

Report

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Report to:	Equal Opportunities Forum
Date of Meeting:	9 May 2018
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	International Day Against Homophobia and Transphobia (IDAHOT) 2018
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ advise the Forum of International Day Against Homophobia and Transphobia (IDAHOT) event that will take 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 it will hold an event to mark IDAHOT on 17 May in the Hamilton Town House. This will be the sixth event held and builds on the sessions that have been delivered previously.
- 3.2. The purpose of the event is to raise awareness by hosting sessions that challenge the myths surrounding the Lesbian, Gay, Bisexual and Transgender (LGBT) communities.
- 3.3. In previous years we have worked with various partners including, South Lanarkshire Leisure and Cultural Trust, LGBT Youth Scotland, the Terence Higgins Trust, Stonewall Scotland, the Equality Network, the Scottish Transgender Alliance and with the support of the Joint Trade Union Council (JTUC) Executive Chair and the LGBT Matters Chair.
- 3.4. To date the events have provided over 300 employees with practical skills, knowledge and understanding through workshops and presentations aimed at all levels of employees of the Council and South Lanarkshire Leisure and Culture (SLLC), as well as members of the LGBT matters network, Lanarkshire Valuation Joint Board (LVJB), Police Scotland, NHS Lanarkshire, the Scottish Fire and Rescue Service, Doorway South Lanarkshire Partnership on Domestic Abuse and Violence Against Women, representatives from the local LGBT Youth project, and the Trade Unions.

4. IDAHOT Event

- 4.1. The purpose of the day is 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 will provide employees with a range of knowledge and provide a greater understanding of transgender issues, plus the ability to recognise and avoid attitudes which often create barriers and prejudice. The purpose is also to enable them to feel confident and comfortable within a work context when talking to a colleague or customer from the LGBT community.
- 4.3. As a result of attending the session employees should be able to:-
 - ◆ understand the meaning of common trans terminology
 - ◆ use inclusive language and approaches
 - ◆ be aware of the issues that can lead to 'minority stress
 - ◆ learn about some of the discrimination that is faced by trans people, particularly in the workplace, and how this impacts on their mental health
 - ◆ understand trans equality legislation requirements
- 4.4. In addition, to mark IDAHOT day on 17 May, the Council will fly the 'rainbow' flag, sometimes referred to as 'the freedom flag'. This has become an annual occurrence and the flag signifies 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. Employee Implications

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

6. Financial Implications

- 6.1. All costs are met from within existing budgets.

7. Other Implications

- 7.1. 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.
- 7.2. There are no sustainable development issues with this report.

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. 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.
- 8.2. 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)

13 April 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

7 June 2016

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