



Orkney Community Planning Partnership Orkney Equality Forum

Minutes of the meeting of the Orkney Equality Forum
held at 10 am on 10 March 2015 in Saltire Room, Balfour Hospital, Kirkwall

Present:	Frazer Campbell Irene Cowdry Fraser Devine	Service Director, Blide Trust (Chair) Administrative Assistant, OIC Team Leader for Volunteering Voluntary Action Orkney
	Sarah Eaton Marie Love Sarah Ratter Gwenda Shearer Gillian Skuse Joanne Wallace Anna Whelan	Representing Sensory Loss Policy Officer (Equalities), OIC (Secretary) Administrative Officer, OIC Elected Member Director, Age Concern Orkney Orkney College Secretary to OCPP Steering Group and Strategy Manager, OIC

Video Conference Link	Nigel Firth Liz Scott	Equality and Diversity Manager NHS Grampian and NHS Orkney Equalities Manager, HIE
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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
	Sue Foard Mhairi Hughes	Procurator Fiscal Corporate Services Manager Orkney Housing Association Limited
	Tom McGuire	All Age Learning Disability and Mental Health Service Manager, OHAC
	Carol McManus Joanna Murray	Service Improvement Officer, OIC Preventions and Interventions Officer Police Scotland
	Sandra Paton Elaine Peace	Manager, Women's Aid Orkney Director of Nursing, Midwifery and AHP NHS Orkney
	Sue Sulat Colleen MacLeod Andrea Spence-Jones	Pickaquoy Centre, Kirkwall Orkney Inter-faith Group Service Manager, Advocacy Orkney

1 Welcome and apologies

- 1.1 The Chair welcomed Sarah Eaton, Gillian Skuse and Joanne Wallace to their first meeting of the Forum and introductions were made.

2 Minutes of last meeting held on 11 December 2014

- 2.1 The minutes were agreed.

3 Matters arising

3.1 Orkney Community Planning Partnership Equality and Diversity Strategy 2012

Marie Love advised that because of the review of the Orkney Community Planning Partnership a review of the Strategy has been put on hold until a decision has been made on the way forward for the Forum.

3.2 Orkney Equality Forum Terms of Reference 2011

Marie Love advised that because of the review of the Orkney Community Planning Partnership a Review of the Terms of Reference has been put on hold until a decision has been made on the way forward for the Forum.

4 Equality and Diversity Update for NHS and OHAC

4.1 NHS Orkney and Orkney Health and Care Equality Outcomes 2013-2017

Nigel Firth presented a report providing an update for NHS Orkney and OHAC in respect of their Equality Outcomes 2013-2017. In terms of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, like all public authorities, they were required to produce and publish an equality outcomes report by 30 April 2013 which they did. In terms of the specific duties they are now required to produce a report detailing progress made to date to achieve the objectives set out in their equality outcomes document by 30 April 2015. Work has already begun on the update and that the deadline will be met.

Marie Love advised that the Council's Annual Equality Report 2015 would be a joint report along with the Education Authority and Orkney Islands Area Licensing Board. The report will contain all the information required to meet the specific duties, including progress made towards achieving the equality outcomes. The report would be published by 30 April 2015.

4.2 NHS Orkney Draft Equality, Diversity and Human Rights Policy

Nigel Firth advised that all health boards were now required to develop a new Equality and Diversity and Human Rights Policy. Work on the draft policy for NHS Orkney was progressing well and it was anticipated that it would be approved in the near future.

5 Orkney Community Planning Partnership Streamlining and discussion on Future of Orkney Equality Forum

- 5.1 Anna Whelan presented a report on the streamlining of the Orkney Community Planning Partnership.
- 5.2 Members discussed the future of the Forum in light of the proposed streamlined model for the future of Orkney Community Planning Partnership and unanimously agreed that the Forum should continue as it was an exceptionally valuable group. Members wanted to continue the work of the Forum to raise awareness and provide mutual support and knowledge. The group has worked well together and has had a number of achievements. It is unlikely that any of the organisations represented would have had the capacity to accomplish so much acting on their own.
- 5.3 In addition, the NHS Equality and Diversity Group had been merged with the Forum in 2012. The purpose of the merger was to avoid duplication of subject matter and it was helpful to streamline the number of meetings people had to attend. If the Forum no longer existed the NHS Equality and Diversity Group would require to be reinstated.
- 5.4 Members also felt it would be important to continue to have regular meetings but it was agreed to reduce the number from four per year to three as it was difficult finding a date for the summer meeting due to members' leave commitments.
- 5.5 Fraser Devine commented on the number of members who attended the meetings regularly compared to the number of members on the Forum. It was appreciated that many members had capacity issues and it was agreed that Marie Love would contact members and ask whether they would like to remain on the Forum. **Action ML**
- 5.6 It was recognised that the Forum would no longer be a thematic group, but would be an independent group, with some members being invited to sit on groups within the new structure of the Partnership. The Forum would continue to produce annual reports. Marie Love would send a formal response to Anna Whelan. **Action ML**

6 Any Other Business

- 6.1 Liz Scott had provided a paper summarising an informal talk on the public sector equality duties by Yvonne Strachan, Head of the Scottish Government's Equality Unit at a meeting of the NDPB (Non-Departmental Public Bodies) Equality Forum on 25 February 2015. The Scottish Government was keen to hear from anyone who had information on barriers to moving forward or examples of good practice which could be shared. This could be done by emailing Yvonne Strachan, whose email address was on the Scottish Government website.

- 6.2 Nigel Firth had given evidence to the Education and Culture Committee of the Scottish Parliament on the proposed British Sign Language (Scotland) Bill on 24 February 2015. On behalf of NHS Grampian and NHS Orkney he had put forward a number of suggestions for improvements. These included the suggestion that people wishing to take the three year degree course in BSL should be salaried for all three years and then have a guaranteed level of income for their first two years post university. This may help to overcome the current shortage of BSL interpreters in some areas of Scotland.
- 6.3 Nigel also advocated using the Disability Discrimination Act 1995 and the Equality Act 2010 to enforce the provision of BSL in those areas where currently public bodies were not meeting their legal duty to provide BSL, even though there were sufficient BSL interpreters available locally.
- 6.4 The Committee had taken evidence and, following deliberation, would produce a statement of the way forward. At the moment they were not ruling anything in or out but were minded to improve the situation in whatever form that should take.

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10.03.15