

EQUAL OPPORTUNITIES WORKING GROUP - 12 November, 1996

Motherwell, 12 November 1996 at 3 pm.

Note of Meeting of the EQUAL OPPORTUNITIES WORKING GROUP**PRESENT**

Councillor R. McKenna, Chair; Councillors Leitch, McAlorum, H. McGuigan, J. McGuigan and Robertson, R. Devine (Administrative Officer) and M. Castles (Assistant Chief Executive).

ECOPHONE DEMONSTRATION

1. The Chair welcomed Messrs. Munroe and Stewart of Northern Acoustics who gave a presentation in connection with text phones during the course of which they highlighted the various categories of users, the advantages to be attained by both the operator and the Authority by the use of text phones together with the capabilities and costs of the system. Thereafter they were heard in response to questions from members.

A demonstration of the method of operating the text phone was provided at the conclusion of the meeting.

The Group agreed (1) that an evaluation exercise be undertaken to determine the approximate number of enquiries received by the Council from people with hearing or speech difficulties and the approximate numbers who would benefit in the event that the Social Work Authority issued text phones to clients with hearing or speech difficulties, and (2) that a further report be prepared by the Chief Executive for consideration at a future meeting detailing the findings of the aforementioned exercise, outlining potential methods of communicating with the Council for people with hearing or speech difficulties and the anticipated associated costs of provision of text phones within Council offices.

MINUTE OF MEETING OF 20 JUNE 1996

2. There was submitted and noted the Minute of the meeting of the Working Group held on 20 June 1996.

WEST OF SCOTLAND COMMUNITY RELATIONS COUNCIL

3. With reference to paragraph 16 of the meeting of the Council held on 26 March 1996 there was submitted a report dated 4 November 1996 by the Chief Executive (1) advising that in order to undertake a review of the situation as instructed, several meetings had been held with interested parties to discuss the operation of the West of Scotland Community Relations Council in the Lanarkshire area; (2) enclosing a report prepared by that Organisation detailing recent projects undertaken within Lanarkshire, and (3) recommending that the Council continue to support the work of the West of Scotland Community Relations Council.

EQUAL OPPORTUNITIES WORKING GROUP - 12 November, 1996

Following consideration, the Group agreed to recommend to the Policy and Resources (Community Development) Sub-Committee the Council's continued support of the West of Scotland Community Relations Council and the release of £1,782.44, being the balance of the grant previously approved in respect of that organisation.

EQUAL OPPORTUNITIES POLICY

4. There was submitted a report dated 5 November 1996 by the Chief Executive (1) outlining the progress achieved by the Working Group in raising awareness of equal opportunity issues, and (2) proposing a timetable of action for the production of a draft Equal Opportunities Policy.

During discussion, the Chair advised that it was intended to convene a meeting of the Equal Opportunities Working Group to consider the draft Equal Opportunities Policy Document prior to the meeting of the Policy and Resources Committee of 10 December 1996.

The Group agreed that the content of the report be recommended for approval by the Policy and Resources (Community Development) Sub-Committee.

RACIAL HARASSMENT

5. There was submitted a report dated 5 November 1996 by the Chief Executive (1) which made reference to recent newspaper articles relating to racial harassment; (2) intimating that the Vice-Chair was of the opinion that the issue required consideration by the Working Group, and (3) proposing that a representative of Positive Action in Housing be invited to make a presentation on the topic to a future meeting of the Group.

Concerns were voiced with regard to the need to identify racial harassment as a mainstream Council issue and in this connection there followed discussion with regard to the most appropriate forum to hear the proposed presentation.

Following further discussion, the Group agreed that the Chair and Assistant Chief Executive (Operations) liaise with the Convener of the Housing Committee as to the most appropriate forum to hear a presentation on racial harassment by Positive Action in Housing.

LANARKSHIRE ETHNIC LINK COMMITTEE

6. There was submitted a report dated 4 November 1996 by the Chief Executive (1) advising that an application for financial assistance to assist with the running costs of the organisation of cultural awareness days had been submitted by Lanarkshire Ethnic Link Committee; (2) detailing the aims and objectives of the aforementioned Organisation, and (3) providing a copy of the bank statement and constitution of the Committee.

After consideration, it was agreed to recommend to the Policy and Resources (Community Development) Sub-Committee that the application for financial assistance in the sum of £1,500 by the Lanarkshire Ethnic Link Committee be supported.

NORTH LANARKSHIRE COUNCIL

REPORT

To: Equal Opportunities Working Group		Subject: West of Scotland Community Relations Council
From: Chief Executive		
Date: 4 November 1996	Ref: NJ/MC	

1. Background

1.1 At the meeting of the Council held on 26 March 1996, it was agreed that the Council continue to associate with Strathclyde Community Relations Council for a six month period after which the position of the Council would be reviewed.

2. Review

2.1 In order to progress the review, meetings have been held with the West of Scotland Community Relations Council, the Council for Racial Equality and representatives of South Lanarkshire Council to discuss the operation of the West of Scotland Community Relations Council in relation to Lanarkshire.

2.2 The West of Scotland Community relations Council were requested to prepare a report on recent work in Lanarkshire (Appendix 1).

3. Conclusion

3.1 As a result of the meetings with all the interested parties it is proposed that the Council continue to support the work of the West of Scotland Community Relations Council.

4. Recommendation

4.1 The Working Group recommend to the Policy and Resources (Community Development) Sub Committee that the West of Scotland Community Relations Council continue to be supported and that the balance of the grant award of £1,782.44 be released.

J. Coates
 Chief Executive

Developing Racial Equality Work in North and South Lanarkshire

West of Scotland Community Relations Council is supported by joint funding from unitary authorities and the Commission for Racial Equality with whom close partnership working is necessary under the auspices of the Race Relations Act 1976.

Racial Equality policy development and monitoring is carried out by WSCRC with the private sector, voluntary sector and public sector including health boards and trusts.

A key aspect of the work is the support for victims of racial discrimination and harassment who may require to have their cases assisted into sheriff court or tribunal.

All unitary authorities have been invited to send a delegate to the monthly meetings of WSCRC. A quarterly forum of strategic racial equality partnership work is being set up by WSCRC with the first meeting in October (October 10th, 2.00 p.m., City Chambers, Glasgow).

Much of the work developed by WSCRC is carried out throughout the West of Scotland by WSCRC officers. Some work is specific to particular areas and requires to be developed in a unique way.

Community Voice
Information newsletter (2/3
per year)

All schools, local authorities
West of Scotland Wide

Information packs on racism
to modern studies pupils

West of Scotland Wide

Work with Housing
Associations to set up a West
of Scotland Racial Equality in
Housing Forum

West of Scotland Wide

Work with journalists from
national and local newspapers
- interviews/information/press
releases.

West of Scotland Wide

Multi-cultural/anti-racist
projects, publications,
exhibitions.
Our Lives
Over the Rainbow
Strathclyde Roots

West of Scotland Wide

Advice and consultancy work
with all unitary authority
departments (ethnic
monitoring of staff employed
by all departments)

West of Scotland Wide

Set up community care/child
care conferences for Social
Work on black and ethnic
minority needs.

West of Scotland Wide

Work in Lanarkshire

Work with Lanarkshire Health Board - to develop racial equality policy, monitoring, community care plan.

Lanarkshire

Working with disabled and elderly group from black and ethnic minority communities.

East Kilbride

Cultural awareness advice to community council

East Kilbride

Multi-cultural celebration of International Women's Day (with Social Work Department).

East Kilbride

Cultural Awareness training/racial equality issues to children's panel.

Monklands
South Lanarkshire

Helped organise multi-cultural day with district library.

Cumbernauld

Joint seminar with Strathclyde Police/Victim Support for small shopkeepers (Airdrie, Coatbridge, Wishaw, Hamilton).

Glasgow
Lanarkshire

Racial equality development work with prison officers and penal establishments - support for black and ethnic minority prisoners.

All establishments including
HMP Shotts
Longriggend
HMP Dungavel

Racial harassment and
discrimination casework

Cumbernauld
Larkhall
Hamilton
Airdrie
Rutherglen

Discussions on racial equality
work with Lanarkshire
Enterprise Company

Working on race equality
action programmes with
social work group.

Motherwell
Hamilton
Monklands

Joint survey on ethnic
minorities social care needs

Monklands

Took part in Lets Kick
Racism out of Football
Campaign Workshops and
provided materials.

Earnock High School
Hamilton

Uniting Britain Campaign
Quality and Equality
Conference

All unitary authorities invited.

Drama about racial
harassment from East Kilbride
primary school.

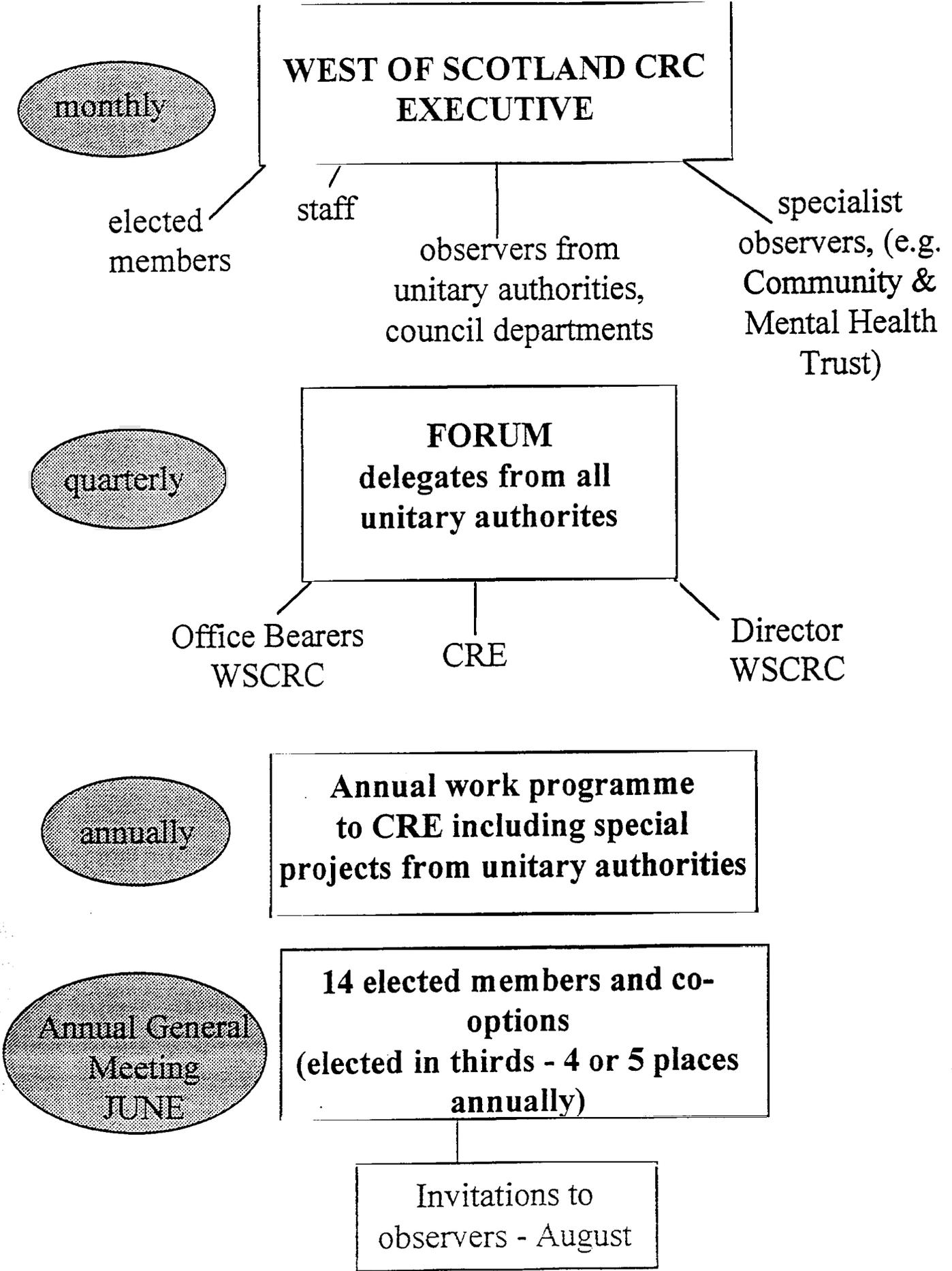
Work with Strathclyde Police
to support specific
harassment cases

Lanarkshire

Support for gypsy/traveller
cases coming under Race
Relations Act 1976.

Hamilton
Motherwell
Wishaw
Clydesdale

Structure of West of Scotland CRC



NORTH LANARKSHIRE COUNCIL

REPORT

To: Equal Opportunities Working Group		Subject: Equal Opportunities Policy
From: Chief Executive		
Date: 5 November 1996	Ref: NJ/MC	

1. Introduction

1.1 The purpose of this report is to outline the progress made by the Equal Opportunities Working Group in raising awareness of Equal Opportunities issues and to suggest a timetable for action towards producing a draft Equal Opportunities Policy.

2. Background

2.1 The group first met on 16 May 1996, at which the Assistant Chief Executive (Operations) gave a presentation on Equal Opportunities issues.

2.2 At future meetings held on 30 May 1996, and 20 June 1996, presentation were given by Disability Scotland, Commission for Racial Equality and the Equal Opportunities Commission.

2.3 It was agreed at the meeting of the 20 June 1996, to recommend to the Policy and Resources (Community Development) Sub Committee that these presentations be heard by a wider audience in the Council.

2.4 Consequently, presentations were made to the Council on 26 September 1996.

3. Audit of Current Practice

3.1 At a meeting held on 10 October 1996 of the Chair, Vice Chair and attended by the Chief Executive, it was agreed to write to departments seeking a nominee for equal opportunities and also requesting an audit of current practice and initiatives.

3.2 Responses from departments are being collated and a report will be produced by the end of November 1996.

4. Equal Opportunities Policy

4.1 In order to expedite the formulation of an Equal Opportunities Policy, the Assistant Chief Executive (Operations) in liaison with departmental nominees, will produce a draft document for consideration of the Policy and Resources Committee to be held on 10 December 1996.

5. Recommendation

- 5.1 It is proposed that the Working Group recommend to the Policy and Resources (Community Development) Sub Committee that the contents of the report are agreed.

John Castle
Chief Executive

NORTH LANARKSHIRE COUNCIL

REPORT

To: Equal Opportunities Working Group		Subject: Lanarkshire Ethnic Link Committee - Application for Funding
From: Chief Executive		
Date: 4 November 1996	Ref: NJ/MC	

Background

- 1.1 Lanarkshire Ethnic Link Committee has submitted an application for funding for £1,500 to assist with running costs and the organisation of cultural awareness days.
- 1.2 The Link Committee who operate from the Community Education Centre in Holytown, seek to promote better race relations between ethnic minorities and indigenous communities.

2. Consideration of Request

- 2.1 The Chair of the Equal Opportunities Working Group has met with representatives of the Ethnic Link Committee to discuss their work in North Lanarkshire.
- 2.2 The Ethnic Link Committee has submitted their constitution and bank statement together with the request for funding (Appendix 1).

3. Recommendation

- 3.1 It is proposed that the Equal Opportunities Working Group recommend to the Policy and Resources (Community Development) Sub Committee that the application be supported.



Chief Executive

DRAFT CONSTITUTION

ETHNIC MINORITIES ASSOCIATION OF LANARKSHIRE

The Association shall be known as the "Ethnic Minorities Association of Lanarkshire" (E.M.A.L. meaning action).

1. AIM:

E.M.A.L. exists to promote the principle of equality by seeking changes and flexibilities in the attitudes, policies and practices of the statutory and voluntary establishments that could appropriately respond to the felt or expressed needs of the Ethnic Minorities in Lanarkshire.

2. OBJECTS:

- i) To enhance better race relations between the Ethnic Minorities and the indigenous community.
- ii) To seek resources to redress the educational, social, cultural and economic disadvantages experienced by the Ethnic Minorities.
- iii) To campaign for effective equal opportunities and positive actions in pursuance of Race Relations Act 1976 and any other statutory instrument.
- iv) To combat institutional, cultural and individual racism and to provide solidarity and support to all Ethnic Minority members experiencing direct or indirect racial discrimination.
- v) To develop, promote, consolidate and implement local, regional and national strategies for the educational, cultural and economic regeneration of Ethnic Minorities.

- vi) To raise the level of consciousness of the various statutory and non-statutory bodies about the needs, difficulties and frustrations of the Ethnic Minority communities and thereby seek flexibilities and changes in the system or structure that could accommodate and respond appropriately to the changing needs of our multi-cultural, multi-racial, multi-religious and multi-lingual society.
- vii) To campaign resolutely to seek unity, mutual respect and trust amongst Ethnic Minority communities and allay misunderstandings, stereotyping bias and fears they may have about one another due to historical, religious, cultural, political, national or economic reasons.
- viii) To provide active support to the individuals and pressure groups to further the cause of the local disadvantaged sections of the indigenous community.
- ix) To liaise with different agencies endeavouring to seek equality and justice in society.
- x) To achieve the above objects the E.M.A.L. shall have the authority to hold meetings, publish leaflets and periodicals, canvas support, organise courses, classes and conferences and to do everything which is legally permissible to the realisation of all or any of the above objects.

3. The (E.M.A.L.) Association shall strictly be non-partisan in politics, non-sectarian in religion and non-nationalistic in ethnicity.

4. Membership:

- a) The membership of the association shall be open to all individuals in Lanarkshire who are of non-indigenous ethnic origin such as Chinese, Bangla Deshi, Pakistanis, Indians, Afro-Caribbean and those Ethnic Minorities in Lanarkshire who have settled in the U.K. from 1945 to date.

b).....

- b) The membership of the Association will reflect, as far as practicable the various Ethnic Minority communities of Asian and Afro-Caribbean origin.
- c) There will be no membership of the Association, however, grants, donations and funds may be sought from central or local government, trusts or other organisations to implement the Associations programme as the members devise from time to time in pursuance of the aim and objectives of the Association.
- d) Membership may be terminated if any member's activities are prejudicial to the Association.
- e) Individuals from the indigenous community may be co-opted as non-voting honorary members of the association so long as they are unanimously co-opted and three members do not exceed the one seventh of the total membership.

5. Executive Office Bearers and Committee:

- a) The Association shall elect a convener, a vice-convener, a general secretary, a joint secretary and a treasurer.
- b) The Association will elect a management committee of ten persons.
- c) The election shall be by secret ballot, held every second year and not later than 31st March.
- d) No single Ethnic Minority group shall have absolute majority in the executive committee nor in the posts of convener, vice convener and general secretary be occupied by a single Ethnic minority group.
- e) The general secretary shall be responsible for the day to day administration.
- f) The executive committee will preferably meet once a month.

6. Conduct of the Meetings:

- a) Seven days notice is required for any Association meeting.
- b) The general secretary shall inform the members of the meetings, its agendas, time and place.
- c) There shall be at least three Association meetings in a year.
- d) The quorum at Association meetings will be 20% of the total membership.
- e) Decisions taken at the meeting will be by a simple majority of the members present.
- f) The Ethnic Minority Committee may co-opt non-voting representatives from the various statutory bodies who will not exceed five in numbers.

7. Public Relations:

No members of the Association, except the collective body of the executive office bearers in conjunction with the management committee, through its general secretary, shall communicate with the press or media with regard to the Association affairs.

8. Amendment to the Constitution:

Amendments to the constitution may be made at an Annual General meeting requiring three-quarters majority for the amendment to be made, the members present at the A.G.M., for this purpose, should not exceed two-thirds from a single Ethnic Minority group.

**LANARKSHIRE
ETHNIC LINK**



COMMITTEE

Holytown Community Education Centre
Stevenson Street
Holytown
Tel: Holytown 732561

A handwritten signature in black ink, appearing to be 'G. S. [unclear]', written over a horizontal line.

16
M
DD

MR G SIDDIQUIE
147 MAIN STREET
HOLYTOWN

Sorting Code No 82-65-09
Account No 082586
Statement No 17

ML1 4TN 04-6509 10795

PAGE 1 OF 1
THE ETHNIC LINK COMMITTEE
CURRENT ACCOUNT



In Account with

Clydesdale Bank PLC

If your AutoBank Card or AutoCash Card is lost
or stolen call us immediately on 0141-223 2358

HOLYTOWN

Telephone No
01698 733711

Statement Issued on
15 JUL 1996

Date	Description	Debits	Credits	Balance
15 MAR 1996	Balance Forward			556.93 C
9 APR	000048	23.50		533.43 C
18 APR	000049	50.00		483.43 C
10 MAY	000050	50.00		433.43 C
13 MAY			400.00	
	000051	36.00		797.43 C
22 MAY	000052	64.38		733.05 C
7 JUN	000053	40.50		692.55 C
26 JUN	000054	50.00		642.55 C
28 JUN	000055	50.00		592.55 C
	cheque 000036	50.00		
	lectures	100.00		
	lectures - Santander Expenses	225.00		
				117.55 C

From 6th April 1996 INTEREST NET * means interest net of liability to income tax under the Tax Deduction Scheme for interest.

Details of the interest rate and the manner in which any interest is calculated are available on request.

'INTEREST NET*' means interest net of liability to basic rate income tax.

Abbreviations	C Credit	E or S Repayable to Either or the Survivor	TC TRANSFER Telephone Centre Transfer
	D Debit	J & S Jointly and Severally	TC FOREIGN Telephone Centre Foreign
	DD Direct Debit	SC Service Charge	Transaction Transaction
	DV Dividend	SO Standing Order	TR Transfer