

NEWS & VIEWS FROM GLASGOW'S EQUALITY FORUMS AND GLASGOW CITY COUNCIL

اخبار و آراء من جريدة المساواة وبلدية مدينة كلاسكو

格拉斯哥市議會及格拉斯哥平等評議會的消息及觀點

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Tackling Women's Inequality

In the most recent edition of Links, an Oxfam's UK Poverty Programme newsletter, the headline is "Still the second sex". The newsletter highlights that men and women in the UK experience poverty differently and suggests that if we are to address that different experience we need a range of measures that takes that difference into account.

Many government funded programmes aimed at getting unemployed people back into work and aimed at training people for jobs are in fact gender blind and take no account of men and women's different experience and very often are based on male models of unemployment. The UK's tax and benefits system also works against women by under-valuing the care work women do and the pension system leaves many women in poverty in old age. Women in work fair little better because despite thirty years of Equal Pay legislation on average, women earn 18% less than average male earnings. Sometimes this percentage is much higher. The Cabinet Office reckons that "over her lifetime, a woman with no formal qualifications and two children earns only 34% of the wages of an equivalent man." Not all women face the same fate, for many it is even worse, with Indian, Pakistani and Bangladeshi women earning even less than the average female earnings. In addition to these economic inequalities, many women face a variety of other inequalities including the threat and

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Pride 2001- 'We Are Family'

The weather was good, the 4000 plus crowd was up for it, and Pride 2001 was off with a bang. The politicians did their stuff from the top of the bus, Stonewall, Equality Network, and Outright Scotland made the Pride theme of 'we are family' come alive in an elegant plea for full partnership rights for all couples. After a minute's silence to remember all those who have passed away from AIDS, the march was sent on its way with some poetry, specially written for the day and performed by the Glasgow Diverse Arts Group.

Pride slowly wound its way through Edinburgh, past the home of the Scottish Parliament, and some religious

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Progressing lesbian and gay equality

A meeting was held on Tuesday 26 June 2001 in the City Chambers between Councillor Archie Graham and representatives from West of Scotland Lesbian and Gay Forum. The meeting was arranged to discuss lesbian and gay issues and priorities for the coming year. An action plan was drawn up. Further meetings will be arranged in order to discuss issues and monitor progress. The key areas which were agreed were:

- The Council's Equality policy will be reviewed in the light of changes in Council Committee and Departmental structures. This will not be a

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Welcome to Issue Two of Glasgow's Equality Bulletin, bringing you more news from Glasgow's Equality Networks and from Glasgow City Council.

The Bulletin is being developed as part of an initiative aimed at supporting effective communications, information sharing and joint working between Glasgow's voluntary sector and Glasgow City Council.

The Bulletin....

We would like your views on the Bulletin so far: have you found it useful? What else would you like to see included? Is the design and layout clear? We are looking for all and any comments that will help us develop our plans for the Bulletin. You will find our contact details on the back page.

The electronic newsletter....

We have recently begun to send out a pilot-version of the proposed electronic newsletter – Equality Updates. It is being sent out weekly, via email, and contains current news from the voluntary sector, Glasgow City Council, Scottish and UK government, as well as information on events, jobs, training etc. If you would like to be on the email mailing list for this pilot version please email kate.henderson@gcvs.org.uk. We hope that this will become a useful and interactive communication resource where you can keep up-to-date with new developments as well as to publicise your own work, events, jobs, projects etc.

The ICT Survey....

If you are a voluntary sector organisation on the mailing list of one of the four Equality Networks, you will have received (along with Issue One of the Equality Bulletin) a copy of our Information and Communications Technologies (ICT) Survey – 'Are You Connected?' We would like the Survey to be as comprehensive as possible – so if you haven't filled it in and sent it back to us, please take the time to do it now, it really will only take a few minutes!

Tackling Women's Inequality Continued from page 1

experience of violence at the hands of their partners.

Given women's continuing inequality it would be reasonable to assume that the area based Social Inclusion Partnerships (SIPs) in Glasgow and the Government Social Justice targets would reflect a focus on women's exclusion. However a study of Government Area Partnerships showed that women's issues were rarely reflected in the spending priorities, and concerns began to grow when some women's projects lost their funding under the new Social Inclusion Partnerships. Whilst every voluntary sector organisation struggles to find core and project funding, it seemed to many that women's organisations were experiencing more difficulty.

Against this back drop, Judith Robertson of Oxfam's UK Poverty Programme brought together a group of concerned women from the voluntary, public and academic sectors who shared a common concern that women's equality had not only slipped from the agenda but had in fact begun to face a back-lash.

What started as an ad hoc grouping became the Glasgow Women & Social Inclusion Working Group (GW&SIWG) that meets regularly to keep a watching brief on how women fare in the social inclusion agenda and to raise the awareness of women's continuing inequality. Towards this end, Glasgow Women & Social Inclusion Working Group, in partnership with GCVS and Oxfam, has commissioned a Gender Action Research Project. The purpose of this research is to investigate the potential of Gender Impact Assessment as a practical tool that would support


SIPs to meet their social justice and other targets. (In addition, the research will help to identify the role of GW&SIWG in developing and communicating the tools needed to bring a gender perspective to social inclusion initiatives.) The Research is being carried out by Rona Fitzgerald from Strathclyde University.

Irene Graham

Irene Graham is a member of the Glasgow Women and Social Inclusion Working Group and can be contacted at GCVS, 11 Queens Crescent, Glasgow G4 9AS Tel. 0141 332 2444 email irene.graham@gcvs.org.uk

Prepare your daughter for working life.
Give her less pocket money than your son.

After 30 years of equal pay law, women's wages are still 18% lower than men's. www.eoc.org.uk

 EQUAL OPPORTUNITIES COMMISSION

From 'Valuing Women: The Campaign for Equal Pay', Equal Pay Task Force Report, EOC. www.eoc.org.uk

Contact: EOC, St. Stephens House, 279 Bath St., G2 4JL
email: scotland@eoc.org.uk Tel. 0141 248 5833



*Who Am I? 1994 Duane Michels ©
The Artist. Courtesy of PACE/
MacGill Gallery, New York.*

GLASGAY!

Glasgay! is Scotland's only lesbian and gay arts festival. It started in 1993, was initially biennial but has taken place annually since 1997. It is a multi-genre festival typically including theatre, performance art, literature and poetry, comedy, film, music, dance and visual arts. Most of the major arts venues in Glasgow have taken part. Over the years it has included world, European, British and Scottish premieres. Some of the theatre shows produced especially for Glasgay! have been performed elsewhere afterwards; one film made for Glasgay! has been shown at film festivals all over the world. It attracts visitors from all over Scotland, other parts of the U.K. and from overseas.

One thing which distinguishes Glasgay! from other arts festivals is that every event is written, performed, directed, or in the case of the visual arts, produced by lesbians and / or gay men. Another is that every year we include some events which give members of our community opportunities not just to see the arts but also to participate in them. On some of these we work with members of specific community groups; others are open to individuals. They have included theatre, photography, visual arts and film making projects and workshops on topics such as story and song writing, ceramic arts and pinhole photography. These 'community involvement' projects are essential to ensuring that members of our community get the greatest possible benefit from the festival.

So why an article about an arts festival in a magazine concerned with equality? The answer is that Glasgay! has social and artistic aims which are specifically about achieving equality for our community and better understanding among all sections of society in Glasgow.

Our artistic aims – which are paramount – include to promote the work of local lesbian and gay artists and help them achieve equality of opportunity in their chosen careers. Another is to give people of our and other sexualities, cultures and communities opportunities to see and participate in arts events which would not otherwise be available to them.

One of our social aims is to help reduce discrimination against lesbians and gay men and by so doing to make Glasgow a better, more tolerant place for everyone - including members of other minorities - to live in. For this reason we want and encourage heterosexuals and members of all other minority groups to attend Glasgay! We also aim to provide members of our own community opportunities for personal development through direct participation in the arts and we try to ensure that the festival is accessible to people on low incomes and from disadvantaged areas. In 2000 30% of respondents to our audience research survey came from some of the most deprived areas in Glasgow.

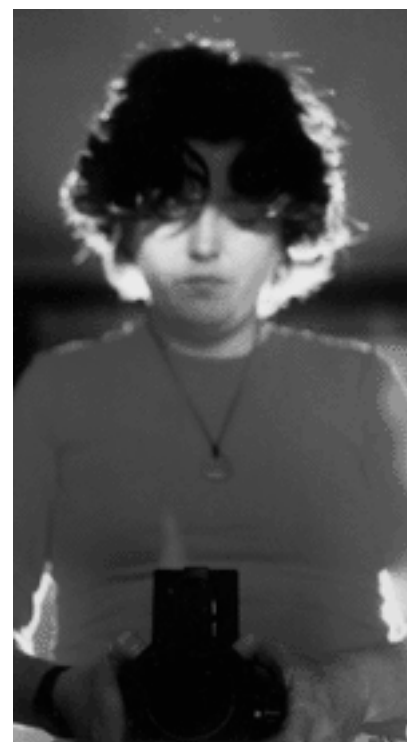
The first few Glasgay! festivals attracted some criticism from homophobic groups but this has largely died out and Glasgay! is now an established and respected part of the cultural scene in Glasgow and Scotland. Thousands of people have enjoyed it, many have been introduced to the arts through it and benefited from participating. It has contributed to the development of community groups and we

believe to the promotion of understanding and greater equality.

We consult regularly with our audience – which is about 20% heterosexual - and with other lesbian and gay community groups. These consultations have shown that they value Glasgay! very highly and want it to continue. One outcome of our latest consultations is that from this year we plan to do more to cater for the artistic needs of bisexuals and transgendered people.

We also intend to try to develop the full potential of the festival. We have no problem identifying events to programme or lack of artists wanting to take part. Our only real constraint - despite good financial support from the City Council - is that we don't have a big enough budget to pay for all the events we want to programme or to market the festival more widely. We still need to resolve the funding problem if we are to succeed in making Glasgay! the biggest and best of its kind in Britain and Glasgow one of the best places in Britain for our and other minority groups to live in.

For more information about Glasgay! contact Lindsay Mitchell, Festival Producer on 0141 334 7126 or email to info@glasgay.org.uk
Website: <http://www.glasgay.org.uk/>



Self Portrait by Kathleen Little

Equality Network Forum

The Council has an explicit commitment through the corporate Equality policy to promoting equality and tackling inequality within the city. One of the key strands has been that of involvement of those from the four groups facing discrimination – lesbians and gay men, women, those from black and ethnic minority communities and disabled people.

The Council provides support to the four city-wide networks namely, Glasgow Disability Alliance, Glasgow Black Voluntary Sector Network, West of Scotland Lesbian and Gay Forum and the Glasgow Women's Voluntary Sector Network. Glasgow Council for the Voluntary Sector (GCVS) also provides support and assists with the development of Glasgow Black Voluntary Sector Network, West of Scotland Lesbian and Gay Forum and the Glasgow Women's Voluntary Sector Network.

Three representatives from each of the four

networks meet with Councillor Archie Graham, Senior Vice Convener of Policy and Resources Social Inclusion Strategy Sub Committee with responsibility for Equality issues, and Council officers on a 6 weekly basis to discuss common issues and share information. This 6 weekly meeting is known as the Equality Network Forum.

To date the Equality Network Forum has established the Equality Bulletin and the electronic newsletter pilot (Equality Updates) and has discussed and made comment on issues such as the Glasgow Alliance Strategy and Action plans, the Council's Review of Decision making structures and the Access Glasgow proposals. A series of meetings with senior representatives from Council services has now been established. To date Personnel and Administration Services and Cultural and Leisure Services have been in the hot seat and Education and Social Work are scheduled to participate over the couple of months.

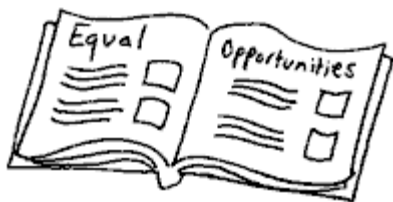
Contact details for each of the Equality Networks can be found on the back page of this Bulletin

GLASGOW BLACK VOLUNTARY SECTOR NETWORK : GLASGOW CITY COUNCIL :
GLASGOW DISABILITY ALLIANCE : GLASGOW WOMEN'S VOLUNTARY
SECTOR NETWORK : WEST OF SCOTLAND LESBIAN AND GAY FORUM

Glasgow City Council : Social Work Services Policy and Equality Team

Social Work Services has a history of working to challenge inequalities and can evidence some positive changes and achievements, particularly in race and gender issues. Despite this, inequalities remain and it was decided to take further action to identify patterns of exclusion and inequality so that the services can respond creatively to the needs of people who use them.

As a means of extending its commitment to equality, Social Work Services aims to develop four priority strands of an overarching equality strategy in the coming year, focusing initially on race, gender, sexuality and disability. Other initiatives will continue to be progressed during this period of development.



The recently established Policy and Equality Team will work towards promoting the equality agenda within Social Work Services.

Race

The Council's Anti-Racism Task Force produced a policy statement and action plan. In 1998, Social Work Services then developed its own action plan to reflect that corporate approach. More recently, the department conducted an audit using the CRE Standards "Racial Equality Means Quality" and from that activity a new Anti-Racism Action Plan for 2001 – 2004 has developed, with measurable targets and identified outcomes.

This second three year plan takes account of lessons learned from the first plan, new legislative responsibilities and the Council's

emphasis on mainstreaming the equality agenda into service delivery.

Gender

To date, there has been a range of activities both in communities and city wide to tackle gender inequality. This includes:

- developing specific services for women
- improving services for women involved in prostitution
- responding to women and their children who have experienced violence and abuse in their lives - work on the Social Work Services Domestic Violence Action Plan has yielded significant results including joint protocols with other agencies

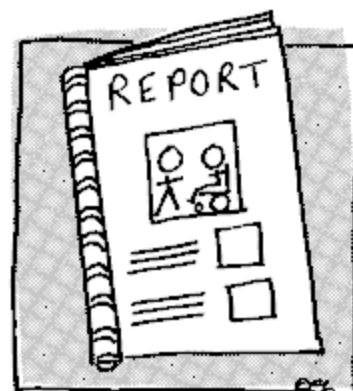
Whilst these are examples of positive work a strategy needs to be put in place to achieve positive, sustainable change in service delivery and better outcomes for women who use social work services. To address this, preparations are now underway for a Gender Action Plan.

Disability

As with gender equality, there has been no specific action plan to tackle the discrimination which disabled people experience.

Social Work

Services clearly has a responsibility to undertake assessments of need and to provide services for disabled people, and this will continue to be the case. More importantly, however, is the commitment to develop strategies and activities which will empower disabled people, challenge discriminatory



attitudes and practices and improve access to services. The legislative requirements of the Disability Discrimination Act 1995 provide a framework for the development of a Disability Action Plan.

Sexuality

Social Work Services continues to fund and support a number of projects who provide services specifically for the Lesbian, Gay, Bisexual and Transgender communities in Glasgow, and will continue to work to ensure that services are inclusive and responsive to all Glasgow citizens. In addition, information on a range of services and current research initiatives has been widely distributed throughout Social Work Services. The department will maintain links with corporate policy staff to ensure the development of a departmental Action Plan is consistent with the corporate approach.

The Policy and Equality Team is part of the Performance, Standards and Strategic Management Unit in Social Work Services and is based at Nye Bevan House, 20 India Street, Glasgow G2 4PF Tel: 0141 287 8738

DIFFERENT AND EQUAL

In June of this year Subhash Joshi passed away suddenly while on a visit to his family in Kenya. Many accolades have been paid to Subhash since his untimely death and it was only when the tributes came pouring in that many of us realised the extent of Subhash's community and voluntary work.



Last year, the Glasgow Black Voluntary Sector Network organised an Open Space event with Strathclyde Police to look at how the police and communities could work together to fight racism. Subhash came along to this day long event and

led a workshop entitled Different and Equal.

Subhash believed that people's differences should be valued and celebrated and that differences, due to ethnicity, race, faith, gender and age should be celebrated and respected. He saw a clear role for education in raising awareness of cultural diversity and fostering respect. He recognised that youth clubs, life-long learning centres, communities and religious organisations all had a role to play and felt that they should prioritise this work. He saw education across the board, at pre-school, primary and secondary levels, as the cornerstone that would challenge racism in our society.

The Stephen Lawrence Inquiry and the Chokkar family's continued fight for justice showed clearly that the justice system was not treating people equally. Subhash believed that every part of the criminal justice system should be examined and that changes should be introduced as a result. For example, he advocated for the establishment of in-built monitoring, using indicators such as ethnicity, faith/religious group, race, gender and age, that would assess more comprehensively how the system operates.

The challenge for all of us is to live up to Subhash's vision of a Glasgow that values and celebrates everyone, and treats different people as equals. That challenge can be taken on by introducing changes to the systems that govern our lives and by each of us embracing Subhash's recognition that we are all different and equal.

Irene Graham
(Networks Development Officer, GCVS)

More information on the life and work of Subhash Joshi can be found on the Positive Action in Housing website, www.paih.org (scroll down to 'About Us' and click on 'People'). Thanks to PAIH for permission to reproduce the photograph of Subhash Joshi that accompanies this article

Working Together : City-Wide Partnerships

Glasgow Multi-Agency Partnership Against Violence Against Women

Addressing Glasgow's Hidden Violence

Often when we think about violence in our city we think about the violence that happens out on the street. This notion of violence is often associated with men, often young men, whether as victims or perpetrators, and we frequently link it to the abuse of alcohol or other drugs. While none of us would seek to dismiss or minimise this violence, the reality of where, when, and to whom violence occurs is rather different. In the main areas of recorded violence, and in recent research into the extent of violence we find that overwhelmingly it is women who suffer violence, and overwhelmingly it is men who behave violently. Much of this violence is invisible because it takes place away from the public eye, often behind closed doors and frequently in the home, a place commonly perceived as a place of safety for us all. It happens to women and children within all communities regardless of age, ethnicity, social background, although there are circumstances that can make some more vulnerable to abuse than others. Male violence against women and children forms a continuum that includes domestic abuse, rape and sexual assault, sexual violence against children, including incest, and abuse through prostitution. It is endemic in our society, and in our city.

Unfortunately, violence against women and children can be hidden or overlooked by families, friends and communities or by public and voluntary agencies to whom women and children might turn for help. This might happen through denial or excuses, fear of reprisal, lack of awareness or information, lack of confidence or support in responding, perceptions of it as a private matter, or a range of prejudices or

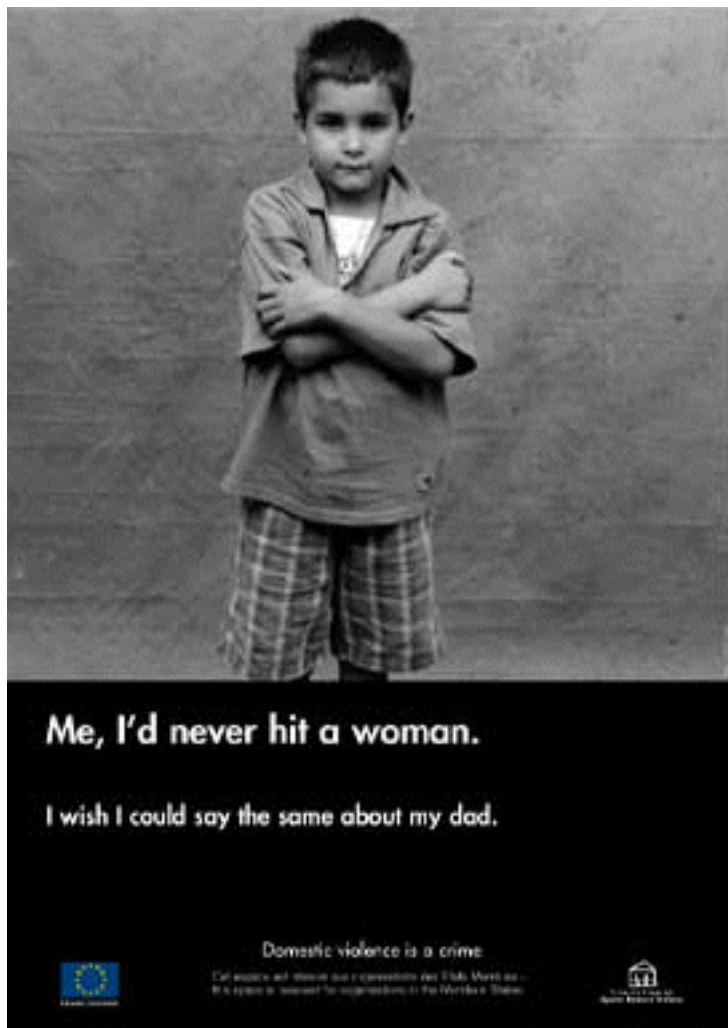
Male violence against women and children forms a continuum that includes domestic abuse, rape and sexual assault, sexual violence against children, including incest, and abuse through prostitution.

attitudes that serve to support it. The extent of violence and its effect can also be overlooked by agencies and organisations when they come to plan their services or decide what they want to spend money on. Such oversights, together with different understandings of the causes of male violence and its effects can result in inconsistencies and a lack of co-ordination in and between public and voluntary services across the city which do, or could support women.

Violence from men hurts women and their children emotionally, physically, sexually and financially. It damages women and children's physical and emotional health, damages confidence and increases fearfulness and anxiety, damages concentration and performances at learning in school and in the workplace, and generally prevents significant numbers of Glasgow citizens contributing to or taking up many of the opportunities which Glasgow has to offer. It is therefore a major barrier to equality of opportunity and has a place at the heart of city wide strategies and agency initiatives which seek to reduce exclusion, promote health and safety and increase access to learning and employment.

In Glasgow, many agencies from the public and voluntary sector have come together under the banner of Glasgow Multi-Agency Partnership Against Violence Against Women (the MAP)

and are working together to promote strategic responses across the city to tackle gender-based violence and its impact and to work towards improving co-ordination and cohesion of services to women and children who have experienced male violence. A Support Unit, made up of a Partnership Manager, a Development Officer and administrative support is in place to assist the partnership in this work. The Support Unit is funded jointly by the Scottish Executive and by Glasgow City Council and is hosted by Glasgow Council for Voluntary Services, strengthening the involvement of the voluntary sector in the Partnership. The Partnership is in the process of scoping out how agencies and sectors across the city are currently responding to gender-based violence, how best to address any gaps and weaknesses that exist and how to build on existing good practice. It has also been working to improve responses at a local level through supporting and linking with geographically based multi-agency agency forums through out the city.



working together to end violence
against women and children

If you would like more information about the MAP, please contact Kath Gallagher, Partnership Manager c/o Glasgow Council of Voluntary Services, 11 Queens Crescent, Glasgow G4 9AS Tel.0141-332-2444 or e-mail kath.gallagher@gcvs.org.uk.

POSTER CREDITS: The images on pages 9 and 12 come from a series of posters designed by artists for the *European Campaign Against Domestic Violence*. The Campaign is coordinated by the Women's Information Sector, Rue de la Loi 200, B-1049. Brussels, Belgium. Tel: +32 2 299 11 11 http://europa.eu.int/comm/dg10/women/index_en.html The CD-Rom of all 17 posters from the Campaign is available by contacting the Equality Bulletin or by contacting the MAP.

Me, I'd never hit a woman : Herman Bertiau and *Try Telling That To The Judge* : Teresa Sdrlevich

GLASGOW BLACK VOLUNTARY SECTOR NETWORK : GLASGOW CITY COUNCIL :
GLASGOW DISABILITY ALLIANCE : GLASGOW WOMEN'S VOLUNTARY
SECTOR NETWORK : WEST OF SCOTLAND LESBIAN AND GAY FORUM

Pride 2001- 'We Are Family'

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cranks, down the Mound and along Princes Street, bringing gridlock to the nations' capital. Bus and taxi drivers, their passengers, and thousands of spectators along the route all gave us their support, with not an angry word or any form of abuse to be heard. It was great to see so many Transgendered people in all shapes and forms marching on the day, bringing the diversity to the event that the organisers had tried so hard to encourage.

As the march made its way down past the Playhouse more and more people joined in and the march swelled to over 4500, according to police estimates. Even the police horses joined in the fun, nearly knocking out march steward and pride Director Jaye Richards, who was bringing up the rear (to be found at the back end, as usual!)

Going down Broughton Street and finishing up in Albany street, Drumming groups 'commotions' and 'Elles Belles' kicked up a storm and kept us going, as did the guys in the Unison Marching Jazz Band. The march dispersed to the various venues in the area where many events were taking place all afternoon and into the evening. The Bar-b-queue at the outhouse and all the stalls from the national and local groups were a particular highlight for most people, as was the open-air performance of music and poetry in the garden behind the Edinburgh LGBT centre (many thanks to Fiona for helping this to happen, and to Stuart Hammond from the Glasgow Diverse Arts group and his 'artistes')

March organiser Alister Blades commented, "the police complimented us on the orderly and good-natured way the day turned out, and many people told us that this years' Pride march was one of the best ever. I would like to thank all the people who worked so hard to make this happen, stewards, the management committee, my fellow directors, and above all, the Edinburgh

Public for making us so welcome."

The Pride board are looking for more people to help us organise next years march and festival in Glasgow. Anyone interested should get in touch with Pride Scotland Director Jaye Richards.

Jaye, a mature student at Glasgow University, has recently been elected as chair of the Pride Scotland board. She is the first Transsexual woman to head a pride event anywhere in the UK. She commented, "Pride Scotland can be rightly proud of itself, not only in electing a woman but a Transgendered woman as its chair. I look forward to working to ensure that we are at the forefront in the campaign for equality and social inclusion in Scotland."

Jaye Richards, Chair, Pride Scotland Tel. 07815 106163 email: info@pridescotland.org

Progressing lesbian and gay equality

Continued from page 2

fundamental review of the policy but an update of the policy and will be undertaken in consultation with the four city wide forums through the Equality Network Forum.

- The need to develop a multi agency approach to tackle homophobic violence and harassment was recognised. It was also felt that the experience and needs of lesbians had not been addressed to date. The City's Community Safety Partnership has since agreed to support a Lesbian and Gay Community Safety Forum. It is anticipated that the first meeting will be held early in the New Year after further consultation undertaken by the West of Scotland Lesbian and Gay Forum
- It was agreed that there was still significant progress needed on mainstreaming of equality generally and lesbian and gay issues in particular. The following action was agreed:

- Further guidance for those preparing Council Service plans
- Further discussion with Glasgow Alliance re. Alliance Strategy and influencing the Social Inclusion Partnerships
- Discussion with Education officials about the new requirement to report on equality issues
- Explore the possibility of producing a summary version of the Women's Library Gay and Lesbian experience of poverty study highlighting implications for services/agencies
- Consider re-launching the awareness raising poster which the Council developed in 1997



- It was agreed that there was a need to develop specific youth work provision for young gay men and lesbians at city wide level. Cultural and Leisure Services have agreed to review provision in consultation with West of Scotland Lesbian & Gay Forum.
- It was agreed that a review of the funding of lesbian and gay groups would be undertaken and a funding strategy drawn up for consideration by the Council and other agencies.

Minority Ethnic Learning Disability Initiative (MELDI)

MELDI is a new project for the West Of Scotland that will provide family centred help to the black and ethnic minority communities. MELDI is already well established in Edinburgh and has been running since 1993 and now, with EMGS funding, the provision has been extended to the West of Scotland. It will provide free advocacy, information and support services for individuals who have a learning difficulty or special needs, with a family centred approach.



A research and development worker has just been appointed to carry out a comprehensive analysis of the existing provisions available to people from the black and minority ethnic communities of all ages. The research is in the very initial stages, and so far doors have been opening and it is hoped they will continue to do so.

At the moment MELDI provides the following services in Edinburgh and it will eventually

provide the same services in Glasgow:

- Assist individuals and carers to gain access to education health, housing, social services and welfare benefits.
- Make presentations and recommendations for changes in the ways in which these services are planned and provided.
- Assist statutory and voluntary agencies to develop effective strategies, which identify and respond to the needs of black/minority ethnic communities.
- Increase the opportunities for black and ethnic minority service users with disabilities, their families and carers to participate in consultation and planning exercises.
- Work towards the elimination of direct/ indirect discrimination and racism.



The ultimate aim of the project is to set up carers groups for self-help and mutual support and also to provide a voluntary bilingual befriending service.

For further information contact Arma Abdullah,
Research and Development Officer on 0131
477 4581

Standing Group on Violence Against Women

The issue of violence against women has been at the forefront of the agenda of the Glasgow Women's Voluntary Sector Network and is high on Glasgow City Council's equality agenda. In the last year and half it has also become a high priority for the Scottish Executive. To do justice to this important agenda Glasgow Women's Voluntary Sector Network has set up a 'Standing Group on Violence Against Women' which deals not only with domestic abuse but with the whole range of violence against women.

The aim of the Standing group is to:

- provide a contact point for voluntary sector work on violence against women within Glasgow.
- provide a focus for discussion on issues relating to violence against women, including service delivery and the need for adequate funding for services.
- co-ordinate voluntary sector representation for multi agency work on violence against women. This will include nominating and electing four representatives to the Glasgow Multi Agency Partnership on Violence Against Women (MAP)
- develop a strategic voluntary sector response to violence against women
- encourage information sharing, networking and promotion of good practice
- provide mutual support for workers and organisations
- link to Glasgow Women's Voluntary Sector Network as and when appropriate

Membership:

Membership of the 'Standing Group on Violence Against Women' is open to Glasgow based voluntary and community organisations or projects whose sole or main remit is to work against male violence against women. Meetings of the Standing Group are open to members of the Glasgow Women's Voluntary Sector Network.

Current membership of the group is:

Drumchapel Women's Aid - Glasgow Women's Aid - Greater Easterhouse Women's Aid - Hemat Gryffe Women's Aid - Rape Crisis Centre - SAY Women - WISE Women - Women's Support Project

The contact person for Glasgow Women's Voluntary Sector Network, Standing Group on Violence Against Women is Irene Graham, GCVS, 11 Queens Crescent, Glasgow, G4 9AS.
Tel. 0141 332 2444 email irene.graham@gcvs.org.uk



Glasgow Disability Alliance

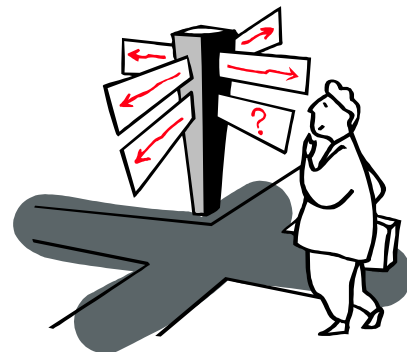
Following its AGM, Glasgow Disability Alliance (formerly GOOD) has had two full committee meetings. One of these took the form of a mini training day for new members to the committee and allowed everyone involved to get to know each other and plan for the future. The previous committee had been involved in writing a report which is a precursor to the development of a business plan and it was felt that it was very important to get the views and wishes of the new committee members included in that document.

One of the main events which GDA needs to organise is some more training for the full committee to develop further the skills and confidence of the group. This training will also include further work on a business plan and setting out a strategy for future work. It is hoped that subject to funding this will go ahead early in the New Year.

In the meantime a lot of work has taken place on the administration side of the organisation. Now without a paid worker, it has taken too much time to do basic things like read and respond to mail received. A priority for GDA must be to secure funding for a Development Worker and Administrator. An immediate necessity is to arrange meetings with key people in Glasgow to make contacts and look at ways of joint working. GDA needs to re-establish itself, become involved in other organisations and attend appropriate meetings of the City Council. GDA is a membership organisation, so a second necessity is the production of a newsletter to keep members informed of developments and future plans. We also need to expand the committee so may look at co-opting a few members to broaden the experience and make up of the group.

In the long term GDA sees itself as a one-stop-shop for disabled citizens in and around Glasgow, signposting and supporting people as

necessary and enabling them to develop the skills, knowledge and confidence to take forward their own issues. GDA aims to provide a range of services in order to do this and employ staff to make this all happen. GDA will also be a bureau for consultation and involvement initiatives, acting in an inclusive and empowering manner to make sure the needs and voices of disabled people are listened to and acted upon.



We hope soon to publish our business strategy and look forward to sharing our future work plans with you in another Bulletin.

Marianne Scobie

Contact: Marianne Scobie, Glasgow Disability Alliance, c/o CILIG, 117 -127 Brook St, G40 3AP
Tel. 0141 550 4455
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thegivingcampaign.org.uk

The Giving Campaign is an independent national campaign committed to encouraging a culture of giving.

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Tel. 020 7930 3154
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Email: admin@givingcampaign.org.uk
Web: www.thegivingcampaign.org.uk

Access Issues

Raised platforms on pedestrian precincts:

Glasgow Access Panel recently had a major success when it approached Land Services at Glasgow City Council about the introduction of raised platforms in Sauchiehall Street Pedestrian Precinct.

As part of a design competition, a total of seven raised platforms were planned between Cambridge Street and Renfield Street. The designer had envisaged these platforms being used for open air café areas. In reality, the two that were introduced into Sauchiehall Street between Hope Street and Renfield Street proved to be a major hazard for all pedestrians. Disabled people found these raised platforms and the steps to be particularly dangerous.



After a meeting with the designer and an on-site visit with three panel members, Land Services approved an amendment to the design to ensure that the proposed five additional raised platforms were taken out and a new design introduced. Glasgow Access Panel also received assurances that the existing two platforms would be identified with tactile indicators.

Rail Survey:

A current issue which Glasgow Access Panel is working on is the concern of disabled people, particularly those with sight and hearing

impairments, about the absence of reliable information on train journeys given on railway platforms and on trains in Glasgow and other areas of Scotland.



The Panel is currently gathering evidence about the absence of information and the poor and unreliable quality of voice announcements on Scotrail/SPT services throughout Scotland. Evidence is also being gathered on the unreliability of train destination information given on platform monitors and on train destination boards.

Our work to date convinces us that many other train customers are inconvenienced by these gaps. It is usually the case that services which respond effectively to the needs of disabled people also benefit the general population.

Glasgow Access Panel welcomes any comments or contributions which readers may wish to make to this ongoing priority for its work.

If you want information on Glasgow Access Panel or would like to take part in the survey, contact Irene Graham at GCVS, tel. 332 2444 email: irene.graham@gcvs.org.uk

The Scottish Accessible Information Forum (SAIF): *Improving access to information and advice services for disabled people and carers.* Provide information and advice on accessible information and produce the SAIF Directory of Alternative Formats as well as the SAIF Standards for Disability Information and Advice Provision in Scotland.

Contact: SAIF, Scottish Consumer Council, Royal Exchange House, 100 Queen Street, Glasgow G1 3DN Tel. 0141 226 5261 Fax: 0141 221 0731 Text phone : 0141 226 8459 email: SCC@scotconsumer.org.uk Website: www.saifscotland.org.uk

Glasgow Translation and Interpreting Service

Good progress has been made on the development of the integrated Glasgow Translation and Interpreting Service (GTIS), including:

- the formation of a public sector partnership to resource and manage Translation and Interpreting Services in Glasgow
- restructuring the service to meet increased demand and to improve the quality of service provided

Partnership working

Recent experience across the city has highlighted the critical importance of language interpreting services for vulnerable individuals and families.

For example, in the Sighthill area, the dispersal of asylum seekers has increased demand on local services including the Health Service and Strathclyde Police. A key issue for general practitioners and nursing staff has been ensuring effective access to appropriately trained interpreters.

A partnership approach for delivering these services has now been agreed and developed involving the following agencies:

- Asylum Support Project
- Greater Glasgow Health Board (covering all Health Services including the four NHS Trusts within Glasgow)
- Scottish Refugee Council
- Social Work Services and other Glasgow City Council Services, for example, Education Services
- Strathclyde Police

This model brings together Glasgow's key players responsible for contributing to the social inclusion of black and ethnic minority

communities and of asylum seekers arriving from a diverse range of minority ethnic backgrounds. This joint approach will ensure the development of the provision of translation and interpreting services in direct response to meeting the new and emerging language needs.

The approach adopted has been agreed by all partners and aims to ensure quality assurance and best use of staff resources.



Ensuring quality

Following a recent review, the service has been significantly reshaped and modernised. A major restructuring and investment programme has been designed to improve the overall quality of provision, increase the capacity of the service, and modernise service delivery. The shared financial resourcing of the service has proved to be essential for securing a solid investment base to restructure and redevelop the service into an adequately resourced and suitably responsive service.

To ensure a quality and effective service the following key improvements have already been made:

- a new management team has recently been established
- the budget for delivering the service has been increased from £157,000 in 2000/2001 to £747,000 in 2001/2002
- full time staff have been increased from 5 to 14, and sessional interpreters from 100 to over 200
- nationally accredited training and standards are being introduced
- a robust management information system has been implemented

For further information contact: Dr. Singh at Glasgow Translation and Interpreting Service on Tel: 0141 341 0019

Glasgow's Equality Networks:

Glasgow Black Voluntary Sector Network
Glasgow Women's Voluntary Sector Network
 Contact: Networks Officer at Glasgow Council
 for the Voluntary Sector 0141 332 2444
information@gcvs.org.uk

Glasgow Disability Alliance
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West of Scotland Lesbian and Gay Forum
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Equality Bulletin Editorial Sub-Committee:

One representative each from:
Glasgow Black Voluntary Sector Network,
Glasgow Disability Alliance,
Glasgow Women's Voluntary Sector Network,
West of Scotland Lesbian and Gay Forum
 and *Glasgow City Council*
 Plus: *Glasgow Council for the Voluntary Sector*
Networks Officer and the *Communications and*
Resource Worker: Equality Bulletin

Submission Details

The aim of this Bulletin is to raise awareness of Equality issues in Glasgow. There will be four issues each year, three of which will focus on information-sharing between Glasgow's Equality Networks and Glasgow City Council, while the fourth will aim to highlight Equality issues more broadly throughout Glasgow.

Each Equality Network will be responsible for agreeing its own input to the Bulletin. If you are interested in writing an article or having a particular issue covered in the Bulletin please take your suggestions along to your own Network meeting for their agreement. If you have any comments or ideas, or additional items, reports, news etc. that you feel the Bulletin should be publicising please contact us at the address below.

The Equality Bulletin can be provided in large print, braille, on tape, and on computer disc. Please contact us at the address below for copies.

Equality Bulletin

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The views expressed in this publication are not necessarily those of Glasgow City Council or the Equality Network Forum
 The Equality Bulletin: funded by Glasgow City Council, produced by Equality Network Forum, printed by Printing Works

GLASGOW BLACK VOLUNTARY SECTOR NETWORK : GLASGOW CITY COUNCIL :
 GLASGOW DISABILITY ALLIANCE : GLASGOW WOMEN'S VOLUNTARY
 SECTOR NETWORK : WEST OF SCOTLAND LESBIAN AND GAY FORUM