

REPORT TO: COMMUNITY PLANNING BOARD ON 19 NOVEMBER 2009

SUBJECT: MORAY EQUALITIES FORUM DIVERSITY DAY

BY: CORPORATE POLICY UNIT MANAGER

1. REASON FOR REPORT

1.1 The Community Planning Board is encouraged to release staff to give support to the Diversity Day which will be delivered by the Moray Equalities Forum on 15 December.

2. RECOMMENDATION

2.1 The Community Planning Board is encouraged to release staff to give support to the Diversity Day which will be delivered by the Moray Equalities Forum on 15 December.

3. BACKGROUND

3.1 The Moray Equalities Forum was established in May 2008 to meet requirements arising from equalities legislation to involve and consult members from different equality groups. The forum acts as an advisory and consultative body to the Community Planning Partnership on issues relating to age, disability, gender, race, religion or belief and sexual orientation in Moray. This gives equality groups the opportunity to raise issues of concern and to ensure that our services are meeting the needs of the community.

3.2 The key issue that has been raised by the forum is that partner agencies often have difficulty engaging and dealing with minority groups. They suggested that equalities training could provide valuable insight to the minority groups especially if the groups themselves delivered the training.

3.3 A letter was sent to partner agencies in order to investigate what equalities training they provide to their organisation and whether they would be willing to participate in further training by the equalities forum. These arose out of reports sent to the Community Engagement Group on 22 January 2009 and 23 April 2009.

3.4 Some partnership agencies highlighted that they provide sufficient training to their organisation and therefore would not be interested in further training by the forum. Other organisations however highlighted an interest in learning about the issues that were facing equality groups within Moray rather than training which focussed on legislation.

3.5 At the Equalities Forum meeting on 27 August 2009 the forum and partner agencies agreed that the forum would deliver a Diversity Day to inform partnership agencies of issues affecting the different groups which are specific to Moray. The forum will deliver short presentations and thereafter be available for partners to informally ask questions and pick up information from stalls.

- 3.6 A letter signed by Councillor McGillivray as Chair of the Community Engagement Group has been sent to partnership agencies and Elected Members inviting them to attend the Diversity Day on 15 December at the Elgin Town Hall.

4. SUMMARY OF IMPLICATIONS

(a) National Outcomes and the Single Outcome Agreement

The Diversity Day delivered by the Moray Equalities Forum will aid Partnership agencies achieve National Outcome 7 which states “We have tackled the significant inequalities in Scottish society” and our specific local outcome “Inequalities in Moray will be addressed”.

(b) Policy and Legal

The Community Planning Partnership has a legal duty to comply with their statutory equality duties. This includes providing staff with equalities training.

(c) Resources (Financial, Risks, Staffing and Property)

The cost of the Diversity Day will be approximately £100. This includes the venue and refreshments only as the forum’s input for the day will be free of charge. Partnership agencies are encouraged to release senior and/or frontline staff to attend the Diversity Day.

(d) Consultations

Councillor McGillivray has been consulted on this report.

5. CONCLUSION

- 5.1 The Community Planning Board is encouraged to release staff to give support to the Diversity Day which will be delivered by the Moray Equalities Forum on 15 December.**

Author of Report: Fiona Simpson, Equal Opportunities Officer

Background Papers: Reports to Community Engagement Group – 22.01.09 & 23.04.09

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