

EQUAL OPPORTUNITIES FORUM

Minutes of meeting held in Committee Room 5, Council Offices, Almada Street, Hamilton on 6 March 2019

Chair:

Councillor Bert Thomson

Councillors Present:

Councillor Mary Donnelly, Councillor Katy Loudon

Councillors' Apologies:

Councillor Janine Calikes, Councillor Maureen Devlin, Councillor Eric Holford, Councillor Ann Le Blond, Councillor Martin Lennon, Councillor Joe Lowe, Councillor Jim McGuigan

Attending:

Finance and Corporate Resources

S Abbott, Administration Assistant; A Bell, Personnel Officer; K McVeigh, Head of Personnel Services

Community and Enterprise Resources

A Hopkins-Simpson, Development Officer (Regeneration and Inclusion); K McIntosh, Partnership Manager (Regeneration and Inclusion); A McKinnon, Head of Facilities, Waste and Grounds Services

Order of Business

The Forum decided: that the items of business be dealt with in the order minuted below.

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 12 December 2018 were submitted for approval as a correct record.

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

3 Tackling Poverty and Inequalities in South Lanarkshire - Presentation

K McIntosh, Partnership Manager and A Hopkins-Simpson, Development Officer, Regeneration and Inclusion, Community and Enterprise Resources gave a joint presentation on Tackling Poverty and Inequalities in South Lanarkshire.

The main topics covered within the presentation included the:-

- ◆ overarching objectives for the Community Planning Partnership
- ◆ key priorities for all child poverty thematic boards
- ◆ new Community Plan and Neighbourhood Plans
- ◆ Local Child Poverty Action Report
- ◆ Community Participation and Engagement position

A pilot project had been introduced to improve outcomes and address inequalities in the following 3 areas identified as having the poorest outcomes and most significant levels of inequality:-

- ◆ Springhall and Whitlawburn
- ◆ Hillhouse, Udston and Burnbank
- ◆ Strutherhill and Birkenshaw

Having responded to members' questions, the officers were thanked for their informative presentation.

The Forum decided: that the presentation be noted.

4 Equally Safe at Work Pilot

A report dated 11 February 2019 by the Executive Director (Community and Enterprise Resources) was submitted on the Equally Safe at Work pilot.

Equally Safe at Work was an employer accreditation programme being piloted in 2019 by a small number of Scottish local authorities, including South Lanarkshire Council, by Close the Gap, a charity working in Scotland on women's participation in the labour market. The award consisted of Gold, Silver and Bronze levels.

Research, conducted by Close the Gap, had established that there were no employer accreditation programmes focusing on gender equality at work and violence against women at work, in Scotland or the UK, revealing a clear gap in provision.

The Equally Safe at Work pilot would focus on areas core to addressing women's inequality in the labour market, preventing violence against women in the workplace and supporting survivors at work. The key benefits of being involved in the pilot group were detailed in the report.

The next stages of the pilot, which were summarised within the report and detailed in the attached appendix, included:-

- ◆ undertaking a self-assessment
- ◆ establishment of a working group
- ◆ undertaking a survey to collect baseline data on attitudes, behaviours and knowledge on gender equality and violence against women
- ◆ providing evidence on meeting the standards
- ◆ assessments by Close the Gap
- ◆ accreditation award
- ◆ reporting progress achieved to senior managers on a quarterly basis throughout the period of the pilot

The Forum decided: that the report be noted.

5 Annual Report on Mainstreaming Equalities and Diversity – Community and Enterprise Resources

A report dated 11 February 2019 by the Executive Director, (Community and Enterprise Resources) was submitted on work being undertaken by Community and Enterprise 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:-

- ◆ 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 29 November 2017 (Paragraph 3)]

6 Urgent Business

There were no items of urgent business.