



Orkney Community Planning Partnership Orkney Equality Forum

DRAFT Minutes of the meeting of the Orkney Equality Forum
held at 2.15 pm on 10 March 2014 in Scapa Room, Balfour Hospital, Kirkwall

Present:	Frazer Campbell	Service Director, Blide Trust (Chair)
	Fraser Devine	Team Leader for Volunteering Voluntary Action Orkney
	Caron Jenkins	Manager, Age Concern Orkney
	Elaine Peace	Director of Nursing, Midwifery and AHP NHS Orkney
	Linda Russell	Head of Division (Care and Support) and Student Services Officer, Orkney College
	Gwenda Shearer	Elected member
	Sue Sulat	Pickaquooy Centre Trust
	Anna Whelan	Strategy Manager, OIC
	Marie Love	Policy Officer (Equalities), OIC (Secretary)

Video conference link	Nigel Firth	Equality and Diversity Manager NHS Grampian and NHS Orkney
	Liz Scott	Equalities Manager, HIE

Apologies:	Hazel Aim	Co-ordinator, Orkney Disability Forum
	Gary Amos	Library and Archive Manager Community Learning and Development Orkney Arts Forum
	Sue Foard	Procurator Fiscal
	Mhairi Hughes	Corporate Services Manager Orkney Housing Association Limited
	Andrea Spence-Jones	Service Manager, Advocacy Orkney
	Joanna Murray	Community Safety Officer, Police Scotland
	Sandra Paton	Manager, Women's Aid Orkney
	Ernie Skea	Community Learning Officer, OIC
	Helen Woodsford-Dean	Orkney InterFaith Group

1 Welcome and apologies

- 1.1 The Chair welcomed Caron Jenkins to her first meeting of the Forum and introductions were made.

2 **Orkney Community Plan incorporating Orkney's Single Outcome Agreement – National Outcome 7**

2.1 Anna Whelan had asked that this item be added to the agenda. The 2014-17 document was being prepared and she invited members to give consideration to the targets for the year 2016-17. She also asked members to consider whether the text required to be updated.

2.2 Members agreed the following:

- **Indicator 7.1 Number of hate crime incidents reported per 10,000 population**

Anna Whelan would contact Police Scotland to find out what the indicator for 2015-16 should be.

- **Indicator 7.2 Equal opportunities policy – percentage of highest paid 5% of earners among Council employees that are women**

It was agreed that the figure for 2016-17 should be maintained at 33%.

- **Indicator 7.3 Public Access – percentage of public service buildings that are suitable and accessible to disabled people**

It was agreed that the figure for 2016-17 should be increased to 60%.

- **Indicator 7.4 Number of people with support needs enabled to volunteer**

It was agreed that the figure for 2016-17 should be increased to 47%.

- **Indicator 7.5 Membership of Clubhouse (community mental health support)**

It was agreed that the figure for 2016-17 should be 'Maintain above 60' and the figures for 2014-15 and 2015-16 should be amended to 'Maintain above 60' (they were currently 'Maintain above 50').

2.3 It was agreed that Marie Love would update the text to highlight the forthcoming Equality and Diversity Conference and circulate to members. **Action: ML**

Elaine Peace joined the meeting during discussion of this item and was welcomed to her first meeting of the Forum.

3 **Minutes of last meeting held on 13 December 2013**

3.1 The minutes were agreed.

4 **Matters arising**

4.1 **Orkney Equality Forum Leaflet on Equality (item 7)**

Marie Love informed members that a plain text accessible version of the leaflet was now being developed and would be circulated to members shortly. It would also be added to the Orkney Equality Forum web page on the Orkney Communities website.

4.2 **Review of Polling Districts and Polling Places
Draft Response to Consultation (item 11)**

Marie Love confirmed that a response had been submitted to this consultation on behalf of the Forum. The Elections Manager had been happy to take on board all comments. Members noted that, with regard to the issue of travel between the Travel Centre and St Magnus Centre, the Elections Manager had agreed that when information was issued to voters they would be invited to contact her should they need transport from the Travel Centre to the St Magnus Centre and appropriate arrangements would be made.

4.3 **Any Other business: Women's Aid Orkney (item 7)**

Sue Sulat informed members that she understood funding had been obtained from a national group to allow the Respect programme to continue for the next year.

5 Presentation on Women's Aid Orkney

5.1 Unfortunately Sandra Paton had been unable to attend this meeting and the presentation would be carried over to the next meeting.

6 Domestic Abuse Forum (incorporating the Violence Against Women Partnership)

6.1 Members were happy to endorse the change of name of the Domestic Abuse Forum as above.

6.2 Members noted that Nigel Firth had had discussions with officers from Police Scotland who had advised him that human trafficking was now becoming widespread in the central belt and was moving north; and there had recently been a conviction in Grampian.

6.3 Reasons for trafficking tending to be:

- For sexual purposes.
- Debt bondage where people had been brought into the country illegally with the promise of jobs but were never able to earn enough to pay off the debt.
- Domestic servants whose right to remain in the country depended on remaining in their employment.

7 Compliance with the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

7.1 Nigel Firth gave a verbal presentation during which members noted that NHS Orkney was now compliant with the Regulations and had produced an outcomes document for 2013, a mainstreaming report, a gender pay gap report and analysis, all of which had been accepted by the Equality and Human Rights Commission.

- 7.2 Nigel also advised that the emphasis within the Equality Act had reinforced the importance of impact assessment. He had previously trained 10 impact assessors in Orkney, only two of whom were now in a position to carry out equality impact assessment as the others had been promoted. He would be delivering a Level One Equality Impact Assessment course to a further nine people in Orkney on 13 March 2014. Frazer Campbell asked if this would be available to other organisations and Elaine Peace agreed that people could be put themselves forward for this. Nigel could accommodate another three people. Marie Love would find out if anyone else wanted to attend and would contact Nigel directly.

Action: ML

8 Culture Fund Bid

- 8.1 Frazer Campbell confirmed that the Forum's bid to the Council's Culture Fund had been successful. The total cost of the project was £9,160. As a number of organisations were offering support in-kind the actual funding sought had been £4,105. As the Fund had been heavily over-subscribed the award had been £1,970, leaving a shortfall of £2,135. Members were asked to consider whether their organisations were in a position to offer any assistance.

- 8.2 Marie Love confirmed that she should be able to contribute £500 to the project. Elaine Peace would look at her budget to see if any funding could be found. Marie Love appreciated budgets were tight but asked if anyone, with the exception of the Third Sector, could consider whether they could provide any assistance, even a small amount would help.

Action: All

- 8.3 Marie Love advised that she and Frazer Campbell had looked at the plans and they were confident they would be able to go ahead with the conference and the visit by Mara Menzies, the story teller, although some elements would require to be trimmed. Mara had offered to stay with someone if funding was limited to save on subsistence costs. Sue Sulat offered to provide accommodation for Mara. She also offered to look into the costs for the Pickaquoy Centre, which was being used as a venue for the conference, to see whether it would be possible to offer a discount.

Action: SS

- 8.4 Marie Love would contact Mara and the organisations who had been invited to make arrangements for their attendance. It was hoped the conference would be held in November 2014.

Action: ML

9 Training on Mental Health Issues for Customer Services Staff

- 9.1 Frazer Campbell had developed a training programme which would consist of a presentation on the services provided by Blide Trust followed by a question and answer session. Members of Blide Trust would also be there to participate. Marie Love hoped that the Council would be able to fund this event and also provide the venue. She would liaise with Frazer and contact members when a date had been arranged.

Action: FC/ML

9.2 Sue Sulat asked if it would be possible for this to be rolled out to leisure assistants and lifeguards. Frazer Campbell would liaise with Sue.

Action: FC/SS

9 Any Other Business

9.1 Members noted that the papers for item 2 on the agenda (Orkney Community Plan incorporating Orkney's Single Outcome Agreement – National Outcome 7) had only been issued one working day before the date of the meeting. Members agreed that ideally all papers should be issued with the agenda, which was normally issued six or seven days prior to the meeting. It was noted that this was a rare occurrence but members agreed that, in future, if any papers were received late the Chair would consider, on an individual basis, whether these could be accepted and circulated.

9.2 Liz Scott informed members that she was currently conducting research on women's employment and childcare provision. She wondered whether this was a significant topic in Orkney. It was suggested Liz get in touch with the Childcare Partnership to see whether they had any information on this. Marie Love would send Liz contact details.

Action: ML

9.3 Nigel Firth advised that in Aberdeen a number of charitable bodies had had to shut down because of financial difficulties. He wondered whether charitable and voluntary bodies had fared better in Orkney and members thought that in general they had, although it was noted such groups spent a significant amount of time finding and applying for funding. It was also noted that national organisations were moving into the area. Some national organisations who already had bases in Orkney had disestablished local paid posts and were running the branches from Mainland Scotland. Caron Jenkins advised that Age Concern was moving down the route of a social enterprise model and she felt that would become more common.

ML

11.03.14