

EQUAL OPPORTUNITIES FORUM

Minutes of meeting held in Committee Room 5, Council Offices, Almada Street, Hamilton on 3 October 2018

Chair:

Councillor Bert Thomson

Councillors Present:

Councillor Janine Calikes, Councillor Maureen Devlin, Councillor Katy Loudon, Councillor Joe Lowe, Councillor Jim McGuigan, Councillor Lynne Nailon (substitute for Councillor Holford)

Councillors' Apologies:

Councillor Mary Donnelly, Councillor Eric Holford, Councillor Ann Le Blond, Councillor Martin Lennon

Attending:

Finance and Corporate Resources

A Bell, Personnel Officer; G Bhatti, Employee Development and Diversity Manager; G Bow, Administration Manager; K McVeigh, Head of Personnel Services

Housing and Technical Resources

E Dobbie and M McNulty, Strategy and Policy Officers

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Equal Opportunities Forum held on 9 May 2018 were submitted for approval as a correct record.

The Forum decided: that the minutes be approved as a correct record.

3 Annual Report on Mainstreaming Equalities and Diversity – Housing and Technical Resources

A report dated 14 September 2018 by the Executive Director (Housing and Technical Resources) was submitted on work being undertaken by Housing and Technical Resources to meet the commitments of the “South Lanarkshire Working for You” Mainstreaming Equalities Report 2017 to 2021.

Details were provided on the strategic and operational work being undertaken or planned by the Resource under the following headings:-

- ◆ equality impact assessments
- ◆ employment
- ◆ employee training and development
- ◆ accessibility, including physical access and access to information
- ◆ consultation, engagement and customer feedback
- ◆ customer complaints
- ◆ key actions to be achieved in the period 2017 to 2021 in terms of the Housing and Technical Resources’ Equality and Diversity Action Plan

Priorities for the Resource for 2018/2019 included the development of a pan Lanarkshire British Sign Language Plan in response to:-

- ◆ the British Sign Language (BSL) National Plan 2017 to 2023
- ◆ implementing a number actions in response to the Scottish Governments' Race Equality Action Plan 2017 to 2021
- ◆ progressing a range of actions to ensure the mainstreaming of equality across the Resource

The Forum decided: that the report be noted.

[Reference: Minutes of 28 February 2017 (Paragraph 3)]

4 Scottish Government Homelessness and Rough Sleeping Action Group (HARSAG) – Rapid Rehousing Transition Plans

Matthew McNulty, Strategy and Policy Officer (Housing and Technical Resources) gave a presentation on the work of the Scottish Government's Homelessness and Rough Sleeping Action Group (HARSAG) on the Rapid Rehousing Transition Plans.

Following questions from members, the Strategy and Policy Officer was thanked for his informative presentation.

The Forum decided: that the presentation be noted.

Councillor Lowe left the meeting during this item of business

5 Fairer Scotland Interim Guidance for Public Bodies

A report dated 14 September 2018 by the Executive Director (Finance and Corporate Resources) was submitted on the Fairer Scotland Duty which had been implemented in April 2018.

The Fairer Scotland Duty placed responsibility on all public bodies to actively consider how inequalities of outcome arising from socio-economic disadvantage could be reduced.

The key implications for local government were detailed in the report.

Interim guidance received on the implementation of the Act included information on:-

- ◆ socio-economic disadvantage
- ◆ the impact of the Fairer Scotland Duty on strategic level decision making
- ◆ meeting the Duty
- ◆ links to the Equality Act 2010

The Scottish Government had stated that the guidance was only interim as it would be further developed with public bodies during a 3 year implementation phase, when experience of working with the Duty could be reflected.

The Forum decided: that the report be noted.

[Reference: Minutes of the Executive Committee of 15 March 2018 (Paragraph 4)]

Councillor McGuigan left the meeting during this item of business

6 International Day Against Homophobia and Transphobia (IDAHOT) 2018 Update

A report dated 3 September 2018 by the Executive Director (Finance and Corporate Resources) was submitted on the International Day Against Homophobia and Transphobia (IDAHOT) event which had taken place on 17 May 2018 in Hamilton Town House.

The aim of the event, which had been held annually since 2010, was to raise awareness by hosting sessions that challenged the myths surrounding the Lesbian, Gay, Bisexual and Transgender (LGBT) communities.

To date, the events, through workshops and presentations, had provided over 400 employees and various partners with practical skills, knowledge and understanding of LGBT issues.

The topics covered at this year's event together with an evaluation of feedback from attendees were provided in the report.

The Forum decided: that the report be noted.

[Reference: Minutes of 9 May 2018 (Paragraph 4)]

7 Urgent Business

There were no items of urgent business.