

Motherwell, 28 April 2016 at 2 pm.

A Meeting of the YOUTH AND EQUALITIES COMMITTEE

PRESENT

Councillor Griffin, Convener; Councillors Beveridge, Lyle, McCulloch, McNally, McVey and Zambonini.

CHAIR

Councillor Griffin (Convener) presided.

IN ATTENDANCE

The Committee Services Manager; Head of Children, Families and Justice Social Work Services; Head of Education (Skills, Lifelong Learning and Youth Employment); Community Learning and Inclusion Manager; Continuous Improvement Officer; Youth Work Manager; Development Officer – Youth Work, and Development Officer (Equalities).

APOLOGY

Councillor Sullivan.

CONVENER'S REMARKS

The Convener opened the meeting by welcoming all Members and Officers to the first meeting of the Youth and Equalities Committee.

DECLARATIONS OF INTEREST IN TERMS OF THE ETHICAL STANDARDS IN PUBLIC LIFE ETC. (SCOTLAND) ACT 2000

1. Councillor Griffin, by virtue of her husband's employment, and Councillor McNally, by virtue of his involvement in taking forward the British Sign Language (Scotland) Act 2015, declared an interest in item 7 "Current and Future Equalities and Human Rights Strategic Priorities for North Lanarkshire Council – Update Report", and took no part in the consideration and determination.

REMIT FROM THE EDUCATION COMMITTEE HELD ON 26 APRIL 2016 - PARTICIPATION MEASURES FOR 16-19 YEAR OLDS IN SCOTLAND

2. With reference to paragraph 10 of the Minute of the meeting of the Education Committee held on 7 April 2016, when that Committee had considered a report dated 7 April 2016 by the Head of Education (Skills, Lifelong Learning and Youth Employment) which advised of the new Participation Measure for 16-19 year olds in Scotland which had been developed by Skills Development Scotland (SDS), in partnership with the Scottish Government, and had referred to this Committee for its interest, there was submitted the said report.

Decided: that the report be noted.

The Convener exercised her discretion to vary the Order of Business as hereinafter Minuted.

DEVELOPING THE YOUNG WORKFORCE IN NORTH LANARKSHIRE SCHOOLS AND ESTABLISHMENTS DURING SESSION 2015/16: PROGRESS REPORT

3. There was submitted a report dated 8 April 2016 by the Head of Education (Skills, Lifelong Learning and Youth Employment) (1) providing an overview of progress being made within schools and establishments to develop North Lanarkshire's young workforce, and (2) advising of the outcomes to each of the various development activities undertaken.

Decided: that the report be noted.

SCOTTISH NATIONAL ACTION PLAN FOR HUMAN RIGHTS

4. There was submitted a report dated 7 April 2016 by the Head of Education (Skills, Lifelong Learning and Youth Employment) (1) advising of the implications for the Council following the implementation of the Scottish National Action Plan for Human Rights (SNAP); (2) informing the Action Plan established an approach for a wide range of public bodies and voluntary organisations to work towards the delivery of the following three outcomes:- (a) Better Culture; (b) Better Lives, and (c) Better World; (3) providing an update on the progress made following the implementation of SNAP, and (4) recommending that a Joint Development Session on Human Rights be arranged for Members of the Committee and appropriate Officers.

Decided: that a Joint Development Session on Human Rights for Members of the Committee and appropriate Officers be held on a date to be arranged.

YOUTH INVESTMENT PROGRAMME UPDATE

5. There was submitted a report dated 8 April 2016 by the Head of Education (Skills, Lifelong Learning and Youth Employment) (1) providing an update on the current status of the Youth Investment Programme (YIP) and the transition to the next phase of employability services in North Lanarkshire; (2) detailing the background relative thereto; (3) indicating that, by March 2016, the Council had supported 6,368 unemployed residents into employment; (4) showing the significant changes and improvements in the North Lanarkshire labour market since the start of the Youth Investment Programme; (5) pointing out that, nevertheless, unemployment in North Lanarkshire continued to be higher than the Scottish and UK averages for all ages; (6) advising of some of the funding secured by the Initiative, and (7) setting out the challenges and the next steps for North Lanarkshire's Employability Services.

Decided: that the contents of the report be noted.

Councillor Griffin by virtue of her husband's employment and Councillor McNally by virtue of his involvement in taking forward the British Sign Language (Scotland) Act 2015, having declared an interest in the following item of business, took no part in its determination.

Thereon Councillor Griffin vacated the Chair and Councillor McVey assumed the Chair for the following item of business.

CURRENT AND FUTURE EQUALITIES AND HUMAN RIGHTS STRATEGIC PRIORITIES FOR NORTH LANARKSHIRE COUNCIL

6. There was submitted a report dated 6 April 2016 by the Head of Education (Skills, Lifelong Learning and Youth Employment) (1) advising Members that the Council was required to take action to improve the lives of people who experienced disadvantage and inequality, as set out in a number of pieces of legislation and regulation, including (a) the Equality Act 2010 and its associated public sector equality

duties, and the Human Rights Act 1998; (2) explaining that the Corporate Equality Working Group had been established to support the Council in developing and promoting its approach to this work, and ensuring compliance; (3) summarising the progress, to date, and proposed actions in respect of (a) the Public Sector Equality Duties; (b) COSLA - United Nations Convention on the Rights of People with Disabilities - Scottish Local Government Delivery Plan; (c) the British Sign Language (Scotland) Act 2015, and (d) the Race Equality Framework for Scotland 2016-30; (4) outlining and containing her observations on a series of corporate considerations in relation to (a) a risk based approach to equalities – corporate governance and the current and future role of the Corporate Equalities Working Group; (b) the review of the Equality Impact Assessment process for the Council; (c) the protocol for reasonable adjustments, and (d) Gender Based Violence; (5) enclosing, in the Appendices to the report, copies of (a) the Scottish Government's Race Equality Framework for Scotland 2016-2030, and (b) the results of a risk assessment on the Council's approach to Equalities, and (6) setting out a series of recommendations.

Decided:

- (1) that the additions to the Public Sector Equality Duties in 2017 and the requirement to (a) review the Council's equality outcomes set out in 2013, and (b) extend the Equal Pay Policy Statement to include occupational segregation (grades and occupations) for disabled employees and employees who fell within a minority ethnic group and those who did not, be noted;
- (2) that reports on (a) COSLA - United Nations Convention on the Rights of People with Disabilities – Scottish Local Government Delivery Plan; (b) the British Sign Language (Scotland) Act 2015, and (c) the Race Equality Framework for Scotland 2016-30 be submitted to a future meeting of the Committee;
- (3) that the risk assessment as detailed in Appendix 2 to the report be noted;
- (4) that the work to be undertaken by the Corporate Equality Working Group be noted, and
- (5) that the Employee Equality Forum be invited to give a presentation on its work to a future meeting of the Committee.

Councillor Griffin resumed the Chair.

PRESENTATION - YOUTH ENGAGEMENT AND PARTICIPATION

7. Liz Fergus, Youth Work Manager and June Forbes, Development Officer – Youth Work of Learning and Leisure Services, delivered a presentation to the Committee on Youth Engagement and Participation including:-
 - the Youth Engagement and Participation Infrastructure;
 - various Youth Engagement and Participation events that had taken place since March 2015;
 - a summary of the key strengths identified by the Care Commission in 2015, and
 - issues for future consideration with a view to going forward to continue good practice.

Decided: that the presentation be noted.