



Council Offices, Almada Street
Hamilton, ML3 0AA

Tuesday, 25 September 2018

Dear Councillor

Equal Opportunities Forum

The Members listed below are requested to attend a meeting of the above Forum to be held as follows:-

Date: Wednesday, 03 October 2018

Time: 14:00

Venue: Committee Room 2, Council Offices, Almada Street, Hamilton, ML3 0AA

The business to be considered at the meeting is listed overleaf.

Members are reminded to bring their fully charged tablets to the meeting

Yours sincerely

Lindsay Freeland
Chief Executive

Members

Bert Thomson (Chair), Janine Calikes, Maureen Devlin, Mary Donnelly, Eric Holford, Ann Le Blond, Martin Lennon, Katy Loudon, Joe Lowe, Jim McGuigan,

Substitutes

Maureen Chalmers, Peter Craig, Lynne Nailon, Mo Razzaq, Margaret B Walker, Jared Wark,

BUSINESS

1 Declaration of Interests

2 Minutes of Previous Meeting

3 - 4

Minutes of the meeting of the Equal Opportunities Forum held on 9 May 2018 submitted for approval as a correct record. (Copy attached)

Item(s) for Consideration

3 Annual Report on Mainstreaming Equality and Diversity - Housing and Technical Resources 5 - 10

Report dated 14 September 2018 by the Executive Director (Housing and Technical Resources). (Copy attached)

4 Scottish Governments Homelessness and Rough Sleeping Action Group (HARSAG) - Rapid Rehousing Transition Plans

Presentation by Matthew McNulty, Strategy and Policy Officer (Housing and Technical Resources).

5 Fairer Scotland Interim Guidance for Public Bodies

11 - 16

Report dated 14 September 2018 by the Executive Director (Finance and Corporate Resources). (Copy attached)

6 International Day Against Homophobia and Transphobia (IDAHOT) 2018 Update 17 - 20

Report dated 3 September 2018 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Urgent Business

7 Urgent Business

Any other items of business which the Chair decides are urgent.

For further information, please contact:-

Clerk Name: Gordon Bow

Clerk Telephone: 01698 454719

Clerk Email: gordon.bow@southlanarkshire.gov.uk

2

EQUAL OPPORTUNITIES FORUM

Minutes of meeting held in Committee Room 5, Council Offices, Almada Street, Hamilton on 9 May 2018

Chair:

Councillor Bert Thomson

Councillors Present:

Janine Calikes, Maureen Devlin, Mary Donnelly, Eric Holford, Katy Loudon, Jim McGuigan

Councillors' Apologies:

Ann Le Blond, Martin Lennon, Joe Lowe

Attending:

Finance and Corporate Resources

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

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 21 February 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 - Finance and Corporate Resources

A report dated 16 April 2018 by the Executive Director (Finance and Corporate Resources) was submitted on the work being undertaken by Finance and Corporate Resources to meet the commitments of the "South Lanarkshire Working for You" Mainstreaming Equalities Report 2017 to 2021.

Finance and Corporate Resources was responsible for supporting and developing strategies to meet the Council's commitment and statutory duties on equality and diversity, both within the Resource and Council wide.

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

- ◆ Council, Resource and Service Planning
- ◆ mainstreaming equalities within Finance and Corporate Resources
- ◆ partnerships
- ◆ performance measurement
- ◆ employment
- ◆ employee development and vocational training programmes
- ◆ communication and support
- ◆ information technology services and finance services

The Forum decided: that the report be noted.

[Reference: Minutes of 6 December 2016 (Paragraph 3)]

4 International Day Against Homophobia and Transphobia (IDAHOT)

A report dated 13 April 2018 by the Executive Director (Finance and Corporate Resources) was submitted on the International Day Against Homophobia and Transphobia (IDAHOT) event which would take place on 17 May 2018 in Hamilton Town House.

The aim of the event, which was in its 7th year, 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 300 employees and various partners with practical skills, knowledge and understanding of LGBT matters.

To mark the day, the Council would fly the “rainbow flag”, also known as “the freedom flag”, at the Council Offices, Almada Street, Hamilton.

The Forum decided: that the report be noted.

[Reference: Minutes of 7 June 2016 (Paragraph 7)]

5 Gaelic Language Plan 2018 to 2023

The Personnel Officer gave a presentation on the Council’s Gaelic Language Plan 2018 to 2023.

Bord na Gaidhlig was established under the Gaelic Language (Scotland) Act 2005 and was responsible for promoting Gaelic development and providing advice to the Scottish Ministers on Gaelic issues. South Lanarkshire Council’s Gaelic Language Plan was approved by Bord na Gaidhlig on 18 December 2013 and was published in 2 languages. The Plan would be in force until December 2018 when it would be replaced by an updated Plan. The aim of the Plan was to:-

- ◆ enhance the status of Gaelic
- ◆ promote the acquisition and learning of Gaelic
- ◆ encourage the increased use of Gaelic

Having responded to members’ questions, the Personnel Officer was thanked for her informative presentation.

The Forum decided: that the presentation be noted.

Councillor McGuigan left the meeting during this item of business

6 Urgent Business

There were no items of urgent business.

Report

3

Report to: **Equal Opportunities Forum**
 Date of Meeting: **3 October 2018**
 Report by: **Executive Director (Housing and Technical Resources)**

Subject: **Annual Report on Mainstreaming Equality and Diversity – Housing and Technical Resources**

1. Purpose of Report

1.1 The purpose of the report is to:-

- ◆ advise the Forum of the strategic and operational work being undertaken and planned by Housing and Technical Resources to meet the commitments within 'South Lanarkshire Working for You' Mainstreaming Equalities Report 2017 to 2021.

2. Recommendation(s)

2.1 The Forum is asked to approve the following recommendation(s):-

- (1) that the work being undertaken by Housing and Technical Resources in relation to mainstreaming equalities be noted.

3. Background

3.1 The previous report to the Equal Opportunities Forum in February 2017 gave a commitment to continue to progress Resource activity in relation to mainstreaming equalities.

3.2 The Resource Equality and Diversity Co-ordinating Group continue to progress the Equality and Diversity Monitoring Report and support a consistent approach to mainstreaming equality across the Resource.

3.3 This report outlines the progress made in meeting these commitments during 2017/2018 and sets out the key priorities for 2018/2019.

4. Mainstreaming Equalities 2013-2017 and the Equality Outcomes

4.1 A progress report on "South Lanarkshire Working for You - Mainstreaming Equalities Report 2013-2017" was published in July 2017. This detailed overall progress made by the Council in meeting the equality outcomes and highlighted some of the achievements for Housing and Technical Resources, which included:-

- ◆ resettled 16 families within South Lanarkshire through the Syrian Vulnerable Person Resettlement Scheme (a total of 64 individuals) from December 2015 to February 2017
- ◆ worked closely with South Lanarkshire Access Panel to ensure that architects and planners consider their duties under the Equality Act at the earliest stage of project development. An example of this is the recent council new build amenity housing development in Uddingston, where the Access Panel contributed to the design process, ensuring the

needs of people who would live in the homes were considered

- ◆ continued to hold regular engagement events at Larkhall and East Kilbride Gypsy/Traveller sites, providing an opportunity for residents to make their views known on a number of service delivery issues
- ◆ provided a range of engagement events for homeless customers, allowing them to have their say in developing and improving homelessness services;
- ◆ completed on average in the region of 1,000 adaptations annually in council homes, allowing people with individual needs to continue to live independently
- ◆ continued the rolling programme of works to convert mainstream homes to amenity standard as they became available to re-let
- ◆ continued new build housing developments in East Kilbride and Fernhill that are suitable for people of all ages and abilities

4.2 The Equality Outcomes for 2017 to 2021 have now been revised and are discussed in more detail later in the report.

5. Key Activity Areas for Housing and Technical Resources in 2017/18

5.1 Equalities and Impact Assessment

During 2017/2018, the Resource completed a total of 6 Equalities Impact Assessments for Housing Services.

5.2 Employment

Officers from within the Resource continued to benefit from family friendly policies offered by the Council. During 2017/2018, the uptake of these was as follows (previous year's figures in brackets):-

- ◆ employees on a career break 10 (6)
- ◆ employees currently working part time 251 (366)
- ◆ flexible working requests approved 25 (38)
- ◆ employees who have taken paternity leave 16 (18)
- ◆ employees who have bought enhanced leave provision 168 (462)

5.3 Employee Training and Development

Housing and Technical Resources employees participated in a range of Equality and Diversity related training activities during 2017/2018, consisting of a mix of class-based, e-learning activities and safe systems of work briefings. These included:-

- ◆ Brain and Behaviour in Dementia
- ◆ Autism Spectrum Disorder Awareness
- ◆ Equality and Diversity Awareness
- ◆ Deaf Awareness
- ◆ Adult and Child Protection
- ◆ Mental Health and Wellbeing
- ◆ Challenging Racism in the Workplace
- ◆ Forced Marriage
- ◆ British Sign Language

5.4 Accessibility

5.4.1 Physical Access

In terms of physical access to buildings, Housing and Technical Resources public locations continue to have a compliance rate of 100% with the statutory performance indicator for access.

5.4.2 Access to Information

The Resource provided a range of translation and interpretation services to customers with specific communication requirements. The cost for providing these services during 2017/2018 was £2,295 and this compares with £993 for 2016/2017.

5.5 Consultation, Engagement and Customer Feedback

As part of our annual consultation programme, the Resource continued to work closely with a range of stakeholders, including:-

- ◆ Tenant and Resident Forums
- ◆ Budget Scrutiny Group
- ◆ Disability Partnership Housing Sub Group
- ◆ Gypsy / Travellers
- ◆ Seniors Together
- ◆ Homelessness customers

5.6 Customer Complaints

There were no complaints recorded in the Equal Opportunities category during 2017/2018.

6. **The Equality Outcomes 2017 to 2021**

The Mainstreaming Equalities Progress Report details the Equality Outcomes for 2017-2021, which have been revised in line with the new Council Plan, Connect. Although broadly similar, there are now eight outcomes (down from nine previously), four of which have a direct link to Housing and Technical Resources:-

Outcome 1 – Improve Services for Older People

Outcome 2 – Protect Vulnerable Children, Young People and Adults

Outcome 5 – Tackle Disadvantage and Deprivation and Support Aspiration

Outcome 7 – Improve the Quality, Access and Availability of Housing

Within this context, the Resource Equality and Diversity Co-ordinating Group has reviewed the key actions within the Equality and Diversity Monitoring Report for 2018/2019, ensuring they align with and support the outcomes detailed above. Progress on these will continue to be monitored during 2018/2019.

7. **Next Steps and Priorities for 2018/2019**

7.1 British Sign Language (BSL) National Plan 2017 to 2023

In October 2017, the Scottish Government published the British Sign Language National Plan 2017 to 2023. The plan has ten long-term goals which were co-produced with BSL users across Scotland.

In response to this, a draft British Sign Language plan for Lanarkshire has been developed, setting out the actions South and North Lanarkshire Councils and NHS Lanarkshire will take from 2018-2024. Following a consultation period, the pan-Lanarkshire BSL Plan is expected to be finalised and published in October 2018.

7.2 Race Equality Action Plan 2017-2021

In December 2017, the Scottish Government published “A Fairer Scotland for All: Race Equality Action Plan 2017-2021”. This is intended to advance race equality, tackle racism and address the barriers that prevent people from minority ethnic communities from realising their potential.

It outlines over 100 actions that will be delivered over the course of the current Parliament in areas of employment, education and lifelong learning, health, housing, poverty, community cohesion and safety, participation and representation, as well as specific Scottish Government led activities for the Gypsy/Traveller community.

The Resource Equality and Diversity Monitoring Group will continue to monitor and respond to actions for housing in accordance with Scottish Government's timescales.

7.3 The Resource Equality and Diversity Monitoring Report, aligned to the Equality Outcomes for 2017-2021, will continue to drive progress in relation to mainstreaming equality across Housing and Technical Resources during 2018/2019, including:-

- ◆ accommodate a further 60 refugees through the Syrian Refugees Resettlement programme
- ◆ continue to monitor the recommendations of the Homelessness and Rough Sleeping Action Group (HARSAG) in relation to the use of temporary accommodation and eradication of rough sleeping
- ◆ monitor and implement actions for housing in relation to the BSL National Plan 2017-2023 and the Race Equality Action Plan 2017-2021
- ◆ continue to deliver appropriate engagement opportunities for a range of stakeholders including Gypsy / Travellers, homelessness service users and the South Lanarkshire Disability Partnership Housing Sub Group
- ◆ continue to deliver the Home+ council housing programme, providing a range of accessible new homes suitable for a variety of needs
- ◆ continue rolling programme of works to convert mainstream properties to amenity standard as they become available to re-let
- ◆ continue programme of adaptations to council and private homes to allow people to continue to live independently within their own homes
- ◆ deliver the Sheltered Tenant's Festival event in October 2018
- ◆ continue to implement the process of equality impact assessment across all new and revised policy areas, including the housing allocation and the tenancy and estate management policies
- ◆ continued commitment to staff training and development in relation to equality and related issues
- ◆ continued joint working with the Health and Social Care Partnership to support the objectives of the Housing Contribution Statement and the wider national health and wellbeing outcomes
- ◆ deliver Equality and Diversity annual update reports to Resource Management Team, Housing and Technical Resource Committee and the Parent JCC during 2018/2019, in line with agreed reporting schedule

7.4 The intended outcomes of the above actions are to improve services to customers, in particular those of minority or disadvantaged groups.

8. Employee Implications

8.1 None.

9. Financial Implications

9.1 None.

10. Other Implications

10.1 The risk to the Council is that if the Resource does not have due regard to the Public Sector Equality Duty it may lead to non-compliance with equalities legislation and litigation. The risk is mitigated by the actions in this report.

10.2. There are no sustainable development issues with this report.

11. Equality Impact Assessment and Consultation Arrangements

11.1 This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment or formal consultation is required.

11.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Daniel Lowe

Executive Director (Housing and Technical Resources)

14 September 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Accountable, effective, efficient and transparent
- ◆ Fair, open and sustainable
- ◆ Excellent employer
- ◆ Get it right for children and young people
- ◆ Improve health, care and wellbeing
- ◆ Make communities safer, stronger and sustainable
- ◆ Improve later life
- ◆ Improving the availability, quality and access of housing
- ◆ Protect vulnerable children, young people and adults
- ◆ Deliver better health and social care outcomes for all
- ◆ Support our communities by tackling disadvantage and deprivation and supporting aspiration

Previous References

- ◆ Equal Opportunities Forum 28 February 2017 (Paragraph 3)

List of Background Papers

- ◆ South Lanarkshire Working For You – Mainstreaming Equalities Report 2013-2017
- ◆ South Lanarkshire Working For You - Mainstreaming Equalities Progress Report 2013-2017 and Outcomes Report 2017-2021
- ◆ 'Connect' South Lanarkshire Council Plan 2017-2022
- ◆ Housing and Technical Resources Equality and Diversity Monitoring Report 2018/19
- ◆ British Sign Language National Plan 2017-2023
- ◆ A Fairer Scotland for All: Race Equality Action Plan 2017-2021

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Eileen Dobbie, Strategy and Policy Officer

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E-mail: eileen.dobbie@southlanarkshire.gov.uk

Report

5

Report to:	Equal Opportunities Forum
Date of Meeting:	3 October 2018
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Fairer Scotland Interim Guidance for Public Bodies
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ♦ provide an update regarding the progress being made by the Scottish Government in respect of the implementation of interim guidance for the Fairer Scotland Duty which came into force in April 2018

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the content of the report be noted.

3. Background

- 3.1. In the summer of 2017, the Scottish Government published a consultation on the introduction of the Socio-Economic Duty for the public sector. The Duty is now known as the Fairer Scotland Duty in order to signal clearly what it aims to do.
- 3.2. The new Duty, which is an un-commenced section of the Equality Act 2010, came into force in Scotland on 1 April 2018. Under the terms of the Duty, public authorities, including South Lanarkshire Council, require to do more to tackle the inequalities caused by socio-economic disadvantage and evidence this. In particular, the Duty aims to make sure that strategic decisions about the most important issues are carefully thought through so they are as effective as they can be in tackling socio-economic disadvantage and reducing inequalities.
- 3.3. The [interim guidance](#) which was published recently builds on existing good practice and provides public bodies with some flexibility as to how to meet the Duty, initially during a three year implementation phase.

4. Fairer Scotland Duty Interim Guidance

- 4.1. The intention underpinning the Fairer Scotland Duty is to reduce the inequalities of outcome caused by socio-economic disadvantage. It is outcome focused and puts 'tackling inequality genuinely at the heart of key decision making'. Bodies subject to the Duty are also covered by the Public Sector Equality Duty (PSED) and Human Rights Act. The Fairer Scotland Duty provides an opportunity to build on and improve practice on equality and human rights.

- 4.2. The Scottish Government states that the guidance is 'interim because we want final guidance to be developed with public bodies, grounded on experience of working on the Duty and reflecting the good practice that's already in place'. The Duty will be subject to a three year implementation phase where we'll be working with the Equality and Human Rights Commission and the Duty regulator to make sure the Duty delivers better decision making.'

5. Socio Economic Disadvantage

- 5.1. The interim guidance defines socio-economic disadvantage as 'living on below average incomes; with little accumulated wealth; leading to greater material deprivation; restricting the ability to access basic goods and services and socio-economic background.'
- 5.2. The interim guidance asserts that socio-economic disadvantage can be experienced in both places (people who are bound together because of where they reside, work or visit) and communities of interest (groups of people who share an identity, for example the Afro-Caribbean community, or those who share an experience, or those who share one or more protected characteristic listed in the Equality Act), leading to further negative outcomes or social exclusion.
- 5.3. The interim guidance considers, in detail, low income, low wealth, material deprivation and area deprivation. Public Bodies will require to meet the following key requirements when making major decisions at a strategic level:-
- ◆ to show 'due regard' as to how they could reduce inequalities which should be considered in a similar way to the PSED, based on principles of active consideration, participation and proportionality
 - ◆ to publish a short written assessment showing how they've done this. The [interim guidance](#) (Sections 19-24 Meeting the Duty Day to Day) sets out an example process for meeting the Duty on a day-to-day basis similar to an equality impact assessment (EqIA)

6. Impact of the Fairer Scotland Duty on Strategic Level Decision Making

- 6.1. The Duty is set at a strategic level, in other words, the key high level decisions that the Council will take.
- 6.2. Strategic decisions are defined in the interim guidance as those which are made in the context of public service reform and improving outcomes for people and communities, i.e. strategy documents, decisions around strategic priorities, allocation of resources and commissioning services. Examples given include:-
- ◆ preparation of Local Development Plan
 - ◆ City Deals / major investment plans
 - ◆ development of new strategic frameworks / significant policies or proposals
 - ◆ major procurement exercises
 - ◆ preparing Local Outcome Improvement Plan (LOIP) as part of Community Planning Partnership (CPP)/Local Plans/Corporate Plan/annual budget
- 6.3. The draft guidance strongly encourages a focus for the Duty being on decisions that directly affect children and families as per The Child Poverty (Scotland) Act 2017. There also may be cases for a Fairer Scotland assessment where the decision is not considered strategic, as whilst the statutory focus of the Duty is on strategic decision making, the ultimate aim of the Duty - as with our equalities responsibilities – is for consideration (due regard) of socio-economic disadvantage to be mainstreamed.

7. Three Year Implementation Phase

- 7.1. There will be a 3 Year implementation phase. The Equality and Human Rights Commission will be the regulator for the Duty and will be involved in developing best practice and in monitoring. During the implementation phase, the way in which the Duty is working in practice will be reviewed and there will be a range of opportunities provided by the Improvement Service to share best practice.
- 7.2. A National Co-ordinator will be appointed through the Improvement Service to support public bodies (this post holder will also be working on the Child Poverty Act).

8. Meeting the Duty

- 8.1. At the heart of the new Duty is a key requirement. This is an expectation that public bodies will:-
- ◆ actively consider, at an appropriate level, what more they can do to reduce the inequalities of outcome, caused by socioeconomic disadvantage, in any strategic decision-making or policy development context
 - ◆ publish a written assessment, showing how they've done this
- 8.2. In doing this, the Scottish Government is clear that public bodies must approach the Duty in a way that:-
- ◆ is not a tick-box exercise but is meaningful and influences decision-making
 - ◆ helps to achieve public bodies' strategic corporate and equality outcomes, makes sense to the public body in relation to the work they do and the processes they already have in place
 - ◆ makes sense to the people and communities they serve (in many cases this may need direct community participation)
 - ◆ helps bring about demonstrable change
- 8.3. The Council will therefore require to:-
- ◆ clearly define socio-economic disadvantage within a local context setting out the pattern of socio-economic disadvantage within South Lanarkshire
 - ◆ determine key inequalities of outcome
 - ◆ involve relevant communities
- 8.4. All of the above underpin Community Planning in South Lanarkshire.
- 8.5. The resources section in the [interim guidance](#) provides information on where to find statistical information on all aspects of socio-economic disadvantage as defined in the interim guidance.

9. Link to the Equality Act 2010

- 9.1. Although the Fairer Scotland Duty is derived from the Equality Act 2010, it is separate from the public sector equality Duty (PSED). However, while they are separate, there are clear links between the aims of both Duties as those who share particular protected characteristics are often at higher risk of socio-economic disadvantage. So for the most part, it won't be possible to reduce inequalities of outcome effectively if the problem and its solutions aren't considered through an equality lens.

- 9.2. Managing the two Duties may prove challenging in some cases. Applying the Fairer Scotland Duty complements the PSED, but it's important to note that it doesn't supersede or replace it.
- 9.3. In recognition of this, interim Council assessment arrangements are proposed which link to the existing equality impact assessment process.

10. Employee Implications

- 10.1. A core competence of all employees is Equal Opportunities and the above activity enables employees to meet this competence and ensures we are providing services that are accessible to all in our community

11. Financial Implications

- 11.1. All costs were met from within existing budgets.

12. Other Implications

- 12.1. The risk to the Council is that if it does not have due regard to the Fairer Scotland Duty it may lead to non-compliance with equalities legislation.

- 12.2. There are no sustainable development issues in terms of this report.

13. Equality Impact Assessment and Consultation Arrangements

- 13.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 13.2. There was no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

14 September 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ Fair, open and sustainable
- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Excellent employer
- ◆ Accountable, effective, efficient and transparent
- ◆ Ambitious, self aware and improving

Previous References

- ◆ Executive Committee - 15 March 2018

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Gill Bhatti, Employee Development and Diversity Manager

Ext: 5604 (Tel: 01698 455604)

E-mail: gill.bhatti@southlanarkshire.gov.uk

Report

6

Report to: **Equal Opportunities Forum**
 Date of Meeting: **3 October 2018**
 Report by: **Executive Director (Finance and Corporate Resources)**

Subject: **International Day Against Homophobia and Transphobia (IDAHOT) 2018 Update**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Forum of International Day against Homophobia and Transphobia (IDAHOT) event that took place on the 17 May 2018.

2. Recommendation(s)

2.1. The Forum is asked to approve the following recommendation(s):-

- (1) that the content of the report be noted.

3. Background

- 3.1. As part of the Council's equality duties to eliminate discrimination, harassment and victimisation; promote equality of opportunity; and to foster good relations, an event was held to mark IDAHOT on 17 May 2018 in the Hamilton Town House. Since 2010, 6 events have been held.
- 3.2. The purpose of the events has been to raise awareness of issues surrounding the Lesbian, Gay, Bisexual and Transgender (LGBT) communities.
- 3.3. As in previous years we worked with various partners including, South Lanarkshire Leisure and Cultural Trust, the Terence Higgins Trust, the Equality Network, the Scottish Transgender Alliance and had the support of the JTUC Executive Chair and the LGBT Matters (Employee Network).
- 3.4. To date the events have provided roughly 400 employees with practical skills, knowledge and understanding through workshops and presentations. The 2018 event was again aimed at all levels of employees of the Council and South Lanarkshire Leisure and Culture (SLLC), as well as members of the LGBT Matters, Lanarkshire Joint Valuation Board (LJVB), Police Scotland, NHS Lanarkshire, the Scottish Fire and Rescue Service, the Terence Higgins Trust, Victim Support, and representatives from the Trade Unions.

4. IDAHOT Event

- 4.1. The purpose of the day was to highlight transgender identity, the variety of ways individuals may identify and the issues they may face when accessing or using a service.
- 4.2. The event provided employees with a range of knowledge and provided a greater understanding of transgender issues, including how to recognise and avoid attitudes

which often create barriers and prejudice. Information and knowledge was provided to allow them to understand and feel confident and comfortable within a work context when talking to a colleague or customer from the LGBT community.

4.3. The session covered the following topics:-

- ◆ common trans terminology
- ◆ inclusive language and approaches
- ◆ awareness of the issues that can lead to 'minority stress'
- ◆ some of the discrimination faced by trans people, particularly in the workplace, and how this impacts on their mental health
- ◆ trans equality legislation requirements

4.4. In addition to the event the council flew the 'rainbow' flag, sometimes referred to as 'the freedom flag', to mark IDAHOT on the day, this has become an annual occurrence with the flag signifying both pride and inclusivity. By flying it the Council continues to show its public commitment to all members of the community about our desire to create an inclusive and equal environment for all to live in.

5. Evaluation

5.1. The session was very well received with the evaluation responses showing that 60% of those who attended were very satisfied overall with the day and 40% satisfied. 97% said it would be worthwhile hosting again and 53% were very likely and 43% likely to recommend to others. The main presenter on the day was rated as excellent by 73% and good by 27%.

5.2. Qualitative feedback included comments such as:-

- ◆ I think that this should be rolled into a quick learn on line course, everyone should be involved.
- ◆ Enjoyed the session found it informative. Very interesting.
- ◆ Found the event very informative.
- ◆ Ideally such a session should be attended by as many employees as possible as many colleagues are under the misapprehension that aspects of equalities with respect to LGBTQI will never "come up" in their working days.
- ◆ Excellent content, very thought provoking.
- ◆ Others have expressed disinterest in learning though, I hope, they would be surprised and engaged by the presentation delivered so excellently at the IDAHOT event.
- ◆ Great event.
- ◆ Vic was a great speaker - they communicated information in a clear and positive fashion – very enlightening.
- ◆ Everything flowed well. Excellent.
- ◆ Section on non-binary is very confusing.
- ◆ I feel more confused by the many trans terms.

5.3. The feedback confirms that there is still a need to maintain a focus on challenging discrimination, promote equality of opportunity and foster good relations if we are to achieve our aim of improving the quality of life of everyone in South Lanarkshire and creating a safer community for all.

6. Employee Implications

- 6.1. A core competence of all employees is Equal Opportunities and the above activity enables employees to meet this competence and ensures we are providing services that are accessible to all in our community.

7. Financial Implications

- 7.1. All costs were met from within existing budgets.

8. Other Implications

- 8.1. The risk to the Council is that if it does not have due regard to the Public Sector Equality Duty it may lead to non-compliance with equalities legislation. The consequence of this could be an unlimited financial penalty.

- 8.2. There are no sustainable development issues with this report.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 9.2. There was also no requirement to undertake any consultation in terms of the information contained in this report.

Paul Manning

Executive Director (Finance and Corporate Resources)

3 Sept 2018

Link(s) to Council Objectives

- ◆ Fair, open and sustainable
- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Excellent employer
- ◆ Accountable, effective, efficient and transparent
- ◆ Ambitious, self aware and improving

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

Gill Bhatti, Employee Development and Diversity Manager

Ext: 5604 (Tel: 01698 455604)

E-mail: gill.bhatti@southlanarkshire.gov.uk

