



CONNECTIONS

Equality Special



Clyde Valley Equality Week

24-28 May 2010



Renfrewshire
Council

Renfrewshire Council, along with other Councils in the Clyde Valley, are hosting an equality week from 24th - 28th May 2010.

The aim of the week is to demonstrate the Council's commitment to equality by promoting and encouraging a culture where equality of opportunity exists for all regardless of race, gender, disability, age, religion or belief or sexual orientation.

Council employees have responsibilities to our customers and the awareness week will focus on highlighting the Council's commitments in this regard. Equality is an integral part of the way we deliver services and the aim is to ensure that all our employees, customers and partners are treated fairly and with respect at all times.

Renfrewshire CVS, Airlink Business Centre, 24 Clark St, Paisley, PA3 1RB

Tel: 0141 587 2487

Fax: 0141 889 3974

<http://rcvs.synthasite.com>

Goldie Welcomes Renfrewshire Equalities Week

West of Scotland MSP Annabel Goldie has welcomed Equalities Awareness Week for Renfrewshire.

on race, ethnicity, sexuality, religion, or gender.

She said: "The people of Renfrewshire, like Scotland as a whole, are a tolerant and fair-minded people. They believe that everyone should be treated with equal dignity because everyone has an equal worth.

"Equalities Awareness Week for Renfrewshire reminds us that equality is not merely desirable but a fundamental truth."

"Equalities Awareness Week for Renfrewshire reminds us that equality is not merely desirable but a fundamental truth that cannot be written out of our conscience.



"There is no place in our society for discrimination, hatred or intolerance based

"For reminding us who we are, what we believe in, and how far we have come, Equalities Awareness Week for Renfrewshire deserves our admiration and gratitude."



Services We Can Provide

<http://rcvs.synthasite.com>

- Funding advice, support and training
- Support setting up/ developing groups
- Developing a Constitution
- Training
- Voluntary sector representation, promotion and networking
- Growing your work
- Provision of newsletters and e-bulletins
- Equipment hire
- Payroll
- Print shop
- Promotional film making
- Connecting with local partners

0141 587 2487

info@rcvsweb.co.uk

This list is by no means exhaustive. It's our ethos to meet the needs of Renfrewshire's voluntary sector, so if there's other services you'd like to see us provide then get in touch. Even if we can't provide it, we will probably know someone who can.

Statement of Intent for Equality

Renfrewshire Council is committed to ensuring that equality is embedded in all aspects of service delivery and strives to ensure that all employees, customers and partners are treated fairly and with respect at all times.

The Council is committed to promoting equality and tackling discrimination through:

- the way services are planned, delivered and purchased
- working together with partners in the public, private and voluntary sector
- engaging, consulting and informing service users/ customers
- employing and managing our employees.

The Council will continue to promote and encourage a culture whereby equality of opportunity exists for everyone regardless of race, gender, disability, age, religion or belief or sexual orientation.



*David Martin
Chief Executive, Renfrewshire Council*

Throughout Equality Week Renfrewshire Council will be:

Promoting equality training across the Council

Delivering equality impact assessment workshops

Progressing a programme of equality impact assessments

Distributing equality awareness information to all employees highlighting employees rights and responsibilities

Holding equality toolbox talks across the Council

Launching a new Statement of intent for equality

Launching a new equality module as part of their new employee induction programme

Launching an equality quiz

Promoting services available to the Council from partners

Hosting equality events with Community Planning Partners to promote equality across the Community

Promoting Stonewalls DVD for schools regarding homophobic bullying

Developing a new equality strategy

Further information: Raymond Cree on 0141 840 3694/ raymond.cree@renfrewshire.gov.uk

ROAR AGM 2010

Kibble works 1, Greenhill Business Park, Paisley
Wednesday 2nd June 2010
1.15pm – 2.15pm (lunch served from 12.30pm – 1.15pm)

Reaching Older Adults in Renfrewshire's (ROAR) AGM has a special equalities theme. Their guest speaker is Bill Martin of the Renfrewshire Seniors Forum (RSF). He'll be talking about the RSF's work and their remit for ensuring equal rights for Renfrewshire's older adults.

There will be a light lunch and refreshments and an opportunity for networking before the meeting begins.

*Further information: Samantha Drysdale on 0141 587 2487/
samantha.drysdale@rcvswb.co.uk*



RAMH Info Stall

Reuben Millward, the Education and Information Worker for Renfrewshire Association for Mental Health, will be at Renfrewshire Council HQ's (Cotton Street, Paisley) Atrium in an information capacity with a variety of resources on mental health services in Renfrewshire, to answer any questions and signpost people to services.

Information available at the stall will include educational literature on mental health, services and new campaigns and initiatives in Renfrewshire and Scotland. The stall will be open on:

Thursday 27th May, 10am - 12pm

For further information call Reuben at RAMH Active in the Charleston Centre on 0141 842 3421.

Renfrewshire Association for Mental Health
... helping to make the pieces fit



Inequalities in Health

Socio-economic inequalities in health have been observed in the UK since records began.

In his 1842 report on the conditions of the labouring poor in Britain, Edwin Chadwick noted that, when he asked for two maps of Aberdeen, one marked with the prevalence of fever and one with the location of the different social orders:

'They returned a map so marked as to disease, but stated that it had been thought unnecessary to distinguish the streets inhabited by the different orders of society, as that was done with sufficient accuracy by the different tints representing the degrees of the prevalence of fever.'

Today as then, the data available is generally based on the average circumstances of populations living in particular areas rather than the circumstances of individuals.

Forgotten Factors?

Although health inequalities are most often described in terms of socioeconomic status and linked to poverty and deprivation, health outcomes and health risks may also vary according to people's age, disability, gender, race, religion or belief, sexual orientation and other individual factors.

However, not everyone living in areas defined as deprived is disadvantaged. Also, many disadvantaged people do not live in areas of multiple deprivations. It is therefore important to look at health inequalities across the whole population in different ways wherever this is possible.

For example there are important variations in health by ethnic group. Differences in health between different ethnic groups are at least as large as those between rich and poor but there is much less information available in Scotland for health inequalities by individual characteristics such as ethnicity or sexual orientation.



Individual characteristics are largely fixed but diversity (age, disability, gender,

race, religion or belief) can also lead to unequal health outcomes. Gender, and in particular masculinity, contributes to problems of violence, to the reluctance of men to seek help for problems and may make men more likely to resort to alcohol and drugs than to seek help for a mental health problem.

Cumulative Effect

Sometimes diversity and life circumstances interact and pose increased risks to health. People do not just live in poverty, they may also be a lone parent, may have a long-term disability that affects the work they can do, or live with discrimination which has an impact on their mental health.

People's personal strengths and vulnerabilities, their lifestyles and health-related behaviours (eg smoking, diet, physical activity) and their links to social and community networks can also have an important impact in causing inequalities in their health.

These differences add up, they build on other disadvantages and exclusions and they relate to and reproduce wider health inequalities.

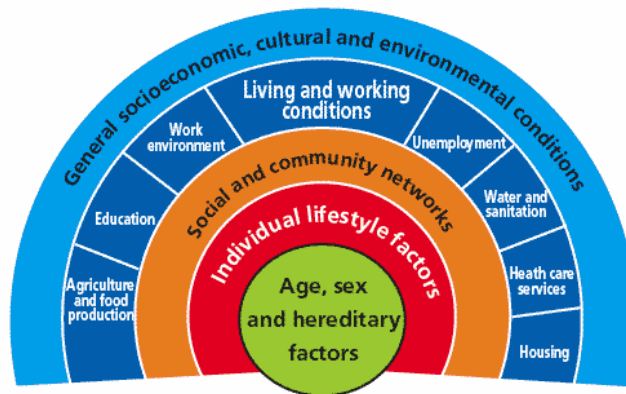
Reducing Scotland's deep-rooted inequalities in health is a long-term task and significant impact on health outcomes may take a generation to achieve. So what can be done to move Scotland in the right direction?

Can't Do It Alone

Effective interventions to reduce health inequalities tend to be multi-factorial and multi-agency, work across sector barriers and are best integrated into the mainstream of service delivery, with a focus on disadvantaged areas and groups.

This is why the Scottish Governments approaches to reducing health inequalities in Scotland are partnership approaches, working across the NHS, local authority and the third sector. The workstreams also link into and strengthen each other in order to provide the best possible outcomes.

Equally Well, the report of the Ministerial Task Force



A Special Opinion Piece

by Bill Weir, Voluntary Health Scotland

on Health Inequalities sets an ambitious and urgent agenda – all the more important in difficult economic times when our health and wellbeing are precious assets. Action on many fronts is already underway.

Community planning partners across Scotland have been assessing their plans and actions in the light of the Equally Well recommendations. Local partnerships are already identifying where they can step up their efforts, with a view to reducing unfair and unjust inequalities in health within Scotland's population.

The frameworks of Early Years and Achieving Our Potential also complement Equally Well and taken together form a coherent approach to addressing disadvantage in Scotland.

Shifting the Balance of Care is a programme of work which describes changes at different levels across health and care systems – all of which are intended to bring about better health outcomes for people and provide services which reduce health inequalities.

Don't Wait, Anticipate

This strategy means services are shifting towards a model of anticipatory care through increasing the rate of health improvement, particularly in deprived communities, by anticipating and addressing the need for care at an earlier stage.

It also aims to move the emphasis from services focused on acute conditions towards systematic and personalised support for people with long term conditions, developing continuous, integrated care rather than disconnected episodic care.

Keep Well is an example of such anticipatory care in practice, developed as part of plans to tackle health inequalities in Scotland. The

programme aims to increase the rate of health improvement in 45-64 year olds in areas of greatest need. There is a particular focus on early intervention for those at a high risk of coronary heart disease and diabetes.

The service is about building a partnership between the healthcare practitioner and the client and is designed to provide support and advice which can help people make their own healthier lifestyle choices.

During the Keep Well health check there is a focus on social elements of health in addition to the clinical parts of the check. As part of the check, the practice staff can also put people in touch with services such as healthy eating advice, physical activity classes, stop smoking groups and advice on money and benefits.

Shifting the Balance of Care is an evolutionary process with no fixed end point and as such will be flexible and adaptive as Scotland's health landscape develops. This means there is a framework which will continuously refine and develop community-based, multi-agency approaches to the delivery of integrated care.

In It Together

As noted previously, health inequalities in Scotland can only be effectively tackled by effective interventions which are multi-factorial, multi-agency, work across sectors and are integrated into the mainstream of service delivery.

The increase in local partnership working arising from the aforementioned strategies and frameworks and driven through Community Health Partnerships, Single Outcome Agreements, and the work of local third sector interfaces can only help to deliver real change for Scotland's health inequalities.



Bill Weir is the Partnership Development Officer for Voluntary Health Scotland (VHS).

Established in 2000, VHS is the first national network of voluntary health organisations of its kind in the UK. Along with over 210 members, VHS work to maximise the impact of the voluntary sector on health improvement and health care.

Their vision for a healthy Scotland encompasses the increase of opportunities for a healthy life, fairness in access to resources and services, the widening of channels for participation in service planning and delivery and commitment to work together in the pursuit of health for all.

Further Information
Voluntary Health Scotland
0131 225 7290
www.vhscotland.org.uk

Taking Care of Everyone

Renfrewshire Carers Centre is part of the Princess Royal Trust for Carers and provides services and support to carers in Renfrewshire who are looking after a partner, relative, neighbour or friend with an illness or disability.

Renfrewshire Carers Centre provides a wide range of services including:

Befriending Service: provides companionship to carers or cared for through a team of trained volunteer befrienders to help reduce stress and isolation.

Training for Carers in Renfrewshire: their free training courses are designed to help carers improve their caring skills and knowledge so they are more comfortable in their caring role.

Support Groups: provide peer-group support for carers, who can

use group time to discuss their experiences and gain emotional support and re-assurance. They can also obtain expert help.

Young Carers: they provide a programme of group activities for children and young people under the age of 18. Activities are organised by age group where the young people can be supported and given opportunities to have a break from their responsibilities.

Advice: they provide advice on subjects like welfare benefits, filling in carers self assessment forms, advice on where to access specialist equipment and services, direct payments etc.

Diane Goodman, Manager at Renfrewshire Carers Centre, said: "It is essential that services are open to all carers in Renfrewshire no matter who they are or who they are looking after.

"Equality Awareness Week is important to Renfrewshire Carers Centre to publicise the work we provide to ensure all carers in Renfrewshire are aware of the support available to them"



Further Information

0141 887 3643

www.renfrewshirecarers.com

Throwing the Book at Hate Crimes

Renfrewshire libraries have now been designated 'third party reporting sites' for hate crimes.

This means they are locations, other than police offices, which allow victims, or people concerned about victims, of hate crime to report incidents without having to speak directly to the police.

A hate crime is any criminal offence committed against a person or property that's motivated by an offender's hatred of someone because of their race, colour, ethnic origin, nationality or national origins, religion, gender identity, sexual orientation or disability.

Councillor Eileen McCartin, Convener of Renfrewshire Council's Community and Family Care policy board, said: "We know that while things like racist and homophobic crimes take place, many victims do not report these to the police.

"We want to change that and increase people's confidence in reporting this type of crime by making it easier to do so. Library staff have been trained to offer

victims the support they need to report incidents."

The initiative is part of the Safer and Stronger Renfrewshire Strategy which sees the council, the police and other organisations working together to make Renfrewshire safer. One of the aims of Safer and Stronger Renfrewshire is to increase reporting of hate crimes and reduce victimisation.

New figures show that racist crimes recorded by Strathclyde Police fell from 3082 in 2007/08 to 2824 in 2008/09. The number of racist incidents also dropped from 2396 in 2007/08 to 2289 in 2008/09.

Chief Inspector Lee Wilson of Strathclyde Police said "Remote reporting offers victims of hate crimes the chance to report incidents either online via Strathclyde Police website or at a reporting centre like libraries in Renfrewshire, in a confidential and supportive environment."



West of Scotland Regional Equality Council

West of Scotland Regional Equality Council (WSREC) is a voluntary organisation working across the West of Scotland to promote equality and good relations between all communities.

They provide equality services, offer information and signposting to people who are experiencing discrimination and champion diversity and equality across all sectors and communities.

WSREC has done a lot of good work in the Renfrewshire area. Recent examples include organising weekly drop in sessions for Central and Eastern European individuals living in Renfrewshire at the Lagoon Leisure Centre in Paisley and events for Renfrewshire Community Planning Partnership to consult with local individuals from minority ethnic communities.

WSREC has also conducted research on behalf of Renfrewshire Council into service needs amongst minority ethnic communities in Renfrewshire, delivered the *Professional Practice in Race Equality* module in partnership

with the University of the West of Scotland in Paisley and worked with the local community to offer special events such as *A Taste of Africa in Renfrewshire* which celebrated Black History Month in October of last year.

Michael Wilson, WSREC's Co-ordinating Officer, said: "WSREC is pleased to support Equality Awareness Week in Renfrewshire, we welcome the opportunity to provide information on our work and to promote equality and diversity across Renfrewshire, as is particularly important as the new Equality Act 2010 is coming into force by 2011 and it is vital people have the opportunity to learn more about this act and how it is relevant to them."

WSREC Information Stall

WSREC are also hosting an information stall during Equality Awareness Week, situated at Renfrewshire Council HQ's (Cotton Street, Paisley) Atrium. The stall will offer a host of materials on the subject of ethnic minorities and there'll be someone on hand to provide more information on what services and opportunities are available.

The stall will be open on:

Thursday 27th May, 12pm - 4pm

Further Information

0141 337 6626
admin@wsrec.co.uk
www.wsrec.co.uk

Equality Training and Consultancy

Based in Renfrewshire, Equality Training and Consultancy (ET&C) serves the voluntary, statutory and private sectors by providing cost effective, tailor-made training courses, specialising in equality and diversity.

One training topic of particular relevance right now is the new Equality Act 2010 – ET&C can help you prepare for his new legislation and its wide-ranging implications.

The Equality Act 2010 received Royal Assent in April and will take effect from October. The Act simplifies the law - replacing nine pieces of existing equality legislation and 100 other

measures - and will help Britain become a fairer society.

Valerie Crookston, Trainer for ET&C, said: "The Equality Act 2010 has implications for all employers, service providers and individuals, and everyone needs to understand their legal obligations and rights in order to avoid discrimination occurring and to proactively promote equality.

"Do you and your staff know what your responsibilities will be under the Equality Act 2010? Whatever sector you work in, this is the time to consider your professional development and prepare for the new legislation."



Further Information

07771 776030
info@equalityscotland.org.uk
www.equalityscotland.org.uk

Mission Statement

“RCVS exists to give assistance to voluntary and community organisations seeking to improve the quality of life for all citizens of Renfrewshire.”



Janis McDonald - Chief Executive

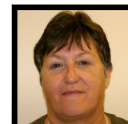
Janis has overall responsibility for the management of RCVS' human, financial and physical resources. She provides leadership, vision and the strategic development of our services.

janis.mcdonald@rcvsweb.co.uk

Sheila Connery - Corporate Services Manager

Sheila co-ordinates RCVS' corporate services work and is in charge of the corporate services team. She oversees human resources, health and safety, financial and other relevant areas.

sheila.connery@rcvsweb.co.uk



Anne Keir - Administrator

Anne provides secretarial support for all of RCVS' staff. She is also our health and safety officer, maintains HR paperwork and handles the induction of staff members.

anne.keir@rcvsweb.co.uk

Alison Greig - ROAR & SE Co-ordinator

Alison co-ordinates Reaching Older Adults in Renfrewshire (ROAR), a project that delivers a range of services for older people in Renfrewshire, and our Social Economy network.

alison.greig@rcvsweb.co.uk



Gordon Mclean—Information & Communications Officer

Gordon produces our newsletters, press releases, e-alerts and the weekly e-bulletin. He also oversees content management for our website and is in charge of our film production service.

gordon.mclean@rcvsweb.co.uk

Help Us Help You

One of the ways we help the community and voluntary sector is by collecting data on the size and diversity of services we provide, individually and collectively, to demonstrate the contribution the sector makes to improving the quality of life for the people of Renfrewshire.

Thus it's important the information we hold is accurate. Please let us know about any changes to your organisation's details.

Contact Us At:

**Airlink Business Centre
24 Clark St
Paisley
PA3 1RB**

**Phone: 0141 587 2487
Fax: 0141 889 3974**

<http://rcvs.synthasite.com>

Do You Get the E-bulletin?

Our free e-bulletin is packed with information on what's on in Renfrewshire, issues affecting the voluntary sector, funding schemes and various other articles of interest.

If you would like to have it e-mailed to you each week, or if you have an article for inclusion, please contact Gordon McLean:

gordon.mclean@rcvsweb.co.uk



The information we generally hold will relate only to contact details and the scope of services your organisation provides. In the unlikely event that any personal or sensitive information has been gathered (i.e. a contact number/address which is also a home number/address) this will be treated with the utmost discretion and will be stored within the guidelines of current Data Protection Legislation.