

## PERTH AND KINROSS COUNCIL

## Strategic Policy and Resources Committee

18 September 2013

**STONEWALL SCOTLAND –  
GOOD PRACTICE PROGRAMME FOR PUBLIC SERVICES**

**Report by David Burke, Depute Chief Executive**

**ABSTRACT**

This report recommends that Perth & Kinross Council sign up for the Stonewall Scotland Good Practice Programme for Public Services.

**1. INTRODUCTION AND BACKGROUND**

- 1.1 Stonewall Scotland is a national organisation which works to achieve equality and justice for lesbian, gay, bisexual and transgender (LGBT) people.
- 1.2 Stonewall Scotland are funded by the Scottish Government to work with public bodies through a Good Practice Programme. The programme is designed to support effective organisational collaboration and partnership working to drive excellence in the provision of public services to LGBT communities in Scotland.
- 1.3 Those organisations which sign up to the programme receive support from Stonewall Scotland in 6 specific areas:
  - Meeting the Public Sector Equality Duty by delivering and reporting progress on Equality Outcomes;
  - Mainstreaming LGBT equality (including 2013 and 2015 mainstreaming reports and procurement support);
  - Research and evidence to undertake meaningful Equality Impact Assessments;
  - Developing effective service user networks;
  - Access to a free dedicated on-line learning resource for all staff and elected members ([www.lgbtgoodpractice.org.uk](http://www.lgbtgoodpractice.org.uk))
  - Multi-agency training and information seminars
- 1.4 To date 17 local authorities across Scotland have signed up to the Good Practice programme along with a number of other public bodies including NHS Boards, Police Scotland, Scottish Fire and Rescue Service, Scottish Prison Service, Further Education Colleges, Sport Scotland and the Forestry Commission.

## **2. PROGRESS**

- 2.1 The Council has made significant progress in fulfilling the requirements of the Public Sector Equality Duty, including the publication of the Council's revised Equality Policy, Equality Outcomes and Mainstreaming Report. Services are currently working on reviewing their individual Equalities Action Plans to ensure they are aligned with the new Equality Outcomes.
- 2.2 The Council currently takes forward a number of positive initiatives relevant to the LGBT community for example:-

### **Perth and Kinross G.L.O.W.**

Perth and Kinross GLOW (Gay, Lesbian or Whoever) is a youth group and information service for lesbian, gay, bisexual and transgender (LGBT) young people aged between 13 and 25 who live within the Perth and Kinross area. GLOW provides a place where young people are treated with respect no matter what their sexuality or gender identity is. It is a safe and confidential place for any young person who is lesbian, gay, bisexual or transgender, or thinks they might be, to meet others and get information and support on a range of youth issues.

**Tackling Homophobic Bullying in schools** - Education and Children's Services has developed and adopted a revised Anti-Bullying Strategy through a multi-agency group and consultation with schools, teachers and parents and involvement with 'Respect Me', the Government's Anti-bullying Service. The strategy will be embedded within schools and learning communities, with training delivered by 'Respect Me'.

**Information Sharing** – Housing and Community Care have shared Stonewall research reports 'Lesbian, Gay and Bisexual People in Later Life' and 'Working with Older Lesbian, Gay and Bisexual People' with local care providers.

**Community Equality Advisory Group (CEAG) membership** – positive links have been established with Central Scotland Transgender Group who regularly attend and contribute to CEAG meetings.

- 2.3 Opportunities exist to build upon such activity in partnership with Stonewall Scotland through signing up to their Good Practice Programme.

## **3. BENEFITS OF SIGNING UP TO THE GOOD PRACTICE PROGRAMME**

- 3.1 By signing up to the programme, the Council will benefit from the expertise and advice of an organisation which specialises in this area of equalities work. This approach has previously proven successful through similar work with Show Racism the Red Card and 'see me' (mental health anti-stigma) campaigns.

- 3.2 The Council will also be able to enhance its work in relation to meeting its stated Equality Outcomes and continue to build a positive reputation in relation to its equalities work.

#### **4. RESOURCE IMPLICATIONS**

- 4.1 There is no cost to signing up the Good Practice Programme. There will be some resource implications in terms of officer and member time in putting in place and undertaking any extended engagement with the LGBT community which may be identified through work with the programme. This will be managed within existing budgets.

#### **5. CONCLUSION AND RECOMMENDATIONS**

- 5.1 Members are asked to approve the recommendations in this report and note that they will continue to be kept informed regularly of progress in relation to this area of work via Service Equalities Action Plans and Equality Outcomes updates.
- 5.2 It is recommended that the Strategic Policy and Resource Committee:-
- (a) agree that the Council sign up for the Stonewall Scotland Good Practice Programme for Public Service;
  - (b) notes the benefits which will be provided by signing up to this programme.

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#### **Approved**

<b>Name</b>	<b>Designation</b>	<b>Date</b>
David Burke	Executive Director (Housing and Community Care)	2 September 2013

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## IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

<b>Strategic Implications</b>	<b>Yes / None</b>
Community Plan / Single Outcome Agreement	<b>Yes</b>
Corporate Plan	<b>Yes</b>
<b>Resource Implications</b>	
Financial	<b>None</b>
Workforce	<b>None</b>
Asset Management (land, property, IST)	<b>None</b>
<b>Assessments</b>	
Equality Impact Assessment	<b>Yes</b>
Strategic Environmental Assessment	<b>None</b>
Sustainability (community, economic, environmental)	<b>None</b>
Legal and Governance	<b>None</b>
Risk	<b>None</b>
<b>Consultation</b>	
Internal	<b>Yes</b>
External	<b>None</b>
<b>Communication</b>	
Communications Plan	<b>None</b>

**1. Strategic Implications**Community Plan / Single Outcome Agreement

- 1.1 This report is relevant to the achievement of all the Community Plan/Single Outcome Agreement priorities.

Corporate Plan

- 1.2 This report is relevant to the achievement of all Corporate Plan priorities.

**2. Resource Implications**Financial

- 2.1 There are no direct financial implications arising from this report.

Workforce

- 2.2 There are no direct workforce implications arising from this report.

Asset Management (land, property, IT)

- 2.3 There are no direct asset management implications arising from this report.

### **3. Assessments**

#### Equality Impact Assessment

- 3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

This report has been considered and assessed as relevant for the purposes of Equality Impact Assessment, and it is considered that the report supports and advances equality.

#### Strategic Environmental Assessment

- 3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

The matters presented in this report were considered under the Environmental Assessment (Scotland) Act 2005 and no further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

### **4. Consultation**

- 4.1 This report has been discussed at the Equality and Diversity Member Officer Working Group.

The Equality and Diversity Member Officer Working Group is in agreement with the recommendations of this report.

### **5. BACKGROUND PAPERS**

There are no background papers.

### **6. APPENDICES**

There are no appendices to this report.

