

**Motherwell, 28 October 2019 at 10 am.**

A Meeting of the **YOUTH, EQUALITIES AND EMPOWERMENT COMMITTEE**

**PRESENT**

Councillor Campbell, Convener; Councillor Woods, Vice-Convener; Councillors D. Ashraf, J. Ashraf, Burgess, Carragher, Carson, Douglas, Fotheringham, Gallacher, Goldsack, Gourlay, Jones, Linden, Magowan, McManus, McNally, Morgan, Quigley, Shevlin and Weir.

**ALSO IN ATTENDANCE**

In accordance with Standing Order 64(A) Councillors Bonnar and Kelly attended as substitutes for Councillors MacGregor and Brannan-McVey respectively.

**CHAIR**

Councillor Campbell (Convener) presided.

**IN ATTENDANCE**

The Head of Communities; Community Partnership Managers; Financial Inclusion Manager; Performance and Improvement Manager; Young People and Families Manager; Development Officer (Equalities); Development Officers (Information and Engagement), and Administrative Officer, North Lanarkshire Council; Chief Superintendent Alan Waddell, Superintendent Rob Hay, Police Scotland; Local Senior Officer Stephen Wright, and Station Manager, Brian Byrne, Scottish Fire and Rescue Service, and Sarah Quinn, Chairperson, North Lanarkshire Youth Council and Member of the Scottish Youth Parliament for Airdrie and Shotts..

**APOLOGIES**

Councillors Brannan-McVey, MacGregor and Stephen.

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

1. Councillor Douglas, by virtue of being an acquaintance of one of the authors of the paper outlined in the appendix to the report, declared an interest in paragraph 8, and in paragraph 13 by virtue of being a shareholder in British American Tobacco, and took no part in the consideration thereof.

Councillor Jones, by virtue of her role as Provost, declared an interest in paragraph 12, and took no part in the consideration thereof.

**POLICE SCOTLAND - PERFORMANCE REPORT**

2. There was submitted a report by Police Scotland (1) outlining policing performance and activity in North Lanarkshire; (2) focusing on the priorities contained within the Local Policing Plan, and advising that the priorities had been identified through consultation with partners and communities, and (3) providing statistical information on the performance of various priorities and objectives for the period 1 April to 31 August 2019 compared with the corresponding period from the previous year.

Chief Superintendent Alan Waddell then outlined the key points of note from each of the policing priorities and provided further detail on various aspects of the operational performance of Police Scotland in North Lanarkshire.

Superintendent Rob Hay then provided a verbal update on Lanarkshire Division's work in relation to training officers to deal with mental health issues (Distress Brief Intervention and Community Triage System), which coincided with the launch of the Lanarkshire Mental Health and Wellbeing Strategy on 24 October 2019.

Thereafter, a report was submitted by Superintendent Hay (1) advising that the North Lanarkshire Local Police Plan 2017-2020 would be replaced with a new plan in April 2020; (2) outlining the legislative requirement for the Local Police Commander to prepare and submit for approval a Local Police Plan for North Lanarkshire; (3) indicating that the current Local Police Plan had been created following community consultation and analysis to ensure that the priorities were locally focused across North Lanarkshire; (4) informing (a) that, since April 2019, Lanarkshire Division had adopted a more focused set of priorities in response to local crime trends and feedback, and that it was intended that the new plan and associated reporting would reflect these priorities, and (b) that a further Strategic Needs Assessment was currently being carried out which would contribute to setting the priorities for the next North Lanarkshire Local Police Plan 2020-2023, and (5) summarising the timeline for the development of the North Lanarkshire Local Police Plan 2020-2023.

**Decided:-** that the contents of the reports and the verbal update be noted.

### **SCOTTISH FIRE AND RESCUE SERVICE - PERFORMANCE REPORT**

3. There was submitted a report by the Scottish Fire and Rescue Service (SFRS) on service delivery performance for the period July to September 2019 which provided statistical information on the various actions to be undertaken in terms of the SFRS Annual Operating Plan.

Local Senior Officer, Stephen Wright then outlined the performance of the Scottish Fire and Rescue Service in North Lanarkshire, during which he highlighted the improvements made in relation to certain actions and emphasised the effectiveness of partnership working undertaken to tackle issues that had impacted on performance during the reporting period.

**Decided:-** that the contents of the report be noted.

### **YOUTH MATTERS UPDATE**

4. With reference to paragraph 13 of the Minute of the meeting of the former Youth, Communities and Equalities Sub-Committee held on 23 April 2018, there was submitted a report by the Head of Communities (1) providing an update on the Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) engagement and community based youth work which had taken place during the period August 2017 to September 2019; (2) listing schools that had achieved an LGBT Youth Scotland Charter Mark, and (3) setting out the future priorities and community based youth work planned by LGBTI young people, supported by community learning and development practice.

**Decided:-**

- (1) that the contents of the report be noted, and
- (2) that the future work planned by LGBTI young people, supported by community learning and development practice, as set out in Section 2.3 of the report, be endorsed.

**LOCAL DEVELOPMENT PROGRAMME**

5. There was submitted a report by the Head of Communities (1) advising (a) that the Policy and Strategy Committee, held in March 2019, had agreed that all projects from 2019/20 onwards, and recommended by Community Matters Partnerships, should be subject to agreement by this Committee before proceeding beyond the in principle/conceptual stage, and (b) that a further review of the approach was to take place in line with finalising the Working with Communities Framework, the details of which would be set out in a future report to the Policy and Strategy Committee; (2) outlining the criteria for projects to be eligible for inclusion in the Local Development Programme; (3) seeking approval for the projects that had been agreed in principle, at the seven Community Matters (Local Partnership) meetings held in October 2019, as outlined in Appendix 1 to the report, and (4) providing an update on previously approved projects, together with details of any realignments of budget allocations required, as set out within Appendix 2 to the report.

**Decided:-**

- (1) that the in principle projects recommended by Community Matters Partnerships at meetings held in October 2019, as outlined in Appendix 1 to the report, be approved;
- (2) that the updates on previously approved projects and any realignment of budget allocations required, as set out in Appendix 2 to the report, be noted, and
- (3) that the criteria for eligible projects and future determination of Local Development Programme projects be reviewed in line with the Plan for North Lanarkshire Programme of Works, specifically the approach to the new Working with Communities Framework, the details of which would be set out in a future report to the Policy and Strategy Committee.

**PARTICIPATORY BUDGETING IN NORTH LANARKSHIRE - PHASE 1**

6. With reference to paragraph 5 of the Minute of the meeting of this Committee held on 26 August 2019, there was submitted a report by the Head of Communities (1) outlining the background to the North Lanarkshire approach to Participatory Budgeting (PB); (2) providing an update on the progress with, and initial learning from, the Phase 1 approach to delivery of PB in the Wishaw/Shotts and Motherwell localities, including an overview of the voting outcome within Appendix 1 to the report; (3) advising that a full evaluation of Phase 1 of the PB was to be undertaken, involving the local steering groups and elected members, to consider the experience gained through the delivery of PB utilising Local Development Programme capital funding for Infrastructure projects in the Motherwell and Wishaw/Shotts localities; (4) proposing that PB using Local Development funding be rolled out across North Lanarkshire, following the evaluation of the methodology tested in Wishaw/Shotts and Motherwell, and the appropriate tools and structures having been put in place; (5) setting out the options to be explored in terms of the development of a workable way of delivering Mainstream PB at scale across North Lanarkshire; (6) indicating that a key tool in PB processes was the development of a budget matrix: often described as a tool for distributing a finite resource fairly, an example of which was provided in Appendix 2 to the report, and (7) intimating that, in order to support the process of refining and implementing the approach to mainstreaming PB, it was proposed that an appropriate specialist in the field be commissioned to run a series of workshops for a range of practitioners, including budget holders, to define which budgets may be in scope and to assist in the development of a budget matrix for use across all themes.

**Decided:-**

- (1) that the proposal to roll out Participatory Budgeting, utilising Local Development Programme funding across North Lanarkshire, be approved;
- (2) that the proposal to develop the North Lanarkshire Mainstream Participatory Budgeting model, as described in section 2.2 of the report, be approved;
- (3) that the proposal to appoint external advisors to provide advice and guidance on the Participatory Budgeting matrix and other training/development issues be approved, and
- (4) that the Head of Communities prepare a full report on the evaluation of Participatory Budgeting Phase 1 in Wishaw/Shotts and Motherwell.

**DIGITALLY INCLUDED COMMUNITIES**

7. There was submitted a report by the Head of Communities (1) informing that it was acknowledged that digital exclusion had the potential to present a key risk in terms of delivering the ambitions of the Council, its partner organisations, communities, employees and citizens; (2) outlining the background to the Community Learning and Development (CLD) Partnership's Digital North Lanarkshire pilot project; (3) highlighting that the Council currently provided employees and citizens with access to a range of Digital Inclusion support mechanisms through a range of methods such as direct CLD provision and programmes enabled through the financial support of local third sector organisations; (4) intimating that a number of factors such as the Council's commitment to supporting its employees and communities through its major digital transformation programme (DigitalNL), the outcome of the Employability Review and evaluation of the CLD Partnership's existing Digital community project had presented an opportunity for an assessment of current community-based digital inclusion services, and (5) setting out future options for the Council's involvement in the joint project and to ensure the digital inclusion of North Lanarkshire's communities.

**At this point Councillor Douglas withdrew from the meeting and took no further part in the consideration of the remaining items of business.**

**Decided:-**

- (1) that the role played by Community Learning and Development in digital inclusion initiatives/programmes, as set out in section 2 of the report, be noted;
- (2) that the mainstreaming of the Community Learning and Development Partnership's Digital North Lanarkshire community-based approach through Community Learning and Development direct delivery and the DigitalNL Programme (strategically directed through the Digital Economy – Project/Digital Skills Programme) be approved, and
- (3) that the development of further direct links and referral arrangements between the Council's People and Organisational Development Service, DigitalNL Team and Community Learning and Development, to ensure the most creative and effective use of community-based digital inclusion resources for employees and communities, be approved.

**STRATEGIC INVESTMENT IN VOLUNTARY ORGANISATIONS**

8. There was submitted a report by the Head of Communities (1) advising that the Council's current grant programmes for community and voluntary organisations was based on plans and strategies that pre-dated The Plan for North Lanarkshire; (2) intimating that the funding arrangements for the grant programmes required to be reviewed in order to better align resources with the priority outcomes set out in The Plan for North Lanarkshire; (3) setting out a revised approach to grant funding for Community and Voluntary Organisations, as well as exploring measures to combine resources across the Community Planning Partnership and the establishment of a North Lanarkshire Partnership – Community and Voluntary Sector Investment Strategy; (4) highlighting, within Appendix 1 to the report, the value of developing a North Lanarkshire Partnership – Community and Voluntary Sector Investment Strategy, and (5) indicating that Community Wealth Building was the natural next development following potential changes to the way community grants and other partnership resources were not only distributed but clearly linked to community development, capacity building, and recognising and releasing the potential that lay within local communities.

Councillor Linden, seconded by Councillor D. Ashraf, moved, as an amendment, that the recommendations contained in the report be revised as follows:-

- (1) Approve the proposal to develop partnership approaches to Strategic Commissioning/Investment, acknowledging the approach outlined in the paper "Strategic Investment in the North Lanarkshire Community and Voluntary Sector" (Appendix 1);
- (2) Approve the proposal to research community wealth building as a way of adding value to the process and strengthening the position of the voluntary sector in North Lanarkshire;
- (3) Agrees that the Youth, Equalities and Empowerment Committee shall consider a further report which includes further information including details of a full options appraisal for the Delivery Options on Grant Funding and Strategic Commissioning/Investment as per Section 2.5 of the report; before considering any approval of a revised approach to grant funding

The Committee agreed to accept the revised recommendations.

**Decided:-**

- (1) that the proposal to develop partnership approaches to Strategic Commissioning/Investment, acknowledging the approach outlined in the paper "Strategic Investment in the North Lanarkshire Community and Voluntary Sector" (Appendix 1), be approved;
- (2) that the proposal to research community wealth building as a way of adding value to the process and strengthening the position of the voluntary sector in North Lanarkshire be approved, and
- (3) that a further report, which includes further information, including details of a full options appraisal for the Delivery Options on Grant Funding and Strategic Commissioning/Investment, as per section 2.5 of the report, prior to consideration of any approval of a revised approach to grant funding, be considered at a future meeting of this Committee.

**CAMPSES CENTRE (CUMBERNAULD) LIMITED DISSOLUTION AND ASSET TRANSFER UPDATE**

9. With reference to paragraph 11 of the Minute of the meeting of this Committee held on 26 August 2019, there was submitted a report by the Head of Communities (1) summarising, within Appendix 1 to the report, the further assessments that had been carried out on projects previously commended by the Board of Campses Centre (Cumbernauld) Limited (CCCL); (2) advising that, notwithstanding

the Board's desire that the projects be delivered, the projects may not be progressed following full feasibility assessments and further public consultation; (3) advising that, subject to finalisation of the projects listed in Appendix 1, and after settlement of CCCL costs and liabilities, the remaining budget, summarised in Appendix 2 to the report, would transfer to the Council to enable future projects/funding proposals to be considered in the context of the Council's wider funding programmes, participatory budgeting proposals and Local Development Programme activity within the Cumbernauld boundaries; (4) recommending that future projects for consideration should come from constituted community groups utilising an agreed application form and be subject to assessment in line with the arrangements and criteria similar to that in place for the Grant Awards Programme and consideration of Local Development Programme criteria, and (5) outlining, within Appendix 3 to the report, a draft application process, criteria, process map and application form for considering further projects brought forward by local community groups to utilise the remaining balance of cash assets.

**Decided:-**

- (1) that the further projects, as set out in Appendix 1 to the report, that had been assessed in line with the criteria used for the Council's Grant Award Scheme funding be approved, and
- (2) that the criteria and application process for considering further projects brought forward by local community groups to utilise the remaining balance of cash assets be approved.

**COMMUNITY ASSET TRANSFER AND PARTICIPATION REQUESTS - EMERGING OPPORTUNITIES LINKED TO THE PLAN FOR NORTH LANARKSHIRE**

10. There was submitted a report by the Head of Communities (1) summarising the background to the Community Empowerment (Scotland) Act 2015, which placed a statutory duty on local authorities and other public sector agencies to develop a clear process for supporting community participation and ownership; (2) providing an overview of delivery priorities for the implementation of the North Lanarkshire Council Community Asset Transfer (CAT) and Participation Requests (PR) process; (3) advising that it was important to ensure that the implementation of the CAT process moved at an appropriate pace to complement other work plan priorities underpinning achievement of the ambition articulated within The Plan for North Lanarkshire; (4) highlighting the need to develop an awareness raising and communication plan for CAT approaches targeted at elected members, communities, Council services, Community Planning Partners and community and voluntary sector organisations; (5) setting out, within section 2 and Appendix 1 of the report, a draft approach to building capacity, raising awareness, and training and development in support of CAT, and (6) intimating that, in addition to the statutory requirement to establish, maintain and make available a register of land owned or leased by the Council, it was proposed that a specific list of surplus properties, currently available for CAT, be produced, with a commitment that should there be interest in either full CAT or long-term lease then the Council would commit to ensure that each property offered was in a basic wind and watertight condition, subject to expenditure not exceeding £10k.

**Decided:-**

- (1) that the approach to building capacity, raising awareness, and training and development, as set out in section 2 and Appendix 1 of the report, in support of Community Asset Transfer be approved, and
- (2) that the active marketing of suitable surplus properties, with the added commitment to make these properties wind and watertight, be approved.

## **GENDER BASED VIOLENCE POLICY**

11. **C** With reference to paragraph 10 of the Minute of the meeting of the former Youth, Communities and Equalities Sub-Committee held on 16 November 2017, when a Guidance for Line-Managers Supporting Employees Experiencing Gender Based Violence was approved, there was submitted a report by the Head of Communities (1) indicating that throughout 2019 the Council had been participating as an early adopter in the Equally Safe At Work (ESAW) Employer Accreditation Programme which recognised that violence against women was both a cause and consequence of gender inequality, and that addressing inequality in the workplace was a fundamental step in preventing violence against women; (2) stating that, although the Guidance for Line-Managers existed to support employees experiencing gender based violence, it had been identified that a Policy Framework, which set out clearly the responsibilities of all employees across the organisation, was required; (3) advising that a policy which set out the Council's commitment to creating an environment where employees are safe to disclose their experience of abuse, in order to access support and increase safety for themselves and others, had been developed, details of which were set out in Appendix 1 to the report, and (4) intimating (a) that, to support the application of the policy, the Guidance for Line Managers was being refreshed and updated, and (b) that, following approval, the policy and its associated guidance for managers and other related resources would be promoted widely across the organisation.

**Decided:-** that the Gender Based Violence Policy be approved.

**Councillor Jones, prior to the consideration of the following item of business, having declared an interest by virtue of her role as Provost, took no part in the consideration thereof.**

## **ASPIRE - PROVOST'S CITIZENSHIP AWARDS**

12. There was submitted a report by the Head of Communities (1) seeking approval for the establishment of the Aspire Provost's Citizens Awards, which sought to recognise the vital work carried out by dedicated individuals in their own communities, often unrecognised outwith their own field of endeavour or community; (2) detailing, within Appendix 1 to the report, the draft awards process, award criteria, nominations and determination process; (3) setting out the proposed composition of the Provost's Panel to consider nominations and agree awards, and (4) advising that awards agreed by the Provost's Panel would be submitted to this Committee for approval.

**Decided:-**

- (1) that the establishment of the Aspire Provost's Citizenship Awards be approved;
- (2) that the awards criteria, nominations and determination process, as set out in full in Appendix 1, be approved;
- (3) that the composition of the Provost's Panel to consider nominations and agree awards be approved, and
- (4) that it be noted that awards agreed by the Provost's Panel would be submitted to this Committee for approval.

**SMOKE FREE NORTH LANARKSHIRE**

13. There was submitted a report by the Head of Communities (1) intimating (a) that tobacco was a leading factor in overall health inequalities in Scotland; (b) that people from deprived areas were more likely to smoke, with 35% of adults smoking in deprived areas compared to 11% in more affluent areas; (c) that smoking related deaths were significantly higher in Lanarkshire compared to the rest of Scotland, and (d) that ASH Scotland had launched a Charter For a Tobacco Free Generation, supporting the Scottish Government's vision for a tobacco free generation by 2034; (2) setting out the key aims, outcomes and vision of NHS Lanarkshire's Smoke Free Lanarkshire – For You, For Children, Forever: Lanarkshire Tobacco Control Strategy 2018-2023, and (3) advising that a Smoke Free Lanarkshire Implementation Group, comprising key stakeholders representing North Lanarkshire Council, NHS Lanarkshire, North Lanarkshire Health and Social Care Partnership, and Voluntary Action North Lanarkshire, had been set up to take forward the actions outlined in the Smoke Free Lanarkshire Strategy.

**Decided:-**

- (1) that the aims and actions outlined in the Smoke Free Lanarkshire – For You, For Children, Forever: Lanarkshire Tobacco Control Strategy 2018-2023 be endorsed;
- (2) that the Council sign up to ASH Scotland's Charter for a Tobacco Free Generation, and adopt the principles contained within the pledge;
- (3) that the vision of a Smoke Free North Lanarkshire, with regard to communities, buildings, grounds, play areas and vehicles, be supported;
- (4) that the opportunities for joint working across Council services and other stakeholders to support policy compliance and approaches to a smoke free vision in North Lanarkshire be noted, and
- (5) that the report be remitted to the North Lanarkshire Youth Council for consideration.

**CHALLENGE POVERTY WEEK (7 TO 13 OCTOBER) ACTIVITY REPORT**

14. There was submitted a report by the Head of Communities (1) advising of the Council's involvement in Challenge Poverty Week which had taken place from 7 to 13 October 2019; (2) intimating that the Week, which had previously been co-ordinated by the Poverty Alliance, was an opportunity to highlight what was being done to address poverty and to commit to more action in the future; (3) highlighting, within the Appendices to the report, details of the Programme of Events that the Council and its partners had provided, and (4) informing that feedback generated through the Programme of Events would inform the Inclusive Growth/Anti-Poverty Strategy that was being developed.

**Decided:-** that the contents of the report be noted.