means there is an overrepresentation of female respondents to the survey. However, one of the equality outcomes relates specifically to women, and as such this may have meant a higher response as the equality outcome affects women directly.

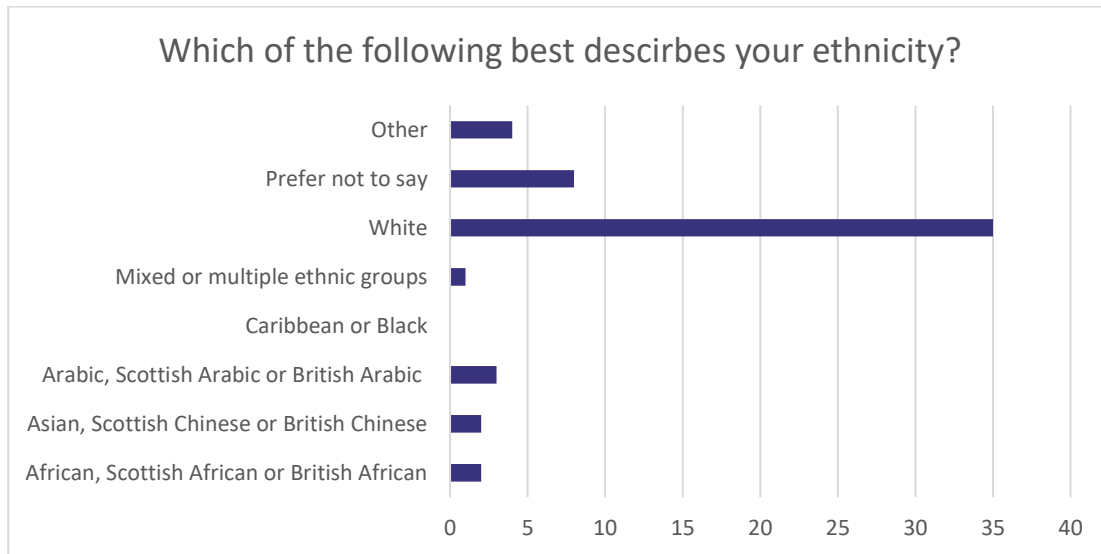


Transgender



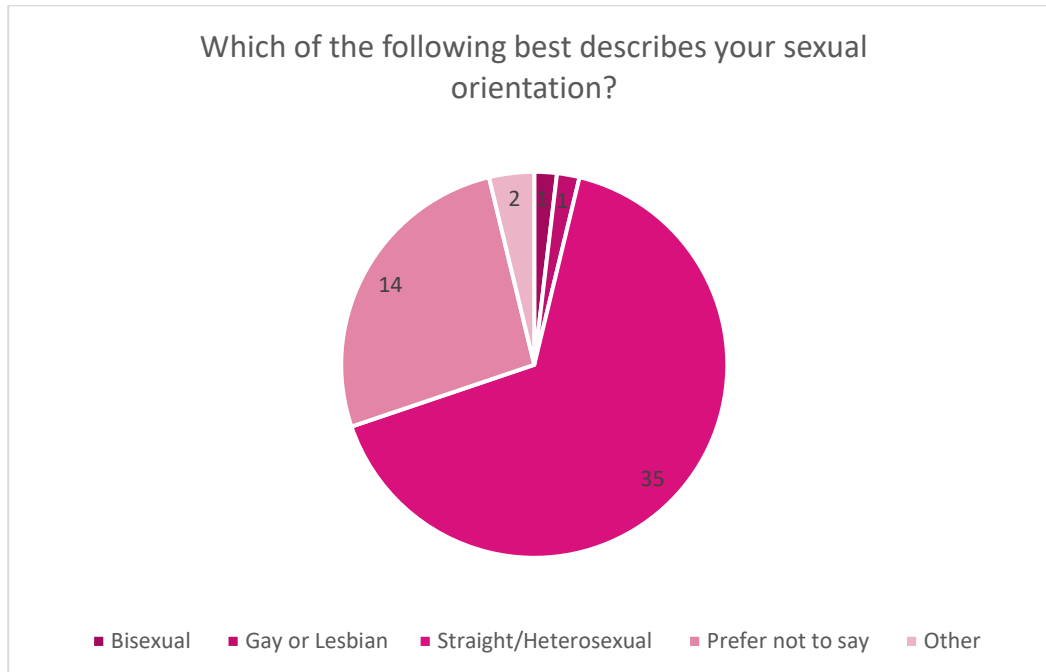
No respondents indicated that they were trans or had a trans history. Within the Scottish Census 0.38% of the Renfrewshire population shared that they were trans or had a trans history. There is a high proportion of individuals who also chose the 'prefer not to say' option for this question. Taking these two factors into account, it may be reasonable to assume that it will be challenging to ensure the voice of this group is represented. We may wish to consult with trans individuals through other mechanisms to capture their feedback.

Ethnicity



Not all ethnic groups were represented within the survey results. Compared to the Scottish Census 2022 those from who are from mixed or multiple ethnic groups, those who are Arabic, Scottish Arabic or British Arabic, Asian, Scottish Chinese, or British Chinese, African, Scottish African, British African or other African, or another ethnicity are overrepresented within the survey results. However, there is an equality outcome relating specifically to minority ethnic individuals and as such this may have garnered a higher response rate from these ethnic groups.

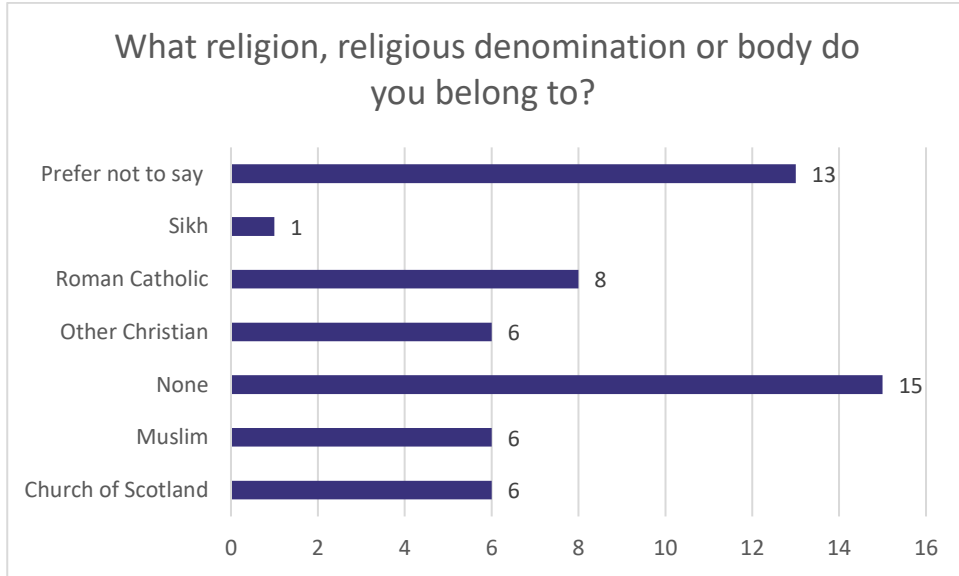
Sexual orientation



Compared to the Scottish Census results those indicating they are bisexual and gay or lesbian is representative of the general Renfrewshire population. However, the number of respondents in these categories is low and thus, is unlikely to be an accurate representation of these groups. Those who are straight/heterosexual are underrepresented and those who have indicated they have a 'other' sexual orientation are overrepresented compared to the Renfrewshire population.

Religion

Similarly to ethnicity, not all religions were represented. Compared to the Scottish Census Church of Scotland, no religion, and Roman Catholics were underrepresented. Muslims, Other Christians and Sikhs were overrepresented compared to the Scottish Census. There was also a high number of individuals not wishing to disclose their religion.





Connected Communities
Renfrewshire Council
Renfrewshire House
Cotton Street
Paisley
PA1 1BR

www.renfrewshire.gov.uk

