

MINUTE OF EQUALITY FORUM MEETING, 27th MAY, MORAY COUNCIL HQ

Present: John Ferguson, Moray Council – Chair
 Amanda Walker, Moray Council – Project Officer
 Andrea Fuller, Moray Council – Public Relations Co-ordinator
 Irene Paterson, Patient Participation Forum
 Tracy Grant, SAMH
 Judith Franklin, Moray Women’s Aid
 Debbie Taylor, Jewish Community of Grampian
 Andi Watson, Terrence Higgins Trust
 Jim Maguire, ESOL
 Lansana Bangura, Moray Islamic Group
 Dennis Robertson, Grampian Society for the Blind
 Jim Grove, Dennis Robertson’s driver
 Kenny McGeough, Grampian Police
 Ron Falconer, GREC
 Graeme Noble, GTIEP
 Madeline Turnock, GTIEP
 Russell Stewart, LEAD

Apologies: Fiona Simpson, Moray Council, Equal Opportunities Officer
 Monica Lee-MacPherson, SHIMCA
 Ewen McNeil, Scottish Polish Society
 Debbie Rupenthal, Enable
 Eileen Rutherford, RNID
 Sarah El-Faragy, Muslim Women’s Resource Centre
 Fiona Hird, FABB
 Suzy Gently, Help the Aged

Welcome	Action
John welcomed everyone and thanked them for attending.	
Partnership training	
<p>At the Equality Forum meeting held on 11th November 2008, the Forum highlighted the requirement for Partner agencies to receive Equalities Awareness Training. Members of the group had offered to participate in or deliver the training.</p> <p>Since then, training has been offered to all Partners, with a poor response to date.</p> <p>John asked the Forum to consider what the main issues are with regards to training. They were identified as:</p> <ul style="list-style-type: none"> • the need for a greater understanding of cultural issues • increased awareness within organisations to enable them to deal directly with clients rather than pass them on to other agencies • the need for robust generic induction training for all front-line staff 	<p>Fiona Simpson Contact Chris Oswald at the Equality and Human Rights Commission to arrange a presentation on training.</p> <p>Andrea Fuller and Amanda Walker Invite the Training Officers of the Community Planning Partners to the presentation to raise awareness of the various training issues.</p>

<ul style="list-style-type: none"> • that this training be ongoing eg brought into professional development reviews, appraisals etc for discussion • role-specific training as and when required <p>It was acknowledged that funding would be a consideration, as would staff time resources.</p> <p>Grampian Police have developed a booklet covering diversity issues – this is the culmination of an 18 month long consultation. It is to be used as an addition to practical training.</p>	<p>Community Planning Partners would be asked to provide a summary of the type of training they provide at present.</p> <p>Kenny McGeough + Fiona Simpson Kenny to provide Fiona with 15 copies of the booklet for distribution amongst the Forum.</p>
<p>GREC – Grampian Wide Equality Network</p>	
<p>In 2008 GREC received government funding to develop a broader equalities representation. In January this year, they held a planning workshop facilitated by the Highlands and Islands Equality Forum to take this forward.</p> <p>The result is the Grampian Wide Equality Network. The aim is to have 15 – 20 key individuals, with a wider representation across Aberdeen City, Aberdeenshire and Moray.</p> <p>GREC would provide administrative and facilitation support.</p>	<p>Fiona Simpson: To contact GREC for the information and forward to all Forum members.</p>
<p>Kenny McGeough - Prejudice Incident Monitoring Form</p>	
<p>It is now recognised that aggravated crimes can be directed against gender, transgender, disability and age, whereas previously only race and religion were recognised.</p> <p>This created a need to adapt the original Hate Incident Monitoring Form to reflect this change.</p> <p>The new form is victim-oriented, in that it allows the victim to report as much or as little as they feel comfortable with, they can remain anonymous, and gives them access to a wide network of support.</p> <p>The form has also been developed for use by multiple agencies – it is not just a police form.</p> <p>Third party organisations can nominate themselves as contacts for this form, thereby enabling victims to report incidents to an organisation they feel comfortable with. It would also provide a network of support.</p> <p>Kenny asked that the Forum members consider whether their organisation felt they could fulfil this role. GREC and the Terence Higgins Trust are already involved.</p> <p>A discussion followed as to the various groups represented by the</p>	<p>Amanda Walker: To clarify with Kenny whether the police or the council will take the lead in promoting this form with the Community Planning Partners</p> <p>Forum members: To consider whether their organisation could be a third party organisation for the</p>

Forum, and their experiences of prejudice, and their reasons for reporting/not reporting them. The form can be reproduced in any format and in any language.	implementation of this form.
Police representation on the Forum	
Kenny McGeough asked whether the Forum felt that the Police would be a useful representative to have on the Forum. All agreed that it would be advantageous to have a Police representative on the Forum.	Fiona Simpson: To invite Jacqueline Larkin/Adrian Moar onto the Forum.
Single Equality Bill	
John gave a brief overview of the Single Equality Bill and opened it out to discussion – particularly in terms of the impact it would have on the Forum members and the Partners. Dennis Robertson informed the group about an event that had been organised by Aberdeen City Council to consult with the public on the Single Equality Bill. It had taken the theme of a ‘World Café’. However, it had not been very well attended, and those that had were mainly Council employees. Amanda Walker informed the group that the Equality and Human Rights Commission were planning to visit each local authority in the autumn to give presentations on the Single Equality Bill.	Fiona Simpson: To distribute the web link for EHRC info on the bill to the Forum members. Contact Roddy McTaggart at Aberdeen City Council to discuss the ‘World Café’ event.
Community Engagement Consultation	
John asked the Forum whether they would like to participate in a forthcoming consultation with regards to the development of a Community Support Unit within the Council. The aim is for the Unit to provide support to community groups, such as the Forum.	John Ferguson: To contact the Forum with the consultation.
Future Items for Discussion	
John asked the group to consider how they would like to see the Forum move forward. Various suggestions were made: <ul style="list-style-type: none"> • Consider the time that Forum meetings are held, to be more accessible. • Forum members to give apologies a week in advance to prevent unwarranted meetings. • Set the dates for Forum meetings for the rest of year, to allow people to plan for them. • Identify what each member of the Forum sees as the situation/challenge in Moray for the group they represent. • Approach Partner agencies for their expectations of the Forum. • Investigate the make-up of the Forum – are there other groups that should be represented? Suggestions made include; advocacy, Quarriers, Disability Forum and groups representing learning disabilities. • Organise an event to publicise the Forum amongst the 	Andrea Fuller: Set Forum meeting dates for the year. Andrea Fuller and Amanda Walker: To approach Partners to publicise the Forum, and invite to future meetings eg EHRC presentation. Forum members: Provide a written summary of the issues facing their group in Moray. To be sent to

general public.	John Ferguson by end June. Members to be present their profiles at the next meeting.
Any other items	
Mrs Paterson gave the following dates for forthcoming meetings of the newly reformed Disability Forum - 4 th June, 24 th June and 8 th July. The venue is Moray College.	