

To: Renfrewshire Forum For Empowering Communities

On: 21 March 2018

Report by:

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TITLE:

DEAR Group Action Plan

1. Summary

- 1.1 Diversity Equality Alliance Renfrewshire (DEAR Group) is comprised of a number of equalities-focused groups in Renfrewshire, supported by Renfrewshire Council. The DEAR Group is part of Renfrewshire Community Planning Partnership's structure for engaging with communities and is aligned to Renfrewshire Forum For Empowering Communities.
- 1.2 THE DEAR Group has reviewed its action plan for 2018/19 to ensure that actions remain owned by the members of the group, rather than by public services. The DEAR Group Action Plan is attached to this paper for information

2. Recommendations

- 2.1 It is recommended that Renfrewshire Forum For Empowering Communities notes the DEAR Group Action Plan and work being done within Renfrewshire to ensure a strong equalities focus.

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Diversity and Equality Alliance in Renfrewshire Equality Outcome Action Plan 2018

Equality Outcome 1: Underrepresented groups and those with protected characteristics are empowered to actively contribute and participate in public life

	Action	Lead Member	Protected Characteristic
1.1	Develop a network for BME communities to enhance civic participation, identity and inclusion	WSREC /UWS	Race (BAME)
1.2	Investigate the opportunity to establish an integration network	Renfrewshire Health and Social Care Partnership Chief Executive's Service	Race (BAME)
1.3	Provide information and support to empower underrepresented groups and those with protected characteristics to access funding opportunities and support the sustainability of projects which increases contribution and participation in public life	Engage Renfrewshire WSREC	All
1.4	Raise awareness and disseminate the 'Guidance on Improving Physical and Social Accessibility'	All Members	Disability
1.6	Identify organisations of different faiths to help develop a better understanding and awareness of the issues and examples of good practice to foster good relations across the diverse communities of Renfrewshire	Renfrewshire Interfaith Group	Religion and Belief
1.7	Raise awareness of volunteering opportunities and provide updates on the take up of volunteering opportunities from BME communities	Engage Renfrewshire	Race (BAME)
1.8	Continue to build capacity relevant to vulnerable people who are, or have been, affected by homelessness.	Renfrewshire Health and Social Care Partnership	Not exclusive to protected characteristic
1.9	Promote better understanding of Homelessness, people with convictions and Gypsy Travellers	Renfrewshire Health and Social Care Partnership Community Justice Renfrewshire	Race (Gypsy Travellers), Not exclusive to protected characteristic
1.10	Improving access to support services (e.g. advice services, mental health), particularly for people for different ethnic groups.	WSREC / UWS	Race (BAME) Disability

Equality Outcome 2: Women, older people and disabled people have access to safe and sustainable transport

	Action	Lead Member	Protected Characteristic
2.1	Analyse existing data from Seniors Fora and Community Transport surveys to identify transport issues	Renfrewshire Access Panel / UWS Paisley	Disability
2.2	Work with relevant partner agencies/groups including Network Rail to improve access to public transport	Renfrewshire Access Panel	Disability Gender/ Gender Identity Age
2.3	Run digital training courses/workshops on how to book My Bus service for digitally excluded My Bus service users	Renfrewshire Council	Age Disability
2.4	Work with partners to run a campaign about safe use of the buses for older people and disabled people, by increasing awareness of potential falls hazards.	ROAR – Connections for Life/ Renfrewshire Access Panel	Age Disability
2.5	Work with Partners to increase mobile parking opportunities	Renfrewshire Access Panel/ Renfrewshire Council	Disability

Equality Outcome 3: Local people who experience discrimination and disadvantage have a better quality of life and live independently in their home wherever possible

Action		Lead Member	Protected Characteristic
3.1	Improve accessibility of streets, pavements and public areas using the good practice identified in Living Streets "Streets For All?"	Renfrewshire Access Panel / RCPPP	Disability
3.2	Research the establishment and feasibility of a local LGBT+ Support Helpline based on the Dundee model that helps to break down social isolation	Renfrewshire Council	Sexual orientation (LGBT+)
3.3	Ensure active input from Health and Social Care practitioners to address the issues impacting on LGBT+ community	Renfrewshire HSCP, Health Improvement & Health and Homelessness	Sexual orientation (LGBT+)
3.4	Provide information for wider circulation on how to access support for long term conditions	Renfrewshire Health and Social Care Partnership	Disability
3.5	Effectively promote self-directed support in Renfrewshire	Renfrewshire Access Panel/ Renfrewshire Council/ RHSCP	Disability

Equality Outcome 4: Local people are positive about relations across the communities, promoting equality, celebrating diversity and promoting community cohesion and harmony

Action		Lead Member	Protected Characteristic
4.1	Increase awareness and better understanding of BME communities and equality identities	WSREC	Race (BAME)
4.2	Increase awareness and better understanding of LGBT+ communities & issues they face	To be confirmed	Gender/ Gender Identity
4.3	Produce a calendar or campaigns and events that are supported by the members of the DEAR Group including: • LGB&T History month • Disability Awareness week • International Women's Day • Black History Month • Scottish Refugee Week • Mental Health and Arts Film Festival • 16 Days of Action against Domestic abuse • Scottish Interfaith Week	Renfrewshire Council	Sexual orientation Disability Gender/ Gender Identity Race

Equality Outcome 5: Communities with protected characteristics feel safe, confident and supported to report hate crime to police or third party reporting centres

Action		Lead Member	Protected Characteristic
5.1	Continue to work in partnership with Police Scotland to raise awareness of the impact of hate crime	Police Scotland	Race Sexual orientation Disability Religion and belief
5.2	Train a range of partners to expand third party reporting centres in Renfrewshire	Police Scotland/ Disability Resource Centre	All
5.3	Support Police Scotland to deliver training that enables staff from statutory, voluntary and community organisation to signpost or assist victims or witnesses in reporting hate crime	Police Scotland	Race Sexual orientation Disability Religion and belief
5.4	Work in partnership with projects and initiatives to prevent hate crime and promote public safety and protection	Police Scotland	Race Sexual orientation Disability Religion and belief

Equality Outcome 6: Vulnerable individuals or groups (including those with protected characteristics) are no longer subject to gender based violence, human trafficking or forced marriage

Action		Lead Member	Protected Characteristic
6.1	16 Days of Action – Coordinate collective action to instigate cultural change, attitudes and perceptions of gender based violence	Renfrewshire Women's Aid/ Renfrewshire Rising/ Women and Children First	Gender/ Gender Identity
6.2	Increase awareness of the changing realities of human trafficking nationally and locally to shape local policy and combat child trafficking, domestic servitude, sex and force labour trafficking	Soroptimist International of Paisley	Gender/ Gender Identity Age