

Report

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Report to:	Social Work Resources Committee
Date of Meeting:	15 November 2006
Report by:	Executive Director (Social Work Resources)

Subject:	Social Work Resources Annual Report on Mainstreaming Equal Opportunities
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1. Purpose of report

1.1. The purpose of the report is to:-

- ◆ Advise Social Work Resources Committee of the strategic and operational work being undertaken by the Resource to meet the commitments in the Council's Equal Opportunities Policy and related statutory duties.

2. Recommendation(s)

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

- (1) that the work being undertaken by Social Work Resources to meet the commitments in the Council's Equal Opportunities Policy and related statutory duties be noted.

3. Background

3.1. Social Work Resources has continued to work on previous achievements and remains committed to supporting the Council's Equal Opportunities Policy and related procedures.

3.2. Within the Resource there is an established Equalities Officer Group, chaired by the Personnel Services Manager, with representation from each area of service. The group meets bi-monthly and is responsible for progressing the implementation of the Council's equality related policies and statutory duties. Service development needs are noted below.

4. Policy and Service planning

4.1. Some examples of action taken:

- Developed Social Work Inspection Agency Action Plan which included equality
- Arranged Equality and Diversity Impact Assessment Training
- Equalities is a standing agenda item for the Resource Management Team meetings

5. Personnel

5.1. Supporting front-line staff

Some examples of action taken:

- Equipment and adaptations have been put in place for 13 employees in the last year.

- Continued promotion of preventative strategies and initiatives to promote the health and wellbeing of staff.
- Presented with a COSLA Bronze Award in December 2005 in recognition of our commitment to the health and wellbeing of our staff.
- The Home Care Short Message System (SMS) Pilot has been evaluated and continues to be successful.

5.2. **Supported employment**

Additional support has been given to placement opportunities via the Bridges Project and Supported Employment placements. In addition Social Work Resources were awarded two national Care Accolades in 2006 for innovative work in recruiting and retaining young people into Social Care. The project has so far recruited 25 young people into careers in care.

The Social Care Job Rotation project was created to assist the recruitment and training needs of local independent Nursing Homes.

6. **Service accessibility**

6.1. **Physical Disability and Sensory Impairment**

Referrals to the Physical Disability and Sensory Impairment Team continue to increase and in the period 1 April 2005 to 31 March 2006, 8790 people were assessed by the team.

Work is ongoing with partners to provide a range of additional services, e.g.

- The establishment of a specialist multiple sclerosis service, provided in partnership with Revive Scotland, and based in Lindsay House, East Kilbride.
- Working in partnership with NHS Lanarkshire and the Scottish Executive Joint Improvement Team in a Knowledge Transfer Partnership Project to redesign Occupational Therapy Services across health and social work to make these more user facing services.

6.2. **People with a learning disability**

Some examples of action taken:

- Developed Care and Support services, which now support 51 people with learning disabilities in their own tenancies.
- Ongoing work with Housing and Technical Resources to identify appropriate housing solutions that will support plans to close the hostel at Laburnum in East Kilbride.
- A pan-Lanarkshire Sexual Health Group has been established to progress policy and guidance for employees working with adults with a learning disability.
- Appointed 2 Adult Literacy and Numeracy Tutors to support the work of Day Services in assisting adults into the world of work.
- Produced of a DVD for people with a learning disability on the Partnership in Practice Agreement

6.3. **Adult support and protection**

- The Adult Support and Protection Unit of the Scottish Executive has now published the Adult Support and Protection Bill which is making its way through Parliament and is likely to become an Act in November 2006.

6.4. **Mental Health**

Some examples of action taken:

- “Choose Life” is a national strategy aimed at reducing suicide by 20% by 2013. The partnership has developed an Action Plan which is being implemented.
- A Lanarkshire wide approach has been taken to developing the See Me and Scottish Recovery Network agendas working closely with NHS Lanarkshire and North Lanarkshire Council.

6.5. **Domestic Abuse**

Some examples of action taken:

- The third Doorway, Local Action Group, was launched in the Hamilton/Blantyre area in 2005. The fourth and last group will be developed for Rutherglen and Cambuslang in 2006.
- The Doorway Strategy 2005/2008 was launched in November 2005. The event was greatly enhanced by the theatre production ‘Jackie’s Story’.
- In 2005 Doorway successfully piloted the ‘Respect’ programme in 2 South Lanarkshire schools.

6.6. **Criminal Justice Services**

Some examples of action taken:

- The Youth Justice Team has now been established.
- A Restorative Justice Service working closely with the Reporter, the Police and the Anti-social Behaviour Team was established in June 2005 and has reached its first 100 referrals.
- Approval has also been given to establish a team to work in conjunction with Child and Family Services to deliver parenting work to parents of children who offend.

6.7. **Older People’s Services**

Some examples of action taken:

- Developed an integrated multi-race Day Care facility 1 day per week based at the Harry Heaney Centre in Rutherglen.
- Older People’s Day Care Services became only the second service within the Council to obtain Charter Mark Status.

6.8. **Accessibility of services**

In order to comply with the National Care Standards as directed by the Care Commission, the Regulation of Care Act and the Disability Discrimination Act (DDA), the Council has taken the following action:

- since 1999, a total of £55 million has been invested within the Social Work Resources property portfolio
- adopted an integrated strategy with other services to meet the needs of all those who access its services and facilities
- extensive survey work has been undertaken across Social Work Resources property portfolio in relation to DDA compliance and public accessibility as required in terms of the Audit Scotland Public Access Performance Indicator.

6.9. **Performance monitoring and measurement system**

The Resource monitors all complaints regarding discrimination and ensures measures are taken to resolve these issues.

7. **Contractors**

- 7.1. Social Care service contracts requires contractors to comply with the Council’s statutory obligation to promote Race Equality. The Resource has adopted the Council’s “long clause” in relation to non-discriminatory provisions. Contractors

tendering for Social Care service contracts must satisfy the Council's standard Race Equality Pre Qualifying Questionnaire plus for new providers the Authorised Providers List process.

8. Training and Development

- 8.1. In terms of the Council's Equality Strategy, the Resource recognises the need to ensure all employees have opportunities for development and training has been provided to ensure employees have an understanding of specific equality issues such as race. In addition, Equal opportunities training and assessment of knowledge and skills are an essential aspect of SVQ's and over the period 153 staff have undertaken SVQ levels 2, 3, and 4 training.

9. Communication and publicity

- 9.1. Action taken:

- All publicity material and leaflets can be made available in a variety of formats including Braille, audio, large print or other languages.
- Raise employee awareness of equalities issues, through our internal publication, the Social Work Bulletin.
- Supported the development of the Equality in Action section in the "The Works" magazine.
- Interpreting and translation services are also widely used within the Resource.

10. Employee implications

- 10.1. Social Work Resources has integrated the operation of the Council's Equal Opportunities Policies as part of the mainstream service plan and therefore actions are resourced within the existing employee establishment.

11. Financial implications

- 11.1. In line with legislative requirements to 'mainstream' equalities, Social Work Resources continues to meet commitments within existing resources.

12. Other implications

- 12.1. The legislation underpinning the Council's Equal Opportunities Policy places a statutory duty on Social Work Resources both in terms of service delivery and employment.

13. Consultation

- 13.1. Social Work Resources undertakes various consultations in relation to the activities reported.

Harry Stevenson
Executive Director (Social Work Resources)

22 September 2006

Link(s) to Council Objectives

- Creating Successful Communities
- Learning in the Community
- Supporting Our Communities
- Modernising Services
- Resource Management

Previous References

- Equal Opportunities Forum - 19 April 2005

List of Background Papers

- Equal Opportunities Policy
- Race Equality Scheme 2005/08
- Social Work Resources Plan 2006/07
- Code of Practice on the duty to promote disability equality
- Draft Code of Practice on the duty to promote gender equality

Contact for further information

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

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