



Orkney Community Planning Partnership Orkney Equality Forum

Minutes of the meeting of the Orkney Equality Forum
held at 11.30 am on 17 June 2014 in the Saltire Room, Balfour Hospital, Kirkwall

Present:	Frazer Campbell Irene Cowdry Mhairi Hughes	Service Director, Blide Trust (Chair) Administrative Assistant, OIC Corporate Services Manager Orkney Housing Association Limited
	Caron Jenkins Sandra Paton Elaine Peace	Manager, Age Concern Orkney Manager, Women's Aid Orkney Director of Nursing, Midwifery and AHP NHS Orkney
	Sarah Ratter Linda Russell	Administrative Officer, OIC Head of Division (Care and Support) and Student Services Officer, Orkney College
	Liz Scott Sue Sulat Marie Love	Equalities Manager, HIE Pickaquoy Centre Trust Policy Officer (Equalities), OIC (Secretary)

Video conference link	Nigel Firth	Equality and Diversity Manager NHS Grampian and NHS Orkney
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Apologies:	Hazel Aim Gary Amos	Co-ordinator, Orkney Disability Forum Library and Archive Manager Community Learning and Development Orkney Arts Forum
	Fraser Devine	Team Leader for Volunteering Voluntary Action Orkney
	Sue Foard Joanna Murray Gwenda Shearer Ernie Skea Andrea Spence-Jones Anna Whelan Helen Woodsford-Dean	Procurator Fiscal Community Safety Officer, Police Scotland Elected member Community Learning Officer, OIC Service Manager, Advocacy Orkney Strategy Manager, OIC Orkney InterFaith Group

1 Welcome and apologies

- 1.1 The Chair welcomed Sandra Paton to her first meeting of the Forum and members were pleased to note that Liz Scott was able to attend in person rather than by via video conference link on this occasion.

- 1.2 The Chair also welcomed Sarah Ratter and Irene Cowdry who were in attendance from the Council to learn more about meetings and minute taking and introductions were made.

2 Minutes of last meeting held on 10 March 2014

- 3.1 The minutes were agreed.

3 Matters arising

3.1 Orkney Community Plan incorporating Orkney's Single Outcome Agreement (item 2)

Marie Love confirmed that the 2014-17 document had been updated as agreed at the last meeting.

3.2 Matters arising: Orkney Equality Forum Leaflet on Equality (item 4.1)

Marie Love advised members that Nigel Firth had submitted the Orkney Equality Forum Leaflet on Equality to a learning disability group in Aberdeen for comment. Nigel confirmed that he had had a meeting with the group the previous day and hoped to be in a position to provide feedback shortly.

3.3 Compliance with the requirements of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (item 7.2)

Marie Love confirmed that she had contacted the relevant partner agencies to establish whether anyone wanted to attend the Level One Equality Impact Assessment Course Nigel Firth was running for NHS Orkney on 13 March 2014. No additional names had been put forward and she understood that Orkney Health and Care employees had already had the opportunity to put their names forward. Nigel advised that NHS Orkney and Orkney Health and Care now had up to ten people who had been trained to Level One.

3.4 Training on Mental Health Issues for Customer Services Staff (item 9)

Marie Love informed members that arrangements had been made for sessions to be held on 19 and 27 June 2014. There had been a good response to the invitation and approximately 20 people would be coming to each event. These would be made up of attendees from OIC, OHAL, Orkney College, the Pickaquooy Centre, VAO and Age Concern.

Members asked whether it would be possible to run a regular mental health awareness session for staff/volunteers who were involved with customer services. This would be beneficial for people who had not been able to attend one of the forthcoming sessions and for new employees. Marie Love suggested it was likely there would be a charge for this. Blide Trust was very generously carrying out these sessions at no charge but could not be expected to do this on a regular basis. Members appreciated this and accepted that there would be a charge for any future courses.

Action: FC/ML

4 Presentation on Women's Aid Orkney

4.1 Sandra Paton gave an impressive presentation on 'Violence Against Women – An Equalities Issue' during which members noted with interest that:

- Gender-based violence covers many specific forms of violence and abuse.
- While it is acknowledged that men can be abused the vast majority of victims of abuse are women.
- Harmful traditional practices such as female genital mutilation and honour killings may be perceived to take place in other countries, but people who live in our communities bring their own customs and practices with them. For example, girls living in industrialised countries were sometimes operated on illegally by doctors from their own community or traditional practitioners were brought into the country.
- Emphasis was placed on the importance of understanding difference and diversity in promoting equality.

4.2 Sandra Paton distributed the National Violence Against Women Network Terms of Reference as a useful reference document.

5 Creation of a new NHS Orkney and Orkney Health and Care Equality, Diversity and Human Rights Policy

5.1 Nigel Firth gave a verbal report during which he explained that the NHS Scotland Partnership Information Network had produced a new document in December 2013 outlining the equality and diversity work health boards should be undertaking. He was pleased to advise that NHS Orkney was already carrying out the majority of this work. However, one outstanding requirement was the creation of a new Equality, Diversity and Human Rights Policy. The NHS Scotland PIN Group had carried out a significant amount of work on this and had now developed a template that had been provided to NHS Orkney for the local context to be slotted into. Members noted that the finalised document would be presented to the Forum at a later date.

6 NHS Orkney ISD Ethnicity Statistics

6.1 Nigel Firth gave a verbal report during which members noted that NHS Orkney was working to improve ethnic data collection from patients for equality and diversity monitoring. While no patient could be compelled to provide the information, NHS Orkney was doing some awareness raising work that explained what was being done, stressing to patients how useful it would be if they were to provide the information and providing reassurances that any information given by patients would be anonymised.

7 Culture Fund Bid Events Update

8.1 Frazer Campbell confirmed that the Conference had been arranged for 13 November 2014. Speakers included representatives of the Equality and Human Rights Commission, Stonewall Scotland and Blide Trust. There would be three workshops which everyone would have the opportunity to attend. The

Commission's workshop topic had still to be confirmed and the other workshops would be Bullying and Hate Crime by Stonewall (extended to all protected characteristics) and the Use of Language by Blide Trust and Orkney Minds

8.2 Members had been asked to consider whether their organisations were in a position to offer any financial assistance but, apart from the Council, no one had been so far been able to provide any funding. Sue Sulat suggested Frazer Campbell contact the Rotary Club to see whether they would be able to provide any funding. **Action: FC**

8.3 Marie Love advised that Mara Menzies would be invited for four days rather than an entire week in order to restrict costs. This, combined with a possible discount from the Pickaquoy Centre, would ensure that the Conference and visit by the storyteller could go ahead. Attendees would require be restricted to 60 to make the Conference manageable and affordable. Marie would contact members shortly asking for numbers from their organisation/group. Once total numbers were known consideration could be given to which other groups the Conference could be opened up to if there was capacity. Members should note that it was important that anyone who had committed to attending to should send apologies if they found they were unable to do so at a later stage, otherwise there could be needless catering costs. **Action: ML/All**

8.5 Marie Love had contacted Liam McArthur to see whether he could attend and give the closing address. She had not yet had a response and Frazer Campbell advised he would discuss this with him when he saw him at a forthcoming event. **Action: FC**

8.6 Sue Sulat advised members that a film collective had brought a film entitled 'Girl Rising' to the cinema at the Pickaquoy Centre. The film raised awareness about the importance of educating girls. Sue would provide more information and the film could perhaps be considered for the Conference. **Action: SS**

9 Any Other Business

9.1 Sue Sulat advised members that an autism friendly cinema pilot had recently been carried out at the Pickaquoy Centre. When showing the films the lights had not been turned completely down and the sound was at a lower level. There was also an absence of trailers and advertisements. The pilot had proved popular and autism friendly films would become part of the regular programme from July 2014.

9.2 Sue Sulat confirmed that the Lifestyle Centre would be completed in September, although the date when the service users would be moving in was not yet known. The Centre was stunning and, as well as care and therapy rooms, included social areas, meeting spaces, an IT room and Snoezelen. Some of the facilities, such as meeting rooms, would be available for hire outwith the Centre's opening hours. Anyone who was interested in hiring these facilities, or who wanted a tour of the Centre, should contact Mark Harrison at the Pickaquoy Centre

- 9.3 Frazer Campbell advised that Police Scotland had sent their Mental Health and Place of Safety - Standard Operating Procedures for comment. Members of Blide Trust had thought it a well written document and were pleased to note that a complementary training programme for police officers was being developed. The document highlighted that people should not be criminalised if their behaviour was linked to mental illness which was welcomed. However, there would also be implications for the NHS and ambulance staff who could find it difficult to assess mental health issues if people were intoxicated
- 9.4 Nigel Firth informed members that he had been invited to one of the seminars that the Equality and Human Rights Commission was holding with regard to the improving equality outcomes project. Rather than attend a seminar he had been given the opportunity to attend a video conference and he would pass on any relevant information he gleaned from this to the Forum. Members noted Linda Russell would also be participating in a video conference with the Commission on the same subject, although details had not yet been finalised.

ML
18.06.14