



Council Offices, Almada Street
Hamilton, ML3 0AA

Wednesday, 21 March 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, 21 February 2018

Time: 14:00

Venue: Committee Room 5, 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

Jackie Burns, Maureen Chalmers, Peter Craig, Joe Fagan, Lynne Nailon, Graham Scott, Jared Wark

BUSINESS

1 Declaration of Interests

2 Minutes of Previous Meeting

3 - 6

Minutes of meeting of the Equal Opportunities Forum held on 29 November 2017 submitted for approval as a correct record. (Copy attached)

Item(s) for Consideration

3 Annual Report on Mainstreaming Equalities and Diversity - Education Resources 7 - 10

Report dated 26 January 2018 by the Executive Director (Education Resources). (Copy attached)

4 Getting it Right for Every Child in South Lanarkshire

Presentation by the Quality and Improvement Officer (Inclusion) on Getting it Right for Every Child in South Lanarkshire - Safe Healthy Achieving Nurtured Active Respected Responsible Included.

5 Blue Badge Scheme - Extension of the Qualifying Criteria to People with Mental Disorders or Cognitive Impairments 11 - 14

Report dated 17 January 2018 by the Executive Director (Finance and Corporate Resources). (Copy attached)

Urgent Business

6 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

EQUAL OPPORTUNITIES FORUM

Minutes of meeting held in Committee Room 5, Council Offices, Almada Street, Hamilton on 29 November 2017

Chair:

Councillor Bert Thomson

Councillors Present:

Peter Craig (*substitute for Councillor Calikes*), Maureen Devlin, Eric Holford, Katy Loudon, Joe Lowe, Jared Wark (*substitute for Councillor Le Blond*)

Councillors' Apologies:

Janine Calikes, Mary Donnelly, George Greenshields, Ann Le Blond, Jim McGuigan

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

Community and Enterprise Resources Committee

A McKinnon, Head of Facilities, Waste and Ground Services; M Muir, Countryside and Greenspace Manager

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 20 September 2017 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 - Community and Enterprise Resources

A report dated 20 October 2017 by the Executive Director (Community and Enterprise Resources) was submitted on the work being undertaken by Community and Enterprise Resources to meet the commitments of the "South Lanarkshire Working for You" Mainstreaming Equalities Report 2013 to 2017.

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

- ◆ improve services for older people
- ◆ protect vulnerable children, young people and adults
- ◆ improve the road network and the quality of the physical environment
- ◆ provide the right conditions for inclusive economic growth
- ◆ tackle poverty and support aspiration
- ◆ raise educational attainment and support lifelong learning
- ◆ work with partners to help communities thrive

The Forum decided: that the report be noted.

[Reference: Minutes of 7 June 2016 (Paragraph 3)]

Councillor Holford entered the meeting during this item of business

4 Green Spaces, Wellbeing and Community Engagement

The Countryside and Greenspace Manager gave a presentation on the work of the Lanarkshire Greenspace, Health and Wellbeing Partnership (LGHWP).

The main aim of the LGHWP was to develop a preventative spend model, using public land assets, to support the physical and mental health of people in the Lanarkshire area. It was anticipated that the associated health benefits of this activity would be a reduction in low level health complaints, such as stress and obesity related ailments, and it would allow more NHS resources to be targeted at those with the highest need, whilst maintaining one of the Council's major assets with minimal investment.

The challenges associated with bringing those green spaces up to standard included:-

- ◆ fly tipping
- ◆ abandoned vehicles
- ◆ anti-social behaviour
- ◆ degraded or no access infrastructure
- ◆ people frightened to use natural spaces
- ◆ green spaces being perceived as a liability rather than an opportunity

To deal with those challenges, the LGHWP had established a number of local Community Management Groups (CMGs) to support key green spaces and involved the local population in the management and maintenance of Council land assets. There had also been significant investment in managing the land better, restoring native woodlands and restoring and improving paths and access routes. There was growing evidence that contact with 'nature' improved mental health and wellbeing, whilst the benefits of physical activity were enhanced when it took place outdoors. The benefits of undertaking this work included:-

- ◆ on an individual basis:-
 - ◆ improved self esteem
 - ◆ resilience
 - ◆ communication
 - ◆ coping skills
 - ◆ reduced stress
 - ◆ purpose
- ◆ on a community basis:-
 - ◆ inclusion
 - ◆ participation
 - ◆ empowerment
 - ◆ learning
 - ◆ achievement
- ◆ on an environmental basis:-
 - ◆ reduced structural barriers
 - ◆ improved physical access
 - ◆ perceptions of safety

The Countryside and Greenspace Manager was thanked for his presentation and was commended on the innovative approach of the Partnership.

The Forum decided: that the presentation be noted.

5 British Sign Language Plan

A report dated 31 October 2017 by the Executive Director (Finance and Corporate Resources) was submitted providing an overview of the Scottish Government's British Sign Language (BSL) National Plan 2017 to 2023 and outlining the implications for the Council.

Under the Act, the Council had a duty to prepare a Council plan within one year of the publication of the National Plan. The Council plan would identify measures required to increase or improve the use of British Sign Language across Council services and to ensure that Council policy was aligned with the National Plan.

The report outlined the steps the Council was required to take prior to producing a plan.

The Forum decided: that the report be noted.

[Reference: Minutes of 7 June 2016 (Paragraph 6)]

Councillor Lowe left the meeting during this item of business

6 Learn On Line - Deaf Awareness

The Personnel Officer demonstrated the council's Deaf Awareness training course available through the Learn on Line training facility.

Having responded to members' questions, the Personnel Officer was thanked for her informative demonstration.

The Forum decided: that the demonstration be noted.

7 Urgent Business

There were no items of urgent business.

Report

3

Report to:	Equal Opportunities Forum
Date of Meeting:	21 February 2018
Report by:	Executive Director (Education Resources)

Subject:	Annual Report on Mainstreaming Equalities and Diversity - Education Resources
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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 Education Resources to meet the commitments within “South Lanarkshire Working For You” Mainstreaming Equalities report 2013 to 2017

2. Recommendation(s)

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

- (1) that the work being undertaken by Education Resources in terms of mainstreaming equalities be noted.

3. Background

3.1. Education Resources is committed to supporting the aims of the Council’s Mainstreaming Equalities report 2013 to 2017.

3.2. Equality and diversity is an underpinning value of the Council’s vision to improve the quality of life of everyone in South Lanarkshire. The Council is committed to:-

- ◆ eliminating unlawful discrimination, harassment and victimisation
- ◆ advancing equality of opportunity between different groups
- ◆ fostering good relations in all that it does

In doing so, it will reduce disadvantage and deprivation within the Council and will work with others to do so in the South Lanarkshire area.

Education Resources has a key role to play delivering the Council’s equality outcomes as outlined in the mainstreaming equalities report.

3.3. Schools and services are responsible for taking forward the national and local priorities set out in the Education Resources Resource Plan. Our aim is to improve the experience for children, young people and adults as they participate in learning or make use of the wide range of services within Education.

- 3.4. Education Resources has worked in partnership with other Council Resources to develop equality outcomes to meet the general duty set out in the Equality Act 2010, to eliminate discrimination, harassment and victimisation; advance equality of opportunity; and to foster good relations in all of the work we do.

South Lanarkshire Council schools continue to close the poverty related attainment gap through targeted use of the Pupil Equity Funding and Scottish Attainment Challenge funding. Educational establishments have detailed plans outlining their plans for how they will use this funding to support the health and wellbeing and attainment of children and young people.

- 3.5. The planning and reporting around equalities for education establishments is now embedded in the Standards and Quality Reports and Improvement Plans of establishments.
- 3.6. Educational establishments benchmark their work in this area using the level 5 illustration for Quality Indicator 3.1 Ensuring wellbeing, equality and inclusion in How Good is our School 4 (HGIOS4). Enhanced partnership working is improving opportunities and outcomes for our children and young people.
- 3.7 Professional development opportunities for the development of staff skills and confidence in equality and diversity continue to be offered on People Connect Learn Online and a Webinar is under development. The ethos and values in our schools show that equality, respect and tolerance is a fundamental principle to establishing a fair and caring ethos.

4. Achievements

- 4.1. As part of this progress report we have detailed below some examples of how establishments and services put into practice things that make a difference.
- 4.2. The annual John Walker Equal Opportunities Competition is jointly sponsored by the South Lanarkshire Trade Union Council and South Lanarkshire Council in memory of John Walker, a local trade unionist. The challenge for the campaign is to focus on current issues and how these relate to the wider community and how we can make a difference through our actions, attitudes, behaviour and engagement with others. The John Walker Competition is an excellent vehicle for the promotion of the 4 capacities of Curriculum for Excellence:-

- ◆ successful learners
- ◆ confident individuals
- ◆ responsible citizens
- ◆ effective contributors

There will be a re-launch of the John Walker Competition in the summer term in 2018.

- 4.3. Education staff are committed to improving outcomes for Lesbian, Gay, Bisexual, Transgender, intersex young people and currently the individual young people benefit from a high level of bespoke support for their health and wellbeing.

Our Treat Me Well anti-bullying policy will create the context for promoting an ethos and environment where we promote positive relationships and behaviour to ensure all individuals are safe, happy and included.

- 4.4. Uddingston Grammar RISE (Respected, Included, Supported and Equal) group is a project which is aimed at supporting and empowering girls. It's aim is to help them reach their potential and enhance their whole school experience.

RISE aims to develop the confidence and skills needed for the success of each individual young person. The young people themselves state that they have had great benefit from participation in the programme and evaluation highlights improved school attendance, engagement and participation in the individual's learner journey.

- 4.5. Sanderson High School: Developing Scotland's Young Workforce are winners of the Scottish Education Award for Employability Across Learning (Secondary) 2017.

Sanderson High School is one of ten schools in Scotland featured on the Education Scotland Website under Interesting Practice in Developing the Young Workforce. These excellent outcomes are to the result of excellent partnership working with parents, pupils, staff and the community.

The Sanderson High School pupils get a wide range of opportunities including joining in classes in Calderglen High School, their mainstream neighbour. This partnership is developing further and the young people are thriving in all aspects of their wellbeing and learner pathways.

5. Employee Implications

- 5.1. There are no employee implications. The work undertaken is achieved from within existing resources.

6. Financial Implications

- 6.1. Implementation of the initiatives are met from existing resources, Pupil Equity Funding, Attainment Challenge Funding or from external funding where noted in the report.

7. Other Implications

- 7.1 None.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. Education Resources contributes to the cross-Resource Impact Assessment Working Group and from 1 April 2016 to 31 March 2017, 20 impact assessments were carried out by Education Resources

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

Tony McDaid
Executive Director (Education Resources)

26 January 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ Protect vulnerable children, young people and adults
- ◆ Support our communities by tackling disadvantage and deprivation and supporting aspiration
- ◆ Improve achievement, raise educational attainment and support lifelong learning
- ◆ Get it right for children and young people
- ◆ Fair, open and sustainable
- ◆ Working with and respecting others
- ◆ Excellent employer
- ◆ Accountable, effective, efficient and transparent
- ◆ Ambitious, self aware and improving

List of Background Papers

- ◆ Accessibility Strategy
- ◆ Enhanced Transition

Contact for Further Information

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

Anne Donaldson, Head of Education (Inclusion)

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E-mail: anne.donaldson@southlanarkshire.gov.uk

Report

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Report to: **Equal Opportunities Forum**
 Date of Meeting: **21 February 2018**
 Report by: **Executive Director (Finance and Corporate Resources)**

Subject: **Blue Badge Scheme - Extension of the Qualifying Criteria to People with Mental Disorders or Cognitive Impairments**

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide the Forum with an update of the Blue Badge Scheme for disabled people and advise on the extension of the scheme's criteria to include people with mental disorders or cognitive impairments

2. Recommendation(s)

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

(1) that the contents of the report be noted.

3. Background

- 3.1. Blue badges support independent living by enabling people who would otherwise not be able to get out and about to access facilities such as work, education, community, social or health services in the same way as others can.
- 3.2. This essential service for disabled people supports them to lead independent lives by providing parking concessions for on-street parking, allowing badge holders to park close to where they need to go.
- 3.3. Initially the Blue Badge Scheme was mainly for those people who have severe mobility problems. It was recognised that some people with a diagnosed mental disorder (a legal expression including conditions like dementia, autism and Down's syndrome) lack awareness of danger from traffic. This is likely to compromise their safety, or the safety of others. Therefore, on 1 April 2016 a pilot project was set up to extend the standard Blue Badge scheme. It was extended to anyone with a diagnosed mental disorder or cognitive impairment who is in receipt of certain social security benefits and whose lack of awareness of danger from traffic is likely to compromise their or other people's safety, during journeys. The pilot ran until September 2017.
- 3.4. Following evaluation of the pilot, in December 2017, the eligibility criteria of the Blue Badge Scheme were revised and extended to include carers and relatives of people who pose a risk to themselves or others in traffic to apply for a disabled person's parking badge, provided they meet the eligibility criteria.

4. Eligibility criteria

- 4.1. Anyone applying for a badge using the mental disorder or cognitive impairment criteria needs to demonstrate their eligibility. All applications made will be checked by the local authority.
- 4.2. To meet the eligibility criteria for a Blue Badge the applicant must:-
- ◆ have a diagnosed mental disorder
 - ◆ lack awareness of danger from traffic, meaning something is likely to risk the applicant's safety or the safety of other people during journeys
- 4.3. The applicant must also receive one of the following:-
- ◆ Disability Living Allowance care component at middle or higher rate
 - ◆ Attendance Allowance at lower or higher rate
 - ◆ Personal Independence Payment (PIP), having been given a total of at least 8 points from the following sections:
 - ◆ section 7 (communicating verbally)
 - ◆ section 8 (reading and understanding signs, symbols and words)
 - ◆ section 9 (engaging with other people face-to-face)
- 4.4. As well as this, a healthcare professional (not their GP) or a registered social worker must complete Section 3 of the Blue Badge form to confirm that the person meets the definition.
- 4.5. Some applicants will also need an assessment which will be carried out by occupational therapists employed by the Council, this can take approximately 6 to 8 weeks. The applicant won't need an assessment if they receive any of the benefits outlined in 4.3 above.
- 4.6. The mental disorder or cognitive impairment criteria application process is separate to the normal Blue Badge application process and is made using a paper based application.

5. Application refused

- 5.1. If an application is refused there is a right of appeal against this decision, which should be made within 20 working days, detailing why the applicant believes that this is the wrong decision. To date no Cognitive Impairment applications have been refused.

6. Employee Implications

- 6.1. Employees will need to be fully aware of the revised criteria when advising and working with customers to ensure they receive a fair and equal level of access.

7 Financial Implications

- 7.1. There are currently no financial implications arising from the extended criteria.

8 Other Implications

- 8.1 None.

9 Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy or procedure and does not require an impact assessment.
- 9.2. The report does highlight issues that if taken forward can help the council meet its commitments as set out in the mainstreaming equalities report and will help us to continue to meet our Equality Duties.

Paul Manning
Executive Director (Finance and Corporate Resources)

17 January 2018

Link(s) to Council Values/Ambitions/Objectives

- ◆ Fair, open and sustainable
- ◆ Focused on people and their needs
- ◆ Working with and respecting others
- ◆ Support our communities by tackling disadvantage and deprivation and supporting aspiration

Previous References

- ◆ Equal Opportunities Forum, 2 September 2014

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

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