

## EAST AYRSHIRE COUNCIL

CABINET – 4 NOVEMBER 2009

### COMMUNITY LEARNING AND DEVELOPMENT

#### LGBT YOUTH SCOTLAND CHARTER MARK

##### Report by Executive Director of Educational and Social Services

### 1. PURPOSE OF REPORT

- 1.1 The purpose of this Report is to inform members of the recently awarded LGBT Charter Mark status to the Community Learning and Development Service in respect of Lesbian, Gay, Bi-Sexual or Transgendered people (LGBT).

### 2. BACKGROUND

- 2.1 As part of the Community Learning and Development improvement planning process, it was identified that more work required to be done in respect of issues relating to young people who may be lesbian, gay, bi-sexual or transgendered. The issue was also apparent in respect of auditing of practice in relation to recent equalities legislation.

### 3. DEVELOPMENT OF CHARTER MARK

- 3.1 In order to further develop its services it was agreed that it would seek to gain Charter Mark status. Charter Mark status is a means by which LGBT issues can be mainstreamed into the activities of Community Learning and Development and ensures that the service is accessible to LGBT people and that they can feel confident that they will be included, valued and supported. In order to gain status the Service requires to submit a portfolio to LGBT, Scotland. Included in this portfolio was evidence of how the service addressed issues relating to

- Policy
- Training and ongoing staff development
- Publicity and awareness raising of LGBT issues
- Information for service users
- Ongoing review of procedures

- 3.2 The service introduced LGBT awareness training to all staff and is included in an annual rolling training programme for frontline sessional youth work staff, along with disability awareness training.

- 3.3 Staff from Community Learning and Development Teams, help to promote LGBT campaigns and distribute information relating to LGBT advice and information services. *All different; All equal* was the theme of the 2008 annual

youth conference and LGBT awareness played a large part in the day with positive feedback from many young people.

- 3.4** The Community Learning and Development Service is the first local authority service to be awarded Charter Mark status. It is awarded on an annual basis. In awarding the Charter Mark they provided some recommendations to assist not only Community Learning and Development, but the Council to continue to improve its services.

The undernoted sets out the key features:

- i) The Council's Gender Equality Scheme should widen its scope to cover all aspects of transgender identity rather than solely transsexual.
- ii) The Council's recruitment and selection policy and procedures and harassment and bullying procedures use the terms gender and sexuality. It is recommended that this is changed to sexual orientation which has a legal definition.
- iii) The Educational Establishments document "Tackling Issues of Discrimination" could be enhanced by detailing out support in respect of confidentiality when looking at the needs of LGBT young people.
- iv) Council Departments do not routinely ask and therefore monitor the sexual orientation and gender identity of adults or young people. It is recommended that this is discussed across all services and any changes in practice be brought back to Cabinet for approval.

## **5. FINANCIAL IMPLICATIONS**

**5.1** Nil.

## **6. LEGAL AND POLICY IMPLICATIONS**

**6.1** Nil.

## **7. COMMUNITY PLANNING IMPLICATIONS**

**7.1** Equalities is a key theme across all community planning processes.

## **8. RISK MANAGEMENT**

**8.1** Nil.

## **9. RECOMMENDATIONS**

**9.1** It is recommended that Cabinet:

- (i) remits to officers to consider the recommendations made by LGBT Youth Scotland as outlined in paragraph 3.4 of this report;
- (ii) that the Executive Director of Educational and Social Services provide an update report to a future meeting of Cabinet; and

- (ii) otherwise note the contents of the report.

**Graham Short**  
**Executive Director of Educational and Social Services**

**KG/SR**  
**13 October 2009**

**LIST OF BACKGROUND PAPERS**

NIL

Members wishing further information should contact Kay Gilmour, Head of Service, Community Support, Tel (01563) 576104.

**IMPLEMENTATION OFFICER: KAY GILMOUR**