

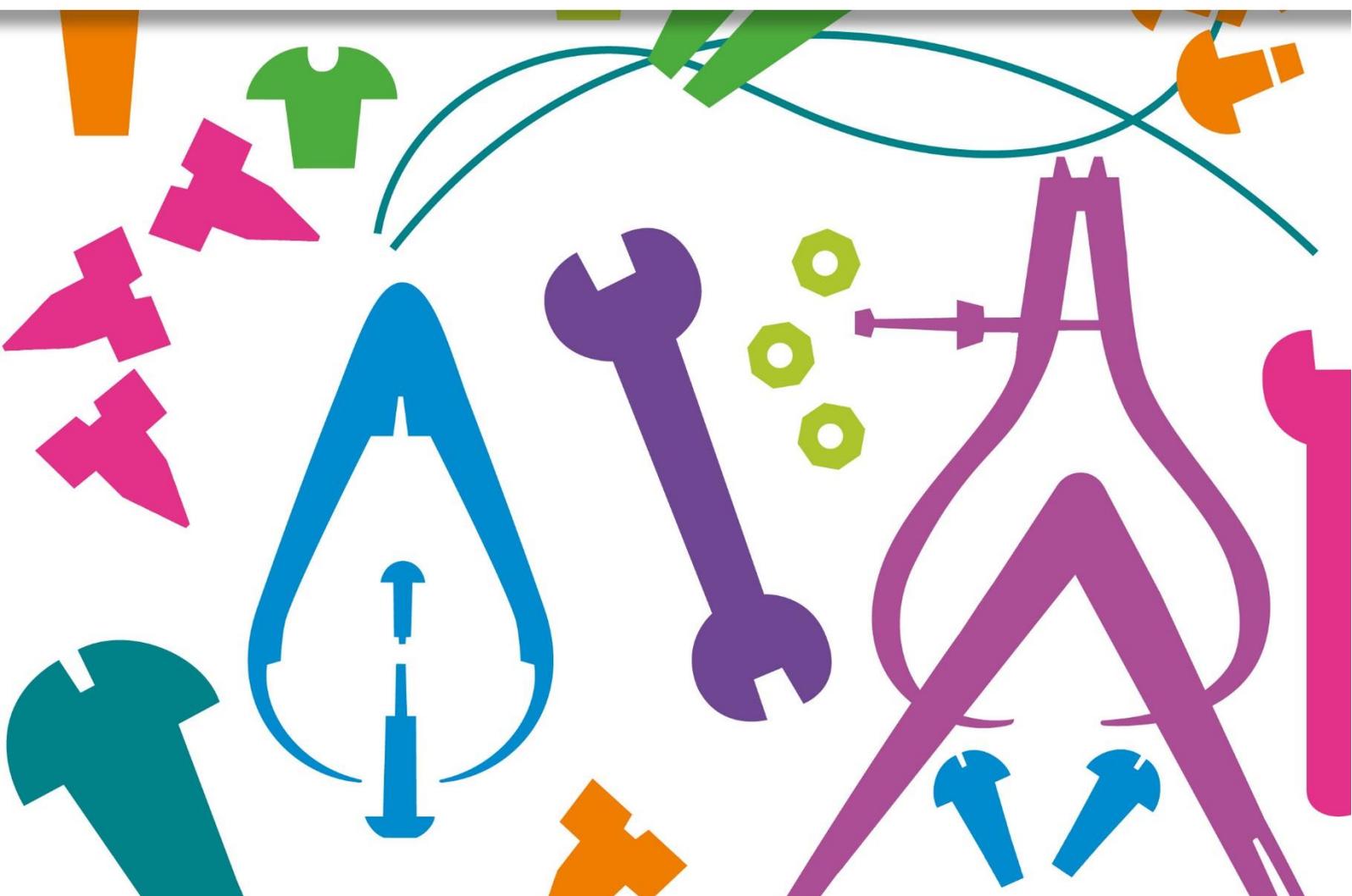


Fife Centre *for*
Equalities

Engagement Activity

Evaluation Report

January 2019



Executive Summary

This is an evaluation report that looks at the engagement activity undertaken by FCE. It looks at the Equalities and Hate Crime public awareness events and information sessions, identifying barriers that stop people from reporting incidents, Roadshows and the Equality Collective activities

Overall, we have engaged with 278 individuals through public awareness events, distributed 222 information booklets and Discrimination and Hate Crime, How to Report Leaflets. The Equality Collective (EC) has a membership of 181 and engaged with 18 people through open meetings, consulted with 25 young people and 165 individuals that attended Fife Pride, with 61% of participants identifying as LGBT.

Equalities and Hate Crime public awareness events and information sessions

The Public Awareness events have been the least successful only attracting 16 participants, despite extensive publicity. The information sessions were tailored to specific audiences and have been delivered to a total of 262 individuals, breaking that down to 171 school pupils, 84 people from Express groups and 7 adults who volunteer or work with people with disabilities.

We have identified barriers to reporting hate incidents that include

A lack of knowledge about hate incidents and crimes and what should be reported

A lack of confidence with the police

Not knowing where to report or the repercussions of reporting

Recommendations include

- Continue to deliver public awareness events by working in partnership in local areas, revising the days and times of public awareness events.
- Consider a combination of approaches with public awareness sessions and targeted information sessions to reach the “easy to ignore communities”
- Develop ways of engaging with BME communities. We are currently working in partnership with Amina to deliver a workshop on Equalities and Hate Crime targeted at women and target women from BME communities.

Roadshows

Have been one of the ways that have increased the promotion of FCE and its activities, distributing 222 information booklets, signing up 28 new members to the Equality Collective and gathering 7 concerns.

Recommendations include

- We should continue with the Roadshows, hosting them at larger events such as gala days, festivals and community cafes
- Use the Roadshows to continue gather concerns, sign up to the Equality Collective and gain an insight into what is important to communities using appropriate consultation methods.

Equality Collective (EC)

The EC currently has a membership of 181. This has significantly reduced since the introduction of GDPR legislation. However, the EC membership is now made up from individuals in the community and not organisations or service providers, which made up the membership of the former Equalities Partnership Network.

There is low uptake at EC events to date but diversifying its activities to include consultations means we can engage with “easy to ignore groups” and example of this is working in partnership with Fife Pride and engaged with the LGBT community to identify barriers they face. We have an EC event coming up in February that gives individuals the opportunity to share their ideas about the recommendations regarding hate crime legislation.

Recommendations include

- Continue to recruit members to the EC, maintain the premise that membership is for individuals who live work or study in Fife from all protected characteristics and not for organisations or service providers.
- Target “easy to ignore communities” and diversify the membership of the EC and increase BME representation. Hosting small coffee and chat type sessions could be a way forward.
- Consider developing an online EC so people who cannot attend events can participate.
- Utilise the EC to gather local concerns and issues and expand the content of events with cross cutting themes to encourage more attendance at events

Engagement Activity

Evaluation Report

This report evaluates the impact of Fife Centre for Equalities (FCE) Community Engagement Activity for the financial year April 2018 – January 2019.

The overall aim of the engagement activity, within it will be split into sections that reflect the engagement activity as set out in the Service Level agreement with Fife Council, and will include:

1. Information sessions

- Inform individuals of their rights and responsibilities within the 2010 Equality Act
- Engage communities to feel more confident in being able to report hate incidents
- Provide information for victims of hate crime and where they can access support
- Identify the barriers that stop people reporting hate crimes

2. Roadshows

- Creating an awareness of FCE and its activities so individuals feel confident to share their concerns with FCE

3. Equality Collective activity

- Bringing together individuals from all protected characteristics and help gain an understanding of the needs of the “easy to ignore groups”
- Thematic Activities - Engaging with “easy to ignore groups”

Outcomes

- Communities feel more confident in being able to report hate incidents
- Victims of hate crimes are better supported
- Barriers identified on why communities may not report hate incidents or hate crimes
- Individuals’ protected characteristics are better informed of their rights and responsibilities within the Equality Act 2010.
- Individuals feel confident to share their concerns with FCE and other partners

- Victims of hate incidents are better supported
- Individuals belonging to the protected characteristics have the confidence in engaging with council services, and services are meeting their needs and priorities.

Outputs

- 7 Equality Act information sessions for individuals with protected characteristics
- 4 Equalities Collective meetings per year
- 7 sessions per year to inform communities their rights and responsibilities and how to report hate incidents and hate crime.
- 2 Local initiatives of engaging 'easy to ignore' communities per year
- Individuals feel confident to share their concerns with FCE and other partners
- 'Easy-to-ignore' communities are well represented with Equalities Collective
- Evaluation report of information sessions

Contribution to FCE strategic outcomes

- **Outcome 1:** Individuals feel respected, safe and have the freedom to lead a fulfilling life where they live, work or study;
- **Outcome 2.** Individuals and groups feel better connected and are able to contribute to public policy and the planning and delivery of local services;
- **Outcome 5:** FCE is recognised as a centre of excellence for championing equality, diversity and social justice.

Section 1– Information sessions

To achieve our targets, we took the opportunity to deliver the information sessions for individuals with protected characteristics and to inform communities their rights and responsibilities and how to report hate incidents and hate crime using 2 models.

Model A. was to host a series of Public awareness events, 1 in each locality in Fife. This took the form of a presentation then open discussion and question and answer session. Each participant took away an information leaflet titled Discrimination and Hate Crime, How to Report, which contain contact details of where to report concerns, incidents and crimes.

Model B was to target groups that do not usually engage or participate in mainstream activities and are “easy to ignore”. This took the form of informal information sessions with groups at locations where they would naturally congregate and where individuals feel confident to attend. Each participant took away an information leaflet titled Discrimination and Hate Crime, How to Report, which contains contact details of where to report concerns, incidents and crimes.

Model A. Public Awareness Events

The Public Awareness events were to be held in 7 localities across Fife to ensure we had a wider geographical spread and we could target local areas and begin. to understand local concerns.

The aim of the Events was to

- Inform individuals of their rights and responsibilities within the 2010 Equality Act
- Engage communities to feel more confident in being able to report hate incidents
- Increase reporting of hate incidents
- Provide information for victims of hate crime and where they can report incidents to and access support
- Encourage people to understand their own behaviours and not become a perpetrator
- Identifying the barriers that stop people reporting hate crimes

Format

- The duration of the event was 2 hours and split into two parts. Part 1 covered the 2010 Equality Act and what it means for people, Part 2 covered Hate Crime/incidents, the impact on individuals and communities, the importance of reporting, how and where to report each section ending with a discussion and Q and A session.

- We developed a booklet to go along with the sessions that allowed people to take away information that they could share with family and friends.

Advertising promotion of events

We advertised extensively through Social media, including a targeted Facebook campaign that meant we used the local community pages and groups for each area, approximate reach of 900 people.

Kingdom FM would advertise each event through their What's On section 5 time per week on the radio over a 2week period with an estimated audience of 48,000 per week <https://media.info/radio/stations/kingdom-fm-/listening-figures>

A poster and leaflet drop in each area 1 month before the event and then during the week of the event. 20 posters in each urban area, 10 in rural areas and between 30 and 50 A5 flyers handed out.

Posters and email invites sent out to relevant local area organisations, community groups and networks with the aim of cascading the information directly to service users and communities.

Email invites to members of the Equality Collective, advertising through FCE Ebulletin, weekly and monthly

Geographical Areas/number of participants

To date we have covered 4 areas and attracted 16 participants

Dunfermline - Dunfermline Central Mosque	15
Kirkcaldy - Templehall Community Centre	1
Glenrothes - Lomond Centre	0
South West of Fife - Parkgate Community Centre Rosyth	0

Participants

16 participants in total 4 female and 12 males. Age range spanned from 14 – 65.

Of those that completed the monitoring form 2 stated they had a disability.

Ethnicity – 3 Scottish, 2 mixed race, 2 Chinese and 1 other British

Religion/Belief – 10 Islam, 2 No religion, 1 Roman Catholic

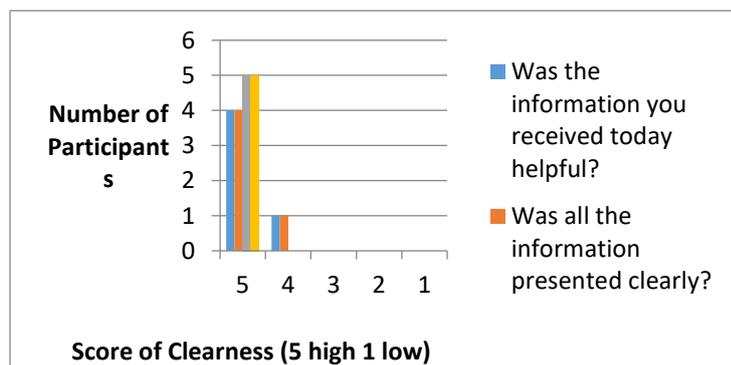
Sexual orientation 10 heterosexual/straight

3 participants stated they had care responsibilities

Marital Status – 4 married, 2 separated and 4 single.

Employment Status – 2 employed full time, 2 part time, 1 in further/higher education, 2 at school and 1 retired.

Feedback



Four participants scored the workshop 4 out of 5 for **the information they received having been helpful**, and one participant scored it 3 out of 5.

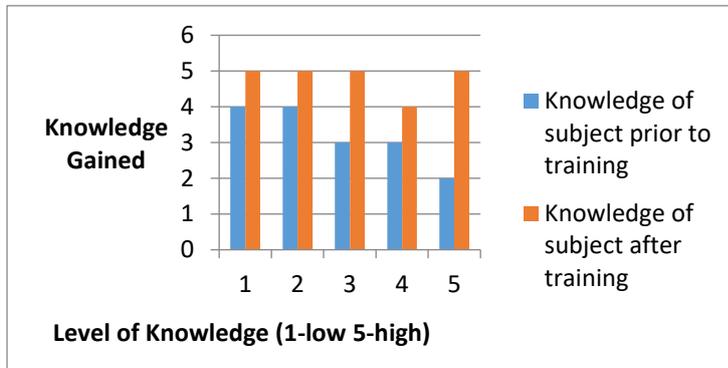
Five participants scored the workshop 5 out of 5 for **all the information having been presented clearly**.

Five participants scored the workshop 5 out of 5 for **all queries having been answered sufficiently**.

Five participants scored the workshop 5 out of 5 for **the workshop having been totally accessible to them**.

Participants were asked to score their own knowledge before and after the workshop.

The chart shows



Participants that scored highly 4 out of 5 on their current knowledge of Equalities and Hate Crime all increased their knowledge to 5 out of 5

Participants who knew a little increased their knowledge moving from a 2 or 3 to a 5 after the session.

This suggests that each participants knowledge of the subject improved by varying degrees and that they all gained a better understanding of their rights and responsibilities under the 2010 Equality Act and Hate Crime.

Comments

“There needs to be better access to reporting hate crime and it needs to be made easier”

“It would have been good to present a sample hate crime reporting form and a little more emphasis on Third Party Reporting as it would encourage more people from the BME community to report”

Insights

For individuals that attended the events they found it useful and learned how what and where to report hate incidents and we did gain an insight regarding barriers to reporting (see **Barriers to reporting Hate incidents/crime**)

Third party reporting was acknowledged as a good way for communities to report hate crime and more information and more accessible literature and promotion would be beneficial, especially to the BME community.

Hosting events is a good way to help people gain confidence and gives them the opportunity to report something that has happened to them, this happened in one of the events and we were able to support the individual.

It was a platform to create awareness of the different places hate incidents could be reported. There was little or no understanding that Fife Council services could be used to report hate incidents.

Delivering an event around a place and around the times people would naturally congregate did result in a higher number of participants. For example, we tried varying the times of days for these events, the majority in the early evening with one at on a Saturday. The Saturday event held in Dunfermline Mosque did attract more participants as we timed the event around a daily prayer

Despite extensive advertising and promotion of the events there has been little or no interest in attending the events. One participant stated, "it's a shame people do not attend these things to find out more" (**participant from Dunfermline event**)

Parachuting into an area to host an event in isolation is a challenge, there means you have less local "buy in". I found this a few times when visiting venues before the event. For example, in 2 of the venues little or no advertising of the events were done. In one location a member of staff told me I could not put up a poster as they were reducing the number of public events they were advertising. It was not only after I reminded them that the event was to be held in their premise did they agree to putting it up. In another location they had initially advertised the event but due to a reorganising of their window displays, they forgot to put the poster back up.

We did extensively advertise these events through all the channels we have available, including handing out leaflets in local areas, this did not result in increasing participant numbers. A few comments I received when handing out the leaflets were

“There are no hate crimes here everyone gets on”

“Sorry won’t be coming but it has nothing to do with me”

“Can you give me a leaflet about it instead”

“It’s the do-gooders out again”

Early evening events may have not been successful as we hosted them between October and January, the cold dark evening could also be a deterrent.

When we approached other disability and some LGBT groups to deliver sessions to them, each responded saying they get Hate Crime talks from the Police or other agencies and are fully aware and don’t need another session.

The language that is used i.e. hate incident/hate crime, aggravated offences is difficult to sell to communities as it does not mean anything to people, but when we talk about bullying or abuse because of who you are it becomes relevant to people.

Recommendations

- Continue to deliver public awareness events by being flexible in our approach by both targeting “easy to ignore” groups and open events.
- Get buy in from local partners to help promote and deliver the events. We are currently working with Amina to deliver a hate crime awareness event that will target women and the BME community
- Develop and deliver a hate crime campaign to create local awareness, using a language that is relevant to communities. FCE have created a poster and will begin an online campaign as a way to encourage reporting.
- Revise the times and locations of events, that includes times of year as people are more likely to attend events when the weather is milder and during daylight hours.
- Consider the mechanisms we use to promote the events and consider using local newsletters and word of mouth
- Consider having posters in Fife Council buildings reinforcing the message that individuals can report a hate incident
- Ensure that staff and agencies are confident about how to respond when someone reports an incident
- Provide accessible literature that communities can easily access
- Consider hosting events for Council staff about hate incidents and what to do if someone reports to the council to create a consistent response to the public

Model B – Information Sessions

Rational

We hosted a total of 23 sessions targeting some of the groups that are least likely to attend a public awareness session. These sessions were designed to be tailored to the groups we were providing the session for, that includes date/time/venue and delivery.

We delivered

12 sessions to 3rd year pupils of Beath High School

1 session with Glenrothes Strollers Football club

1 session to Tryst Centre group which is a group of young people excluded from mainstream classes from Woodmill High School Dunfermline.

9 sessions with Express groups across Fife in Dunfermline, Cupar, Inverkeithing, Glenrothes, Kirkcaldy, Lochgelly and St Andrews

Beath High School

Beath High School is a non-denominational state secondary school in Cowdenbeath, Fife. The school is run by Fife Council and the current roll stands at around 1200 pupils aged from 11 to 18. It serves Cowdenbeath and Kelty and the villages of Crossgates, Hill of Beath and Lumphinnans

Glenrothes Strollers Football Club

Glenrothes Strollers an award-winning community football club and local charity based at Over Stenton Park in Glenrothes

They have fun football sessions for 4-19-year olds, with groups of kids at every age group playing small sided football in line with SFA guidelines, as well as young amateur teams.

This club stands out as it is an inclusive club that also has girls football teams at 4 age groups and a special section for kids / youths with a range of disabilities. (now over 40 players in this group). In total they have over 500 local community, kids, youths, boys, girls and young adults involved in community football activities.

Tryst Centre Group

Woodmill High School in Dunfermline prides itself on being an inclusive school that sets high expectations and standards for their pupils. The school recognises that some children find it challenging to attend mainstream classes. Some pupils have the opportunity to complete workshops and undertake learning activities outwith the school curriculum to help them learn life skills.

The Tryst Centre group is a small group of 13year old's who attend that find it challenging to attend mainstream classes the school.

Express Groups

Fife Express Groups have been running for 40 years and the aim is to help individuals to help them cope or recover from mental health conditions. For some, the Groups are perhaps the only place they can meet people and socialise; for others, they are a chance to help and show what they can do. The aim of the Groups is to give opportunities for self-help social activities, outings and holidays; and to provide a place where members can share experiences and offer mutual support. Groups are supported by volunteer helpers, many of whom have given years of service, and some by paid staff, they are in essence what their members make them.

We targeted these groups this year as they are one of the groups least likely to report a hate incident or hate crime and groups least likely to understand the importance of reporting, even though the statistics show that there is a 51% rise in hate crimes against people with disabilities (<https://www.bbc.co.uk/news/uk-scotland-44497881>)

Participants

We delivered sessions to 262 individuals ranging from 13 – 75+ with 123 males 135 females, 1 Intersex and 4 Non- Binary

Race

Scottish	183
Indian	4
Other British	21
mixed	15
other Asian	4
other white	6

Religion

No religion	215
Christianity other	17
Church of scotland	54
Hinduism	3
Roman catholic	18
Other	15
Islam	4

Marital status

Single	218
Married	19
Divorced	15
Widowed	10
Separated	5
other	3

Employment Status

Long term illness	47
Retired	18
Employed full time	3
Employed part time	2
in further higher education	1
self employed	1
look after the home	1
At school	169

Disability/Health Condition

122 participants said they had a disability or health condition

mental health	95
physical impairment	41
sensory impairment	8
long term illness	29
learning disability	21
short term illness	0

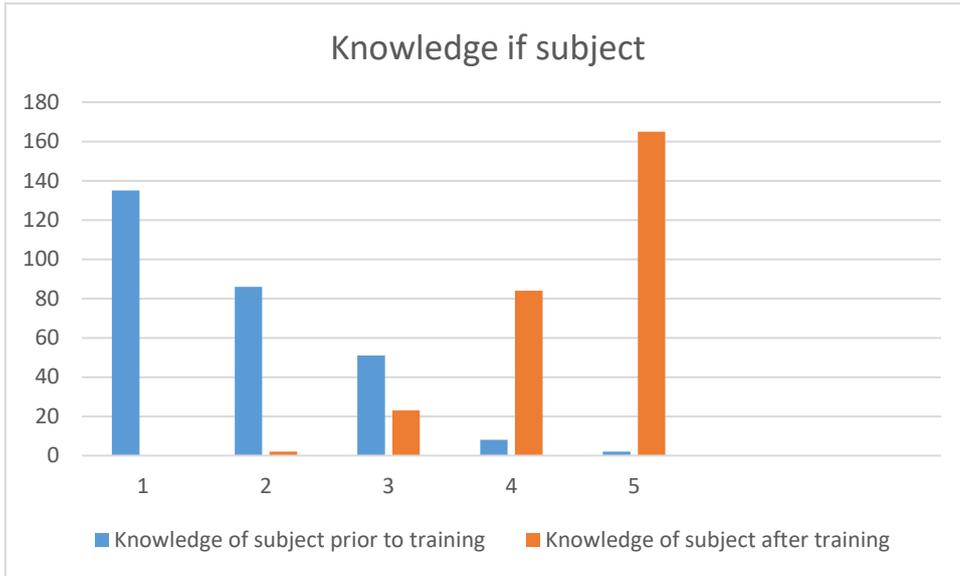
Feedback

All feedback is scored 1 – 5 with 5 being very useful, clear and helpful and 1 being the least effective

Was the information you received today helpful?	5	4	3	2	1
		179	50	29	3

Was all the information presented clearly?	5	4	3	2	1
		214	41	17	4

Were all queries answered sufficiently?	5	4	3	2	1
		179	45	29	7



	of subject prior to	of subject after
1	135	0
2	86	2
3	51	23
4	8	84
5	2	165

The chart and the numbers suggest that all participants increased their knowledge on the subject

Sample of comments

“Show others and tell them”

“I will not be guilty of hate crime and I'll treat others with respect”

“Be more careful” “Be more aware”

“I won't bully or pick on anyone” “I'm more likely to report”

“If I see any hate crimes you need to report it. Tell a teacher or phone the police”

“Although information provided was helpful, I feel the police are not supportive. I've seen people attacked but due to my lack of faith in the police, I do not feel able to report this”

“Ageism to be considered a hate crime”

“I will feel more confident if speaking up”

“I know now to report anything that makes me upset”

“I now know where I can go for help”

“I will make sure I support anyone”

“It helped me identify what discrimination and hate crime is”

“I would report anything I felt I needed to”

“I will talk to more people about my problems”

“To learn to say nice things to people and report something”

“I will help others”

Barriers to reporting Hate incidents/crime

The evidence suggests that there are many barriers that stop people reporting hate incidents/crimes

- Victims' understanding of the types of incident that could be categorised as hate crime varied. It was not clear to some whether incidents needed to have a physical element to constitute hate crime, and confusion was particularly evident when considering incidents that took place online.

- Feeling that the incident was not sufficiently serious, that there was too little supporting evidence for further steps to be taken
 - Reluctance due to previous poor experiences with the police.
 - Practical barriers included shame and blame, inaccessible reporting facilities and the amount of time that reporting would require.
 - Limited awareness of support provision and where to report.
 - Fear of escalation of incidents after reporting.
- (<http://natcen.ac.uk/our-research/research/the-experiences-of-victims-of-hate-crime/> Oct2018)

In Fife participants gave us a variety of reasons and examples of why they are reluctant to report hate incidents/crimes. Many mirrored the evidence above. Examples include

Many participants reported various reasons for not reporting

- It happened all my life I am used to is so just ignore it
- What's the point no one does anything, I just get off the bus and wait for the next one
- I don't know if it is worth reporting they never touched me
- Because I have a mental health condition I am just seen as a nuisance so don't bother reporting anything
- I didn't know what a hate crime was
- Many were unsure of how or where to report incidents
- I was taught to be resilient and shrug these things off
- If they find out I have reported them, it would only get worse
- It's not worth the hassle and the time it would take going to court
- I can't prove what has happened

Some of the participants gave examples of why they would not report any incidents

Example 1

For me: I was held back by fear and guilt from my past. Having had convictions for drunkenness. This contempt can even come from the social workers at the criminal justice service. In future I would try and use your services.

This was from an individual who had reported to police about being abused, claiming she had been met with contempt.

Example 2

Although information provided was helpful, I feel the police are not supportive. I've seen people attacked but due to my lack of faith in the police, I do not feel able to report this.

Example 3

One participant had issues with a neighbour who continually shouted abuse and threatened her. The individual contacted the police on a number of occasions and claims she was told to stop being a nuisance. She informed us that she was frightened to leave her own flat. She eventually gave up contacting the police but did contact Fife Council and it her issues were resolved.

Example 4

A participant living in St Andrews refuses to venture out at night because of the abuse he gets from young people. He also wont report what is happening as he says he is happy barricaded in his house and if anything happens he calls his brother to deal with it.

Insights

Targeting groups and delivering sessions suited to these groups has been effective.

No matter how the sessions were delivered participants increased their knowledge and feel more confident about reporting hate incidents and crimes.

When we attended the Express Groups, we gathered several concerns that ranged from older people being exploited by cold callers in St Andrews to people with a mental health issue being verbally abused while shopping in Kirkcaldy. One individual informed us that he will not venture out after 5pm in Kirkcaldy, he barricades himself in the house until morning.

Individuals gave us an insight, with examples about why they don't report hate incidents. (see **barriers to reporting hate incidents/crime**)

Sessions aimed at young people went well and it made them think about their own behavior and how they can report things they experience or witness. We Did show the pupils a video that older pupils had made from the school about hate crime. Very few, if any of the pupils had seen the video, although they recognised those who acted in it.

Delivering sessions to target groups is time consuming and it restricts the individuals we can reach and as the statistics show there is a lack of engagement with BME communities.

Recommendations

- Continue to target specific groups that are least likely to attend public awareness sessions, adapting the content of sessions to suit the audience. We have secured sessions with people with learning difficulties during 2019 and will develop an easy read version of the Discrimination and Hate Crime, How to Report Leaflet.
- Consider delivering information sessions in other High Schools
- Develop ways of encouraging BME communities to engage and participate in sessions
- Develop literature that is accessible to different communities

Section 2 – Roadshows

This year we undertook a series of roadshows with the aim of creating an awareness of FCE and its activities so individuals feel confident to share their concerns with us, sign up to the Equalities Collective and learn about the 2010 Equalities Act.

We used the Roadshows to engage with people in the community, take the opportunity to hand out booklets on Discrimination and Hate Crime, How to Report, FCE booklet, provide advice, guidance on a one to one, encourage people to sign up to the Equality Collective.

Roadshows completed

To date we have completed 6 roadshows across 6 local areas. We are awaiting contact from supermarkets in Cupar and Leven to host Roadshows in their premises

Locality

Venue

Dunfermline	Dunfermline Advice Hub
Kelty	Kelty Community Café
Kirkcaldy	Mercat Shopping Centre
Glenrothes	Auchmuty Learning Centre
St Andrews	Cosmos Community Centre
Inverkeithing	Ballastbank Community Centre

In total we handed out a total of 222 booklets, 111 were Discrimination and Hate Crime and 111 were FCE booklets, we signed up 28 individuals to the Equality Collective and registered 7 concerns.

Insights

The Roadshows were useful in promoting the work of FCE and engaging with people in an informal way

People were reluctant to stop and chat in the shopping centre, but people were happy to take information away

The visits to the Hub and Community Centre can provide opportunities to engage with more people if we time our Roadshows at peak times. For example, in St Andrews at the Cosmos Community Centre they have over 200 people accessing the facility on a Saturday

We timed the visit to the Auchmuty Centre at the time when an ESOL class was on. This meant we got the opportunity to engage with individuals from the BME community. The next session of the class was focused on helping people who are learning to speak English understand what we do, using FCE booklets.

The Roadshow at the Mercat shopping Centre did not provide us with the opportunity to engage with individuals on a 1-1 basis.

Conducting a Roadshow at a Community Café afforded us the opportunity to engage with people in an informal way and people were prepared to share information

Recommendations

- To continue with the Roadshows, attending local galas/festivals and gatherings that the community attend. That will increase the numbers we can engage with
- Provide a space at the Roadshows for 1 –1 discussions where people can discuss their concerns
- Continue to use the Roadshows to promote the work of FCE and encourage sign up to the Equality Collective
- We would benefit from finding a mechanism for recording data on individuals regarding their protected characteristics, but this is challenging due to the fact that we use the Roadshows as an opportunity to promote our work without taking up time.
- We could use the Roadshows to gather information about local issues and concerns by using consultation techniques.

Section 3 – Equality Collective (EC)

The Equality Collective (EC) is the engagement arm of FCE, acting as a driver for change and is open to anyone with an interest in equalities and making Fife a more inclusive place to live, work, and study

The EC is open to individuals from all protected characteristics and we actively try to engage with the “easy to ignore” communities , through local initiatives, and provide a platform for those voices to be heard.

The EC has many functions. We host events going on throughout the year it is the perfect opportunity for people to come together and have their voices heard, share their personal or collective stories, highlight the barriers they face, suggesting ways to reduce these challenges and inform us of the things that matter to them as individuals.

Individuals can participate in focus groups, consultations, surveys, celebrations, workshops, events and stay informed of what is going on in the world of equalities.

Membership

To date we have 181 members of the EC. Before the new GDPR legislation came in the numbers were considerably larger but most of those signed up represented service providers from the statutory and voluntary sector.

This now means that all members of the EC are community members and not associated with an organization or service

We actively recruit members through our e bulletin, equalities weekly, website, social media pages and events. the majority of members have been signed up through our events and roadshows.

Events

To date we have hosted 2 EC events, the meetings were designed to be open to anyone with an interest in equalities and making Fife a more inclusive place to live, work, and study. This aim is to give people the opportunity to come together to create a collective voice and begin to look at ways we as a community can reduce barriers that affect people.

Key points

- To give people the opportunity to come together and have a discussion about breaking down barriers to equality
- To educate individuals about inclusion and diversity

Impact

- **Contribution to Strategic Outcome 3:** Groups, whether already established or just getting started, have the tools they need to engage with their local community in a positive and inclusive way.
- **Contribution to Strategic Outcome 4:** Third, public and private sector organisations demonstrate best practice in equality, diversity and inclusion.
- **Contribution to Strategic Outcome 5:** FCE is recognised as a centre of excellence for championing equality, diversity and social justice.

Programme

Welcome and Housekeeping
Who are we
A bit about FCE
The Equality Collective
Introduce yourself
Your name
What made you come today
What are your expectations
What does inclusion mean to you?
What do we do now?
Build on the definition of inclusion?
Actions?
Sign more people up?
Lunch

Participants

17 people participated

The participants' age range spanned from 32 to 85. 15 of the participants are female and 2 males.

6 participants stated that they have a disability.

10 self-classified as Scottish and 3 as mixed ethnicity.

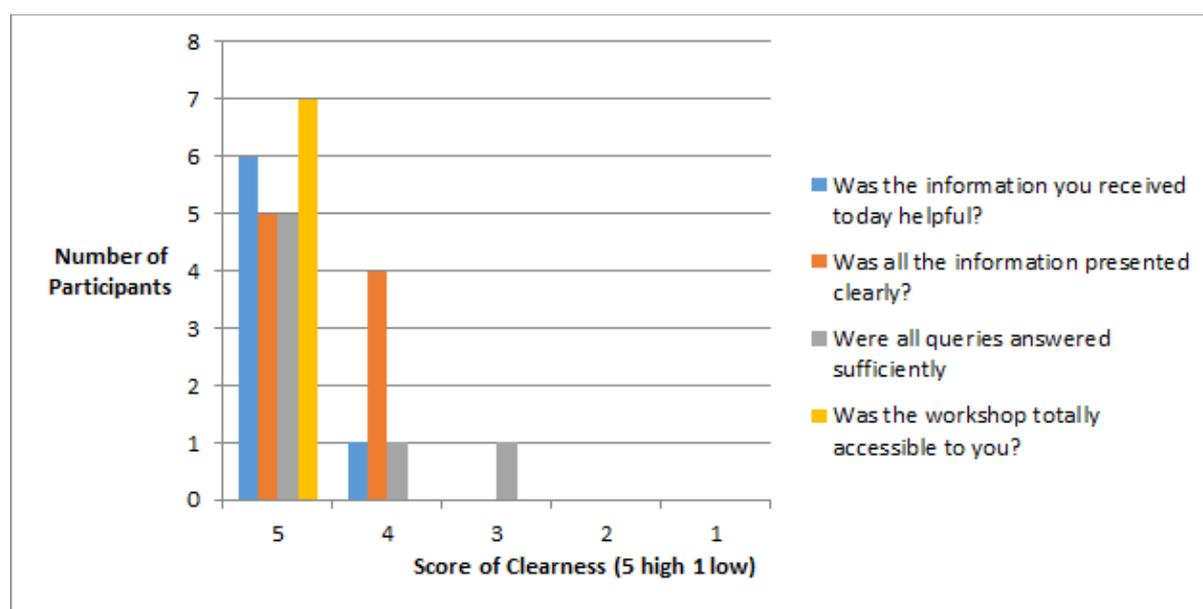
6 of the participants stated they have no religion, 1 Church of Scotland, and 3 stated other.

3 participants have caring responsibilities.

6 are married and 4 are single.

3 of the participants are employed full-time, 2 is in part-time employment, and 5 are retired.

Feedback



Eight participants scored the workshop 5 out of 5 for **the information they received having been helpful**, and one participant scored it 4 out of 5.

Eight participants scored the workshop 5 out of 5 for **all the information having been presented clearly**, and two scored it 4 out of 5.

Eight participants scored the workshop 5 out of 5 for **all queries having been answered sufficiently**, one scored it 4 out of 5, and one scored it 3 out of 5.

Seven participants scored the workshop 5 out of 5 for **the workshop having been totally accessible to them**.

Participants were asked to score their own knowledge before and after the workshop. Prior to the workshop, three participants scored their own knowledge at 5 out of 5, and six at 3 out of 5.

After the workshop, six participants scored their knowledge on the subject as 5 out of 5 and four at 4 out of 5. This marked a significant improvement of their knowledge as a result of this workshop.

How will you use today's learnings in your role?

"Understanding reasons for some restrictions and to promote inclusion."

"Good first meeting – interested to see the way this develops"

"More to knowledge to bring to own group"

"Today's learnings will be useful in assisting to break down barriers further through additional opportunities"

"Use the information to include everyone and not to exclude anyone."

"Will talk to others about this and keep it in mind in anything I get involved in"

Do you have any suggestions or comments?

"That there is a mass of opinion that feels confused and threatened"

"I thought it went well. Not long enough."

"Very useful and well put event. Learnt new ideas."

"Conduct and have open meetings with community development worker or leaders of community centre groups."

Do you have any future training needs/requests?

“Understanding how to include everyone without comprising old customs + beliefs”

“More information on how to encourage a younger generation.”

“Will be interested to discuss these more as this collective develops.”

Notes from the events

- Participants were looking for information about inclusion and how we make Fife more inclusive
- We need to look at the language we use as that can exclude people
- Inclusion starts with individuals
- Interfaith religion – include everyone and agree to disagree
- We need to respect other people’s views and choices
- We need to look at what works and learn from it
- People need to feel safe to be who they are
- There is a lot of fear/stigma and we need to build community confidence and stop being scared to be included
- The focus always on the physical, what about the mental
- The EC could be the mechanism to breaking down barriers
- People need to have informed choices
- Different outlooks need to be discussed and respected, we need more opportunities to talk
- One participant with a disabled child highlighted the challenge of accessing services and felt we could create opportunities for service providers and communities to come together and reduce barriers together
- We then look at how we could engage more people in the collective. It was suggested that we could create an online portal for people who found it difficult to attend events but want to be involved in the EC.
- One of the participant also discussed concerns regarding getting information about what is available in Fife as she has no internet and is not IT literate, the suggestion was the collective could host a series of information sessions across Fife, inviting relevant organisations and services along to engage with people who do not use the internet

Thematic Activities

As part of engaging with “easy to ignore groups” we have engaged with young people and the LGBT community and identified barriers they face

Young people

We were awarded £800 from BEMIS for the conference to invite young people to tell us what matters the most and explain what they would like to do to progress equality. We first invited participants to be involved in organising the Diversity Week 2018 conference and offered supported young people taking part in having their views heard and acted upon at local, national and UK levels – wherever the course of action that was suggested would need to be addressed.

The call to action for young people to design and lead a Mental Health Education project that would address the principles of Participation, Education and Equality and Discrimination.

The young people were supported as part of EC activity to begin a consultation with young people about what a Mental Health project would look like.

We started with a of questions to members of the public. Young people themselves and also asked people from other age groups, parents, friends or relatives who would like to pitch ‘a word of advice to their younger self’. See a breakdown below:

‘What the space could look/be like’?

- Non-judgemental
- Easy going/friendly
- Informal
- Confidential
- Space to go and talk without people deciding what you need
- Not referring you to a service when all you need to do is talk
- Getting it Culture
- Comfortable spaces

- Discreet
- Rotating rota for the space
- Need to be aware that some youths may feel they can't join
- Instead of a one stop shop consider having weekly themes or things that tackle different issues
- Make sure is welcoming to all
- Someone to talk about my issues as they change
- Low level support
- Need sofas/beanbags
- Just listening
- Reassurance everything you talk about is private
- More casual/less formal
- People to welcome you into the space
- Visits by different activity leaders and sign ups on the spot
- Stationary as young people won't go to a moving group

This is an ongoing piece of work that intends to bring young people into the EC and support them to reduce the barriers that affect them. The next step of this activity is to expand the consultation with young people and encourage them to join the EC.

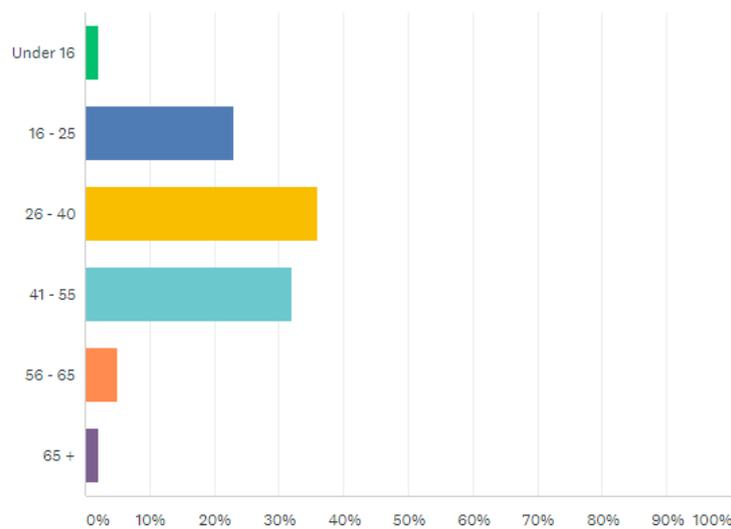
We are now preparing the next round of consultations to take place within High Schools in Fife following the January 2019 preliminary exams that will tell us about how you would remove no barriers in accessing mental health services for minority or disadvantaged groups

LGBT Community

FCE supports Fife Pride and as part of the EC activity we consult with participants at the event to identify barriers face by the community. We conducted a survey that would enable us to take a snapshot of their concerns. We surveyed 165 individuals but looked at a random selection of responses from 100 participants.

Participants

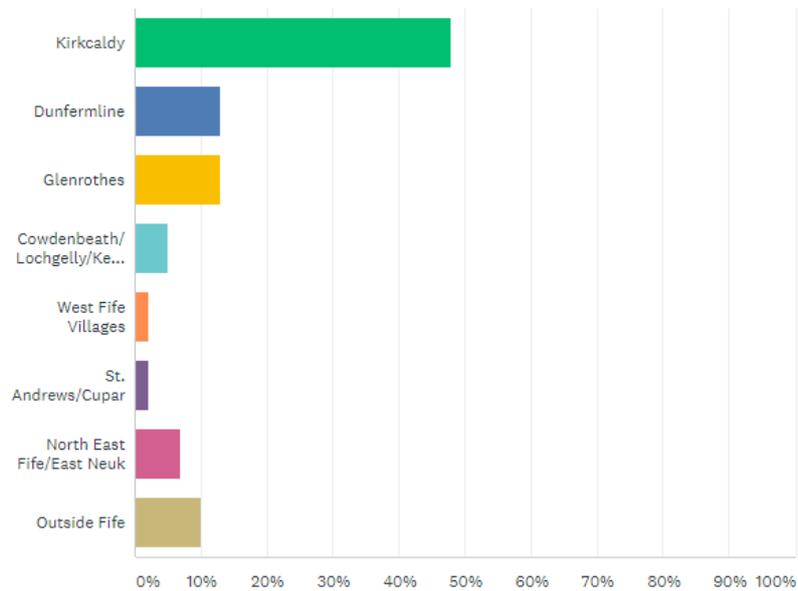
Age



ANSWER CHOICES	RESPONSES
Under 16	2.00% 2
16 - 25	23.00% 23
26 - 40	36.00% 36
41 - 55	32.00% 32
56 - 65	5.00% 5
65 +	2.00% 2
TOTAL	100

Age range of participant were from under 16 to 65+, with the majority falling into the 26 – 40 age range

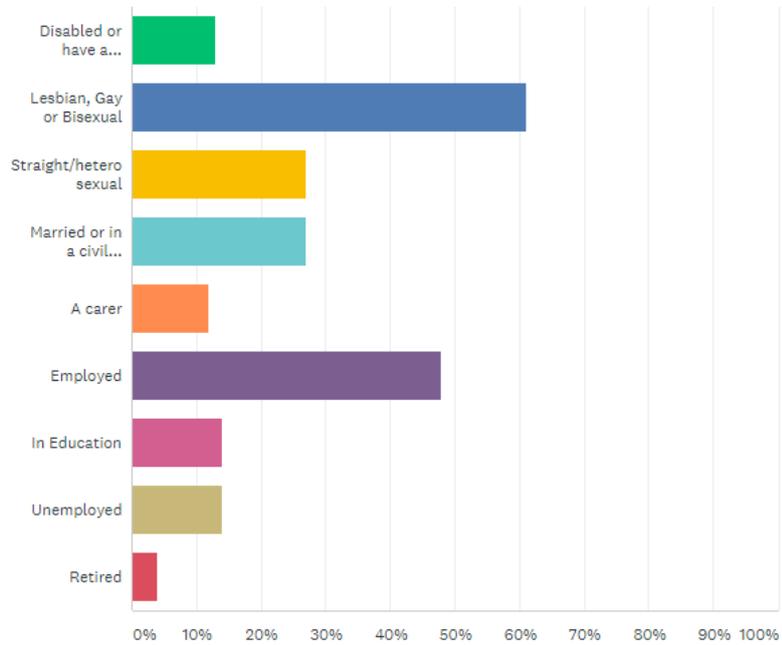
Where do you live



ANSWER CHOICES	RESPONSES
▼ Kirkcaldy	48.00% 48
▼ Dunfermline	13.00% 13
▼ Glenrothes	13.00% 13
▼ Cowdenbeath/ Lochgelly/Kelty area	5.00% 5
▼ West Fife Villages	2.00% 2
▼ St. Andrews/Cupar	2.00% 2
▼ North East Fife/East Neuk	7.00% 7
▼ Outside Fife	10.00% 10

90% of participants surveyed were resident in Fife with 48% living in Kirkcaldy

Characteristic



ANSWER CHOICES	RESPONSES
▼ Disabled or have a condition or long term illness	13.00% 13
▼ Lesbian, Gay or Bisexual	61.00% 61
▼ Straight/heterosexual	27.00% 27
▼ Married or in a civil partnership	27.00% 27
▼ A carer	12.00% 12
▼ Employed	48.00% 48
▼ In Education	14.00% 14
▼ Unemployed	14.00% 14
▼ Retired	4.00% 4
Total Respondents: 100	

61% of participants identify as LGBT

Barriers people face

No real nightlife or places for LGBT to meet regularly

I was outed at work 17 years ago more education is needed

Lack of access to healthcare facilities for transgender people we have to go to big cities for treatment

More education about transgender would help reduce stigma

Fife Pride is a great way to help make Fife more inclusive, but we need more education in our communities

My neighbor is using my sexuality and same sex relationship to behave badly towards us

My sexuality is not an issue it's my Asperger's that causes me problems

Presumed straightness should be challenged

Lack of accessible pubs people need educated

Barriers that have reduced

My school is great very LGBT friendly

Attitudes are changing, I am really happy about this

I am from a small village in Kinglassie and am accepted

I haven't faced any barriers but more events like Fife Pride will help make Fife more inclusive

Insights

The EC is low in numbers in comparison to the number of people resident in Fife and it would benefit from developing different ways people could be involved.

There are many existing types of forums, panels and ways people can have their voice heard about things relevant to them. The EC is there to bring people from all protected characteristics together and that is a big challenge as people are comfortable coming together if they share characteristics.

Continuing to recruit new members to the EC will be ongoing and it would benefit from hosting events that focus on cross cutting challenges. People who attended the events did make a commitment to the EC but did not attend the second meeting. In 2015 we hosted an event looking at financial harm that was the most well attended event the, then Equalities Participation Network hosted. Although the issue was cross cutting it was not about equalities, but it was cross cutting and informative.

The EC lacks a unique selling point, currently people signing up get the same benefits as anyone signing up to the FCE Equalities Weekly and E bulletin.

The next EC event is to be held in February and is focused on changes to Hate Crime Legislation and we are encouraging members from communities to come along and have their say and the final event will be an informal gathering that looks to bring people with different characteristics together to chat and identify cross cutting themes that will help shape the its future

The EC is proving a useful way of identifying barriers and supporting initiatives that reduce barriers for protected characteristics

The EC consultation with the LGBT community can identify barriers but can also reflect how Fife is becoming more inclusive. The consultation undertaken in 2017 Fife Pride identified multiple barriers, the information collected from Fife Pride suggests that there are fewer barriers faced by those that identify as LGBT.

If the EC continues to take a flexible approach it can be useful to gain an insight to the barriers and issues faced by people with different characteristics, but it needs to encourage engagement with BME communities,

Recommendations

- Continue to use roadshows, events and other opportunities to recruit new members to the EC
- Develop an online Equality Collective
- Host events that have cross cutting themes and encourage individuals from all protected characteristic to attend
- Host events that bring communities and service providers together to work in partnership to identify and reduce barriers
- Create a section in our existing communications that is relevant to communities
- Continue to take a flexible approach to engaging with “easy to ignore communities” and provide opportunities for gatherings
- Run a series of coffee and chat session in different localities to identify barriers and concerns

Fife Centre for Equalities aims to build a collective voice to champion equality, diversity, inclusion and social justice across Fife and beyond.

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