

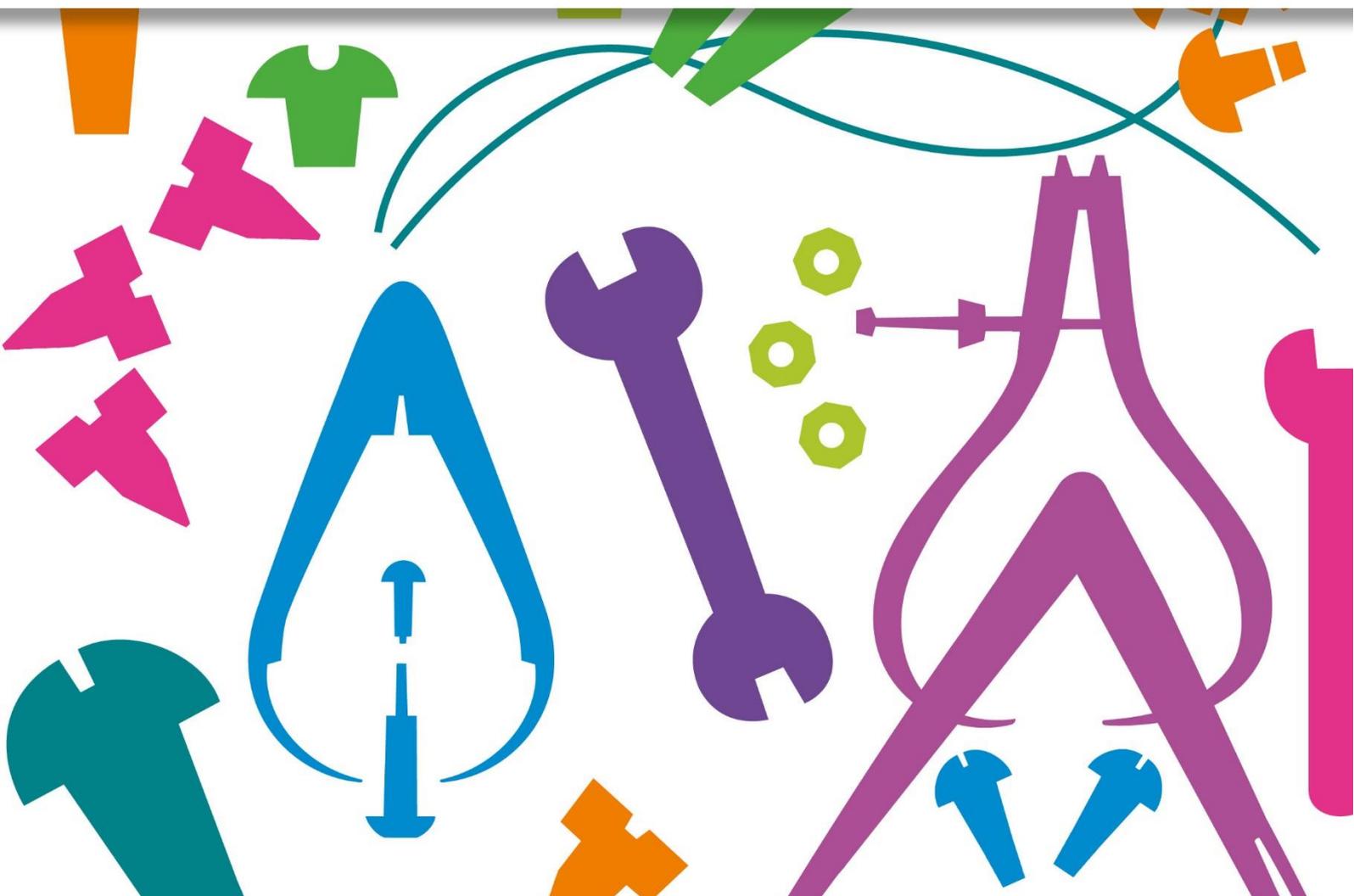


Fife Centre *for*
Equalities

Engagement Activity

Evaluation Report

January 2020



Engagement Activity

Evaluation Report

This report evaluates the impact of Fife Centre for Equalities (FCE) Community Engagement Activity for the financial year April 2019 – January 2020.

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:

- Equality Collective activity aimed at bringing together individuals from all protected characteristics and help gain an understanding of the needs of the “easy to ignore groups”
- Information sessions aimed at
 - Informing individuals of their rights and responsibilities within the 2010 Equality act
 - Engaging communities to feel more confident in being able to report hate incidents
 - Providing information for victims of hate crime and where they can access support
 - Identifying the barriers that stop people reporting hate crimes

Outcomes

- Communities feel more confident in being able to report hate incidents
- Victims of hate crimes are better supported
- 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.
- 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.

Executive Summary

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

Overall, increased the membership of the Equality Collective from 181 to 320 but does not reflect the true numbers of the EC as some of the individuals that are part of the EC do not use the internet and are not registered on our database.

Marginalised groups such as individuals with learning disabilities are part of the EC and attend events but they are not registered, our method of contact is to cascade EC information via local workers, make contact through Facebook or text.

The 4 events hosted by the EC were all developed and delivered in partnership. We have worked with Fife Council, AMINA, Dunfermline Advice Hub, St Andrews University, Fife Health and Social Care Partnership, Macmillan and Transgender Fife.

The events have resulted in further activities, with individuals and groups taking forward some of the learning from the events and others looking to develop new initiatives. Example groups took away the information to cascade from our Human Trafficking and Moderns Slavery Awareness Raising event and people who identify as transgender female to male are looking into developing their own network to support others and reduce isolation.

We are also encouraging members to become more involved in FCE activities. Opportunities such as, input into guidance documents, participation in event planning and informing future activities has been taken up by some members and we hope to build on this in the coming year

The information sessions events were tailored to specific audiences and have been delivered to a total of 125 individuals, breaking that down to 6 school pupils, 64 people with learning difficulties 23 people with hearing loss and 38 others out with these formal groups.

We hosted information session in 7 areas of Fife, Kirkcaldy, Dunfermline, Kelty, Cupar, Leven, Glenrothes and Crossgates.

We have looked into barriers to reporting hate incidents and have anecdotal evidence to suggest that more incidents of discrimination may be being reported

than we know about, but it could be being done on an informal level or there may be no mechanism to capturing such reports.

It has been suggested that groups of young people are more likely to perpetrate a hate incident and that they may benefit from information sessions and some sort of involvement that allows young people to cascade messages and understand how their behaviour can affect others.

Recommendations

- Continue to deliver information sessions and target young people and other easy to ignore groups
- Develop new ways of engaging with BME communities and work in partnership with those who provide services for those communities.
- Continue to work in partnership to develop and deliver EC events.
- Create new partnerships
- Provide more opportunities to involve EC members in FCE and partners activities
- Continue to recruit members to the EC.
- Continue to target “easy to ignore communities” and diversify the membership of the EC and increase BME representation
- Consider developing an online EC using social media to engage younger people
- 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

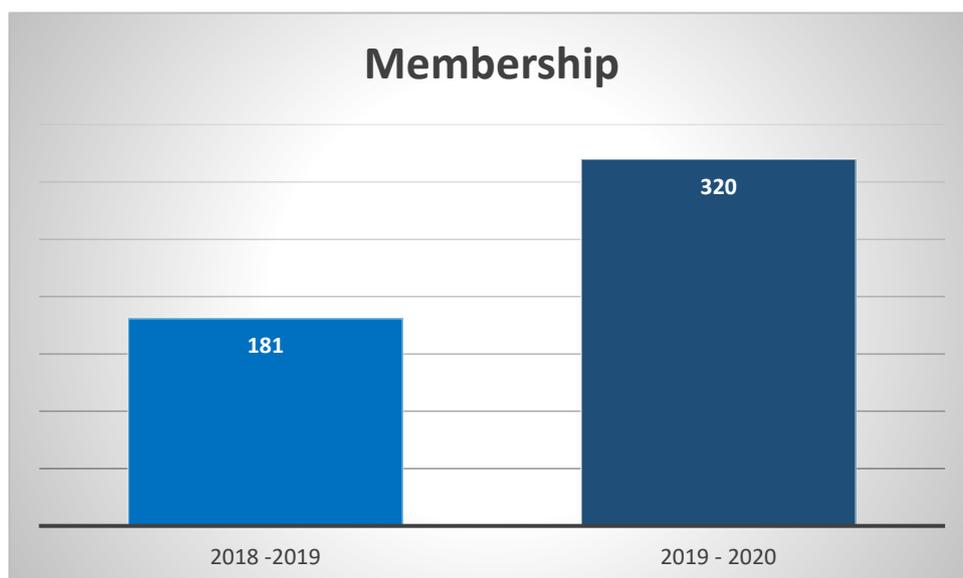
- Continue to target specific groups that are least likely to attend public awareness sessions, adapting the content of sessions to suit the audience.
- Consider delivering information sessions in High Schools and to youth groups
- Develop literature that is accessible to different communities

Equality Collective (EC)

This year we have been evolving the EC and exploring ways that members can be involved in the collective in a more meaningful way, other than coming along to events.

To date members have been involved:

- Our ageing study Different Paths
- Developing FCE guidance (Embracing Differences)
- Planning and delivering events (Let's talk transport)
- Shaping the content of future events



From April 2018 to March 2019 there was 181 members of the EC, this number from April 2019 – December 2019 has increased to 320. This number has increased by 149 but does not reflect the true numbers of the EC as some of the individuals that are part of the EC do not use the internet and are not registered on our database. Marginalised groups such as individuals with learning disabilities are part of the EC and attend events but they are not registered, our method of contact is to cascade EC information via local workers, make contact through Facebook or text.

Events

The EC hosts 4 themed events per annum and works in partnership to deliver these. Last year saw no more than 50 people participate in EC events. From April 2019 to Jan 2020 that number has increased to 117.

Women's Event -15th June 2019

Women's event aiming to bring women from all backgrounds together to look at the challenges they face and how to build resilience in partnership with Amina (Muslim Women's Resource Centre)

T with Trans - 31st August 2019

An opportunity for people to identify as Transgender to come together and meet people for a chat about challenges they face and how these could be reduced, in partnership with Transgender Fife

Human Trafficking and Modern Slavery -8th November 2019

An awareness raising session helping people spot the signs of human trafficking and modern slavery, sharing information about how to report safely in partnership with St Andrews University and Dunfermline Advice Hub

Let's talk transport - 21st January 2020

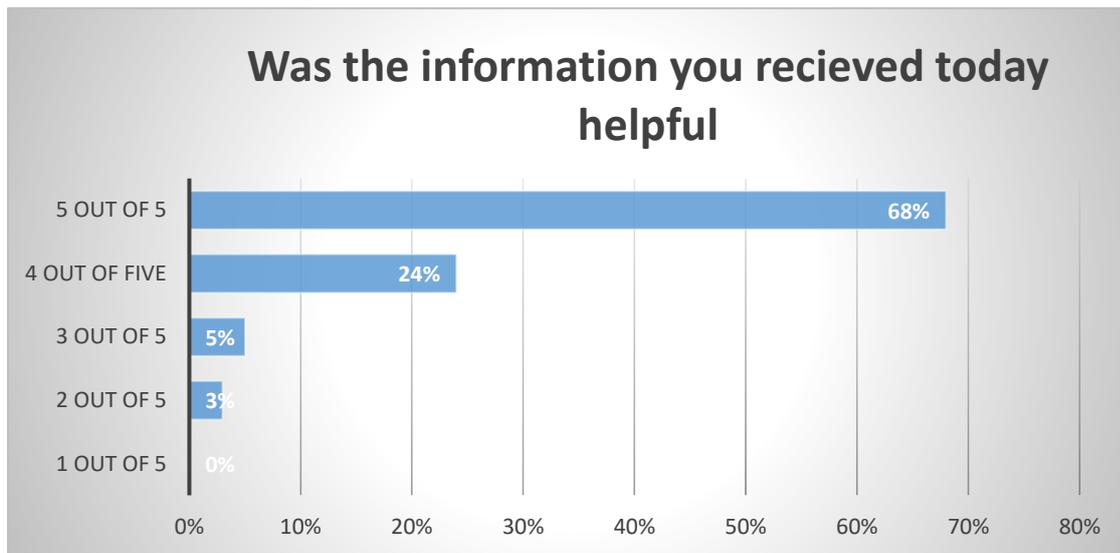
An event bringing people together to learn about and discuss passenger transport in Fife, talk about the challenges faced when travelling to and from vital services in Fife and share life experiences with Different Paths participants in partnership with Fife Council, Macmillan and Fife Health and Social Care Partnership

Participants

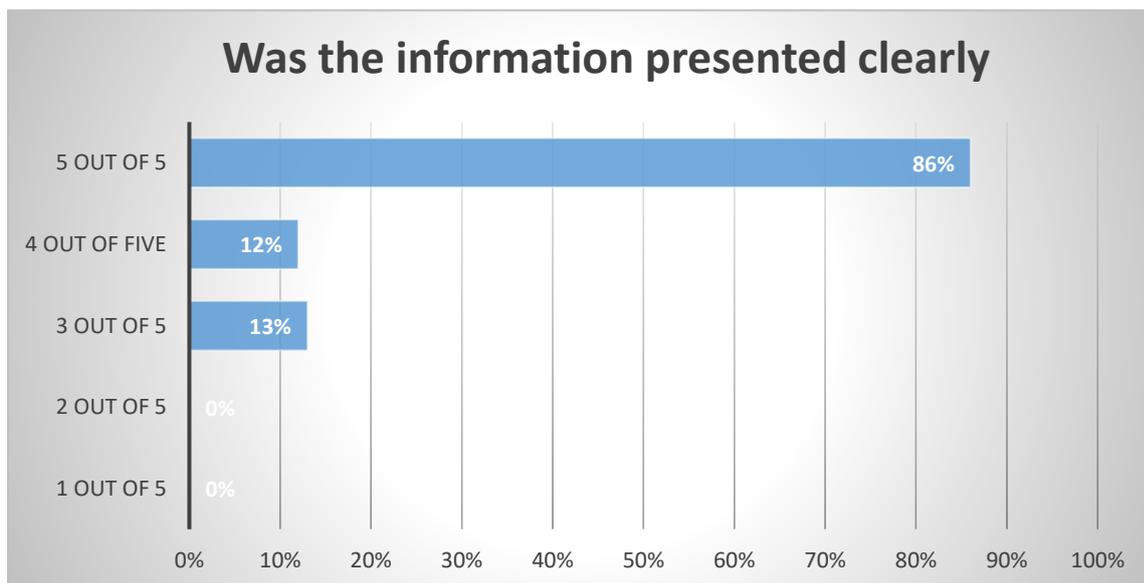
117 people in total attended the events with 93 people completing Equal opportunities forms.

Sex or Gender	75% are females, 25% are males. 8% have undergone, undergoing or intend to undergo gender reassignment.
Age	7% are under the age of 25, 22% aged 25 to 39, 32% aged 40 to 54 and 39% aged 55 and above. The youngest participant is 15 and the oldest is 82.
Disability	40% have a health condition or disability.
Race	73% Scottish, 1% Irish, 12% Other British, 9% Other White Background, and 4% Mixed Background
Religion or Belief	18% are Church Scotland, 13% are Christianity Other, 13% are Roman Catholic, 3% are Islam, 49% have no religion and 4% are other.
Sexual Orientation	88% are heterosexual/straight, 3% are lesbian/gay women, 5% are bisexual, 3% are gay men and 1% are other.
Caring Responsibilities	24% have caring responsibilities. For those who have caring responsibilities, 26% have caring responsibilities for disabled adult, 32% for disabled child and 42% for older person
Marital Status	35% are married, 3% are in civil partnership, 6% are living with partner, 31% are single, 11% are divorced, 13% are widowed and 1% are complicated
Employment Status	25% are employed full-time, 9% are employed part-time, 7% are in further/higher education, 9% are self-employed, 5% are seeking work and 4%, 11% are retired, 12% are permanently sick/disabled and 18% are other

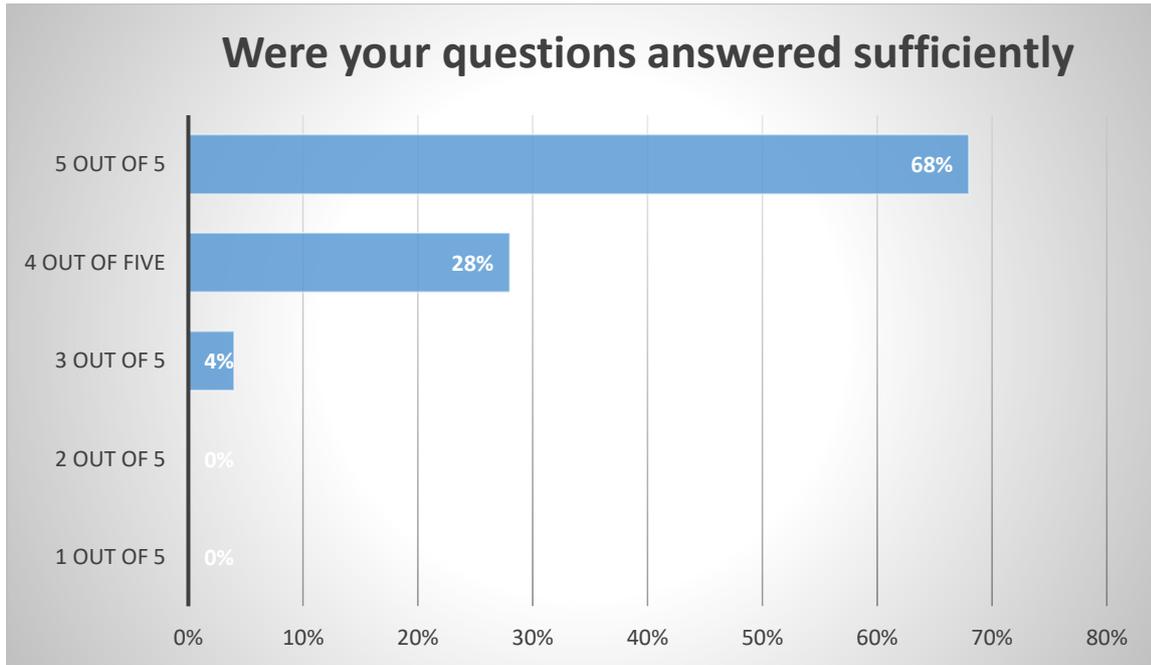
Feedback



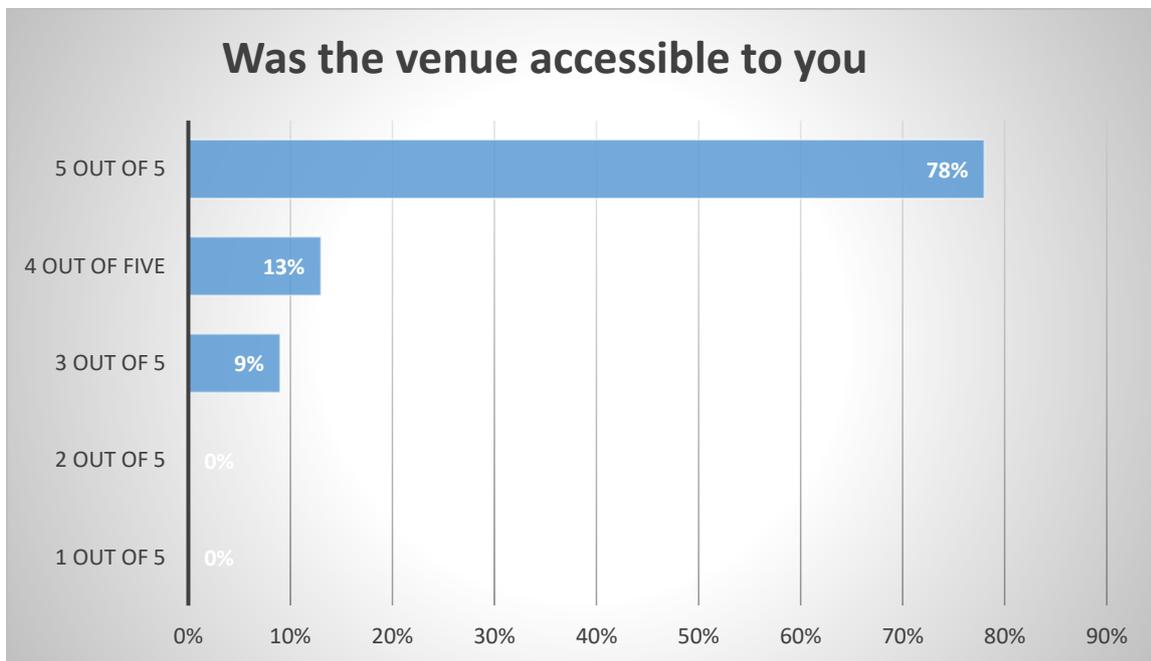
As displayed many participants found the information, they had received helpful with 1 being the least helpful and 5 being the most helpful.



As displayed many participants found the information had received been presented clearly 1 being the least clear and 5 being the clearest.

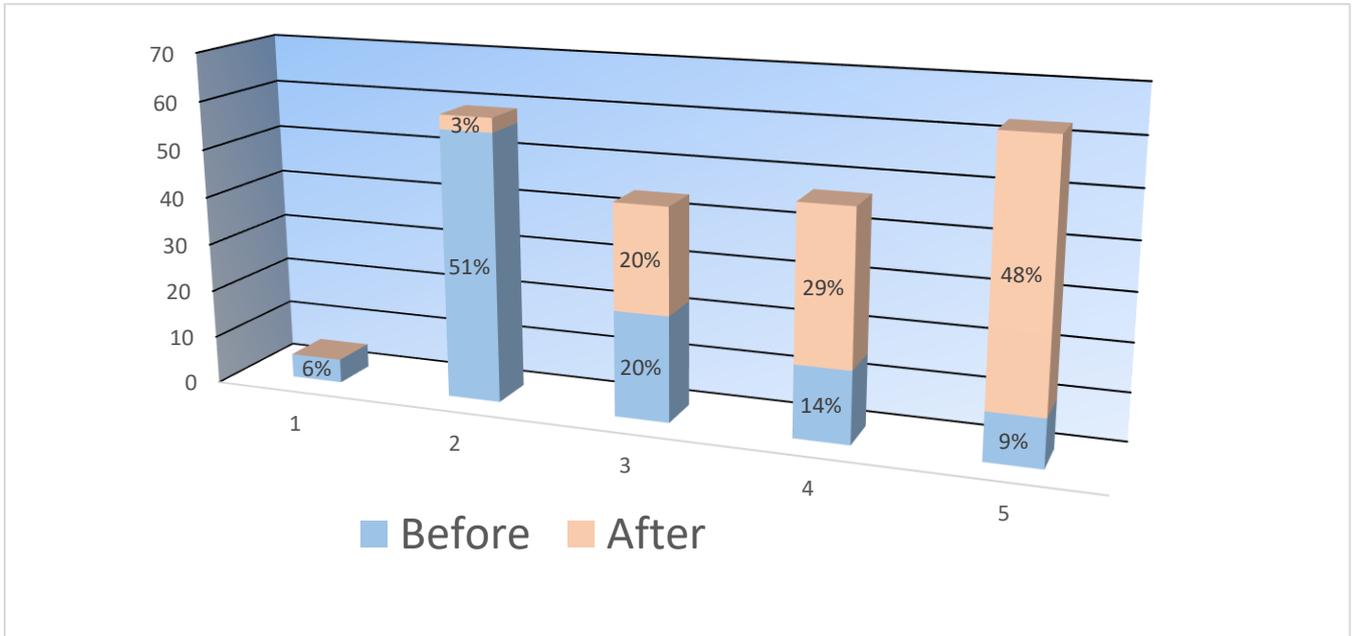


We have shown that we answer most questions sufficiently. Some occasions we will provide responses at later dates. With 1 being least and 5 being most sufficiently



The feedback suggests that our events have proven helpful and informative and that we make every effort to make them as accessible as possible. With 1 being the least accessible and 5 being the most accessible

Levels of Knowledge (1 low - 5 high)



The feedback suggests that people knowledge of a subject does increase after attendance at our events and we are making an impact. This year we had request from individuals and organisation regarding support and guidance

This year groups and individuals took away information to cascade into local areas.
Example

Gillespie Church, Dunfermline Advice Hub, Safer Communities Team and Fife Trades Union Council all committed to sharing the information, using the slides from the event, to raise awareness about Human Trafficking and Modern Slavery. It also led to a request from groups, such as the Kirkcaldy Soroptimist's, to talk to their members about specific subjects

Equality Collective Events

Women's Event - 15th June 2019



Women's event aiming to bring women from all backgrounds together to look at the challenges they face and how to build resilience in partnership with Amina (Muslim Women's Resource Centre)

Comments

“Challenged misconceptions and racist comments/views and awareness raising/changing beliefs”

“Be confident, also assertive in situations that require help/support. Be more open minded seek further info if required “

“it's great to be in a room with other women and discuss barriers and made friends and got information regarding other events and organisations”

“Awareness of situations occurring daily within our communities. More discussions and inclusion of groups of all culture women of all ages”

Follow up activity

Working with People 1st to develop Equalities statement after some of the group (with learning disabilities) displayed opinions that were formed by stereotyping and lack of awareness around equalities. Information sessions have also been delivered to inform individuals (See information section)

T with Trans - 31st August 2019



An opportunity for people to identify as Transgender to come together and meet people for a chat about challenges they face and how these could be reduced, in partnership with Transgender Fife

Comments

“Made me feel more accepted”

“great to see that the "lads" are forming a group as a result of this event. I wish them every success”

“I feel Cis attenders got a good understanding of trans issues”

“Met and spoke to new people and people I've spoken to before, which was great. Have the opportunity to start a new group too which was great”

Follow up activity

- Support for young trans F to M to create an online group for individuals to seek advice, guidance and create social opportunities for others
- Work with Transgender Fife to look into inclusive swimming sessions
- Promote the groups and their activities

Human Trafficking and Modern Slavery - 8th November 2019



An awareness raising session helping people spot the signs of human trafficking and modern slavery, sharing information about how to report safely in partnership with St Andrews University and Dunfermline Advice Hub

Comments

“I can recognise the signs to look out for more clearly within the financial sector and in my personal life. I now know who to report a suspicion too”

“As a housing trainee this training will be valuable”

“It has been very interesting a definite eye opener. It will make me more aware of what could be happening in my area and especially in Fife”

“To be more vigilant, who to contact for advice should I identify an issue - or how to report it. Raised my understanding of trafficking and modern-day slavery”

“Aim to learn more and share with the communities I work with”

“It has been very interesting a definite eye opener. It will make me more aware of what could be happening in my area and especially in Fife”

Follow up activity

- Organisations such as Dunfermline Advice Hub, Safer Communities, Fife Trades Union Council and Gillespie Church have a copy of the presentation from the session and will seek support to deliver their own awareness raising sessions as and when required
- A new group, linked to Gillespie Church in Dunfermline, Exodus have approached FCE as they would like to develop a project that raises awareness of the subject across Fife and provide support and specialised counsellors to support victims. FCE will deliver training session so the materials FCE have used can be cascaded.
- Promote activities/projects each group hosts

Let's talk transport -21st January 2020



An event bringing people together to learn about and discuss passenger transport in Fife, talk about the challenges faced when travelling to and from vital services in Fife and share life experiences with Different Paths participants in partnership with Fife Council, Macmillan and Fife Health and Social Care Partnership

Comments

“It’s a positive move to be talking about transport and engaging with people in Fife”

“Well organised, well-spoken and time for discussions”

“Enjoyable and informative, thank you”

“Ring and Ride for Lundin Links and Largo”

Follow up activity

- Continue to raise awareness among communities
- Keep EC informed of partner activities
- Encourage EC members to get involved in partner activities
- Work with Fife Council to encourage members to engage in participatory budgeting sessions
- Distribute up to date information and presentation slides regarding transport in Fife to participants, ensuring the links for support and advice are included
- Promote the Cancer journey and keep the EC informed of new developments

Information sessions

Equalities and Hate Crime information sessions

The information sessions were tailored to specific audiences and have been delivered to a total of 124 people across Fife. This year we built on the idea that these sessions were more effective if delivered to target groups.

Groups delivered to

- Young people who do not engage in mainstream education
- Groups from the hard of hearing/deaf community
- Women
- Individuals with learning difficulties

Geographical areas covered and number of sessions

- 1 Cupar
- 1 Crossgates
- 3 Dunfermline
- 4 Kirkcaldy
- 1 Keltie
- 1 Glenrothes
- 1 Leven

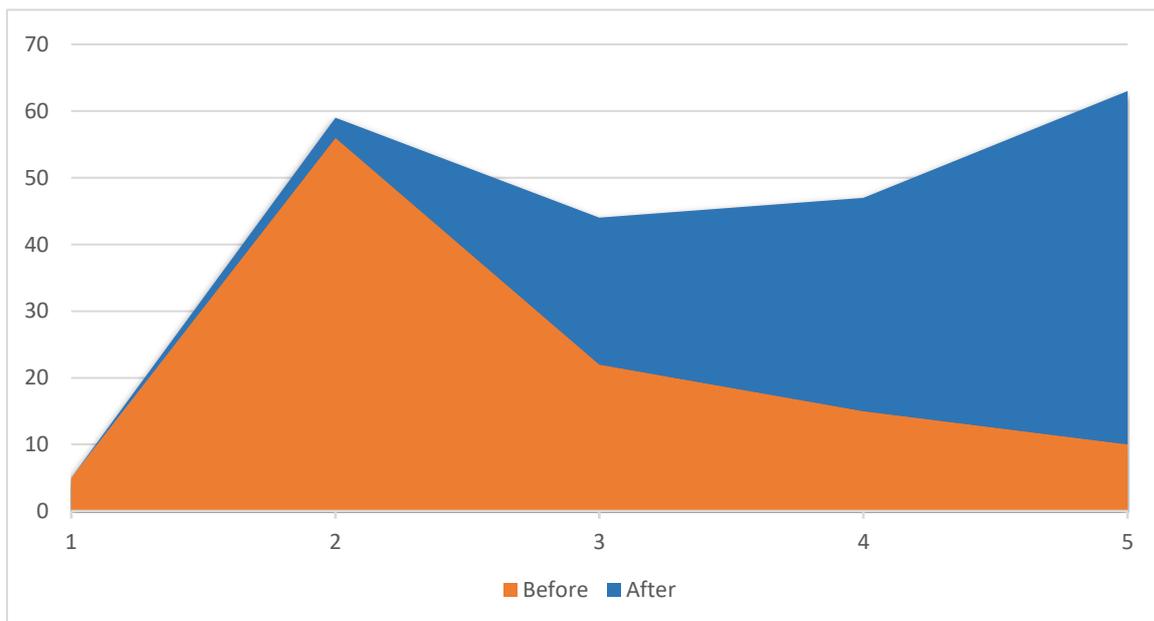
Participants

Sex or Gender	58% are females, 41% are males. 1% have undergone, undergoing or intend to undergo gender reassignment.
Age	6% are under the age of 25, 21% aged 25 to 39, 36% aged 40 to 54 and 37% aged 55 and above. The youngest participant is 15 and the oldest is 87.
Disability	75% have a health condition or disability.
Race	58% Scottish, 5% Irish, 26% Other British, 11% Other White Background
Religion or Belief	18% are Church Scotland, 18% are Christianity Other, 11% are Roman Catholic, 46% have no religion and 7% are other.
Sexual Orientation	69% are heterosexual/straight, 14% are lesbian/gay women, 7% are bisexual and 10% are gay men.
Caring Responsibilities	16% have caring responsibilities. For those who have caring responsibilities, 25% have caring responsibilities for disabled

	adult, 37% for disabled child, 25% for older person and 13% other
Marital Status	20% are married, 1% are in civil partnership, 17% are divorced, 54% are single, 7% are widowed and 1% are complicated
Employment Status	3% are employed full-time, 3% are employed part-time, 3% at school, 3% are self-employed, 3% are seeking work ,14% are retired, 57% are permanently sick/disabled and 4% are looking after the home or family

Feedback (1- little or no knowledge – 5 good knowledge)

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.



The chart demonstrates that the majority of participants stated they knew a little about the subject but before the sessions only 26% (5) said they had good knowledge, by the end of the sessions 74% claimed they had good knowledge and that

Comments

Equality Act 2010

“I found it really useful and can help others”

“Thoughtful! And a good learning experience for my future. Thinking and knowledge to take home with me”

“So much information, which is good! The more we educate, the better we become a person. Whether Christian or other beliefs, it’s not important, all people under the sun! This has been a valuable resource, worth every minute. “

Hate Crime

“Awareness of various issues affecting the community and more integration of every culture”

“Good to know organisations ready to help.”

“Didn’t realise the extent of equalities problems. More enlightened”

“I now know what an incident is and how to report it”

“be more active in reporting”

“I will be more observant”

“Hope to be able to recognise concerns in community easier”

Barriers to reporting Hate incidents/crime

Majority of participants were not aware that they could report incidents of harassment and discrimination to any Fife Council Office, the opinion was that most thought it would be a police matter. This led to discussions about not reporting and people have stated that

“the police are too busy, and I have no proof of what happened so what can they do anyway”

“No point in reporting anything, nothing gets done about it”

“lack of confidence and just want to stay safe”

However, there is anecdotal evidence that suggests people may be reporting incidents but there may be no way of recording them, for example

One young person was being bullied by fellow pupils after coming out at gay. He reported this to Fife Council support staff and staff informed the school and the matter was dealt with. This could suggest that victims of hate incidents may well be reporting, but the concerns are being dealt with at the earliest opportunity and there is no recording mechanism to capture this.

Anecdotal evidence also suggests Incidents are also raised within the voluntary sector or with support staff but there is no mechanism that encourages support staff to report incidents or keep a record of what has been reported

During one of the talks one of the members recalled being verbally abused by a group of young people, although he wanted to share his experience with support staff, he didn't want it reported in case "they found out and it got worse" and that it was easier to avoid certain places at certain times.

Other members of the group said they will talk to a worker about what has happened to them but want nothing done about it. Individuals said it's easier to avoid going to places or putting themselves in situations that would put them at risk i.e. they won't go to places where young people hang out, they avoid using public transport when schoolkids are likely to be on the buses, some will not go out in the evening and others will change their route if they see a group of young people.

The thing that could be improved is if these incidents were reported to help identify patterns and trends and look at appropriate responses.

Discussions with groups this year also highlighted similar concerns regarding reporting as groups with mental health challenges had reported.

- Victims' understanding of the types of incident that could be categorised as a hate incident was clearer, but it was not clear to some whether incidents needed to have a physical element to constitute hate crime.
- Confusion was particularly evident when considering incidents that took place online as people with learning difficulties, who are online, reported that they had all received abuse online and they are advised to stop using social media after they had reported it to a worker.
- Feeling that the incident was not sufficiently serious, that there was too little supporting evidence for further steps to be taken
- Desensitised to being called names or treated differently because its always happened

- Limited awareness of support provision and where to report.
- Fear of escalation of incidents after reporting.

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

“It happened all my life I am used to it so just ignore it”

“What’s the point no one does anything, I just don’t go on the bus when there are young people on it”

“I can tell the police, but they just ignore it”

“its not worth the hassle, I just tell my worker and have done with it”

“If they find out I have reported them, it would only get worse”

“I can’t prove what has happened, they only call me names”

“I been called everything on my Facebook page and now I don’t have one”

“I was always told to stand up to bullies and fight them, that’s better than reporting anything”

Targeting groups and delivering sessions suited to these groups has been effective, and it has highlighted there are similar concerns about barriers reporting.

Incidents may be being reported in many different ways and there is no mechanism to capture this information, especially if the matter is resolved quickly.

Groups of teenagers are identified as being most likely to discriminate or harass individuals, and although not every teenager is like that, there does seem to be an opportunity to undertake information sessions and work with young people to develop and deliver their own messages.

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. This could be built on and cascaded through schools and youth clubs.

We still need to develop a partnership approach or more creative initiatives to enable us to engage and deliver information sessions to BME communities

Further Information

More information about the Equality Collective, please contact Fife Centre for Equalities by email info@centreforequalities.org.uk, telephone 01592 645 310 or text 07800 005834

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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www.centreforequalities.org.uk

New Volunteer House, 16 East Fergus Place, Kirkcaldy, KY1 1XT

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