



## **Kent LINK Quarterly Event**

Thursday, 29 July 2010

10.00am – 3.30pm

Margate Winter Gardens, Fort Gardens, Margate, CT9 1HX

### **Workshop Discussion Table Responses**

#### **Discussion 3: Equality Act**

How can the Kent LINK make sure it follows the rules of the Equality Act in all parts of its work, so that it reaches out to everyone in Kent? For example, become more open, fair and accessible to everyone

#### Table 1:-

- Follows on from involvement
- Pertinent f----- (that means something) – and disseminate as widely as possible
- Involve carers as well as users
- LINK should monitor implementation of Act
- Issues –
  - Size of doorways
  - Ramp gradient
  - Doors opening different side
- People following rules – but don't know why they are doing it

#### Table 2:-

- **BE INCLUSIVE** – identify who offers help & info
- Equalities Commission – nat or local
- Govt. Equalities office
- **PERSUADE** – local papers / radio to have regular slot to reach people regularly
- **Massive KENT ONLINE** – NEWS ONLINE – SNIP ITS
- Co-operation GP's & social care to reach local people
- Could public sector offer support to affiliated organisations so greater benefit
- **EMPLOYERS** – PRIVATE SECTOR – Could be means to access wider range of people / employed
- Access to prison population – Concept of hard to reach. LINK build on health promotion work – parole board look at issues

- Prison LINK int. group: work with prison governors, offenders and prison visit board = all help be a way in
- Education officers have a say what's on offer
- Skill / stop smoking / health training
- EVALUATE – Check evidence - established groups, measure numbers and rel. der. (?)
- Gov responsibility to monitor outcomes & objectives re equalities
- Humanist groups

Table 3:-



- Who is being excluded?
- Target – publications - information
- Mainstream and seldom heard communities
- Language: Signer → easy to read information, different methods of communicating ie translation, Braille etc
- User lead organisations / community groups – get them involved, friends of....
- LINK goes recruit new members

Table 4:-

- Since 1976!!!
- Usual suspects – wider membership so more representative of local area – LGBT group
- EDHR Training? EIA's. Mlt training?
- Different ways of communication - individual needs
- NON JARGON
- Cultural differences / celebration of diversity eg G+T presentation
- Adhere to equality act in terms of service provision + purchase goods, service and recruitment

Table 6:-

- Ensure familiarity with Act
- Familiarise self with ways of communicating – refer to discussion 1
- Refer a link page to the Kent LINK
- Ensure groups are well informed about the Act
- Make sure champions cascade / share this information with other individuals / groups

Table 7:-

- Can the LINK put in place a mechanism to monitor implementation of the Equality Act
- Hate crime – police monitoring – do the LINK have any liaison with Kent Police?
- Equality duty – Are the LINK participants monitored on 'occupational status'?
- LINK needs to do more work on reaching diverse communities – LINK has very small membership
- Equality Act training in schools – educate the younger generation
- LINK could run a 'legal surgery' for advice around equalities

- State sponsored 'soap opera' similar to the Archers

Table 8:-

- Equality Act – Keeping up to date and following legislation of
- Reach out through media
- Respect individuality
- Celebrating differences

Table 9:-

- To ensure what Kent LINK is monitored / statistic to evidence that you meet Eq+D

Table 10:-

- Diversity means difference, that's all
- Carry out internal audits on the LINK + have external audits – geared towards the Equality Act. Openness and transparency
- Have 'Whistle blowing' procedures, and challenge discriminatory beliefs. The LINK to have a diversity + equality focus groups + action, and to publish the outcomes
- To have a 24 hour confidential hotline / email
- To hold an Equality Act steering group
- To have an equality 'lead' or 'representative' to ensure the act is followed

Table 11:-

- Specific action plans for each of the equality groups – immediate / short (eg meeting venue full, disabled access), medium (videos), long term aims and not too many – less but well done rather than lots not so well
- All communications / language appropriate for the groups eg pictures / symbols
- Don't have documents with text justified on both sides
- At meetings don't assume everyone can read or see (today several speakers said " I won't read that out, you can see it – or it's in your pack")
- "NO DECISION ABOUT ME, WITHOUT ME"