

Equalities and Community Justice

www.aberdeencity.gov.uk



Welcome

to your Equalities and Community Justice Bulletin with updates about these two closely linked topics. Many thanks to those who gave feedback about our first combined bulletin - as a result we have structured the bulletin so that items with a similar theme are together and have included a contents list (see page 2).

The features will range in topic from; Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex, and Sexual Orientation.

We also cover issues related to people affected by crime and those involved in the justice system, their families and the communities they live in.

If you would like to submit something to the collective, please contact us by the email address below
Communityjusticeforall@aberdeencity.gov.uk or Equality_and_diversity@aberdeencity.gov.uk

Watch our new
Equalities
Team video
here...the
story so far



<https://youtu.be/GjCS-Gr3a1l>



Summer Madness

Aberdeen BSL Choir held its Summer Madness at the North East Sensory Services with a focus on British Sign Language

<https://www.pressreader.com/uk/the-press-and-journal-moray/20190831/page/108>



Backstage fun before the Summer Madness!

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L-R Sally Cooper, Chairperson, and Aileen Forbes, Manager, Grampian Women's Aid, Marsha Scott, Chief Executive, Scottish Women's Aid, and Luke Hart

Tackling Coercive Control

In April 2019 the Domestic Abuse (Scotland) Act – which is considered 'gold standard', internationally - came into force and criminalised coercive and controlling behaviours used by abusers. On 20th August, Grampian Women's Aid hosted a very well attended, powerful and thought-provoking event on the recent law change, at Curl Aberdeen: Understanding Coercive Control: The New Law & Impacts on Local Responses.

The audience heard first from Marsha Scott, Chief Executive of Scottish Women's Aid, who advised that, in Scotland, according to the best available data:

- One in four women are victims of domestic abuse;
- One in four men are perpetrators of domestic abuse; and
- A 'very high' number of children are living with domestic abuse, which is the largest driver of 'Adverse Childhood Experiences' (childhood trauma which evidence has shown can lead to the adult onset of chronic diseases, depression and other mental illness, violence and being a victim of violence, as well as financial and social problems).

Domestic abuse in Scotland is a huge driver of harm to communities, families and individuals.

The underlying message from Ms Scott was that 'Violence against women is a cause and consequence of women's inequality' which needs to be tackled.

The key dynamic of domestic abuse is CONTROL: Assault; Intimidation; Isolation; and Degradation. Examples of this include not allowing victims

(women and children) to leave their house/go to school/work/medical care, taking their money, keeping them from seeing family, restricting their car use, threatening to take away children.

The second speaker at the event was Luke Hart, author of a book called 'Remembered Forever' which tells of how Luke's family lived under the domestic abuse and coercive control of his father, which culminated in his father murdering his mother and sister (and then committing suicide) in July 2016. Luke described how, in the UK, two women are killed by their partner every week. Every day 30 women attempt suicide, and three succeed.

Luke's main 'ask' of the audience was:

- We should all try to address misogyny – chip away at it;
- If we have a bad feeling, that all is not quite right, we should ask the individual concerned (eg may be a family member) and
- We should believe people if they do share something with us.

Police Scotland statistics show that, in the period of 1 April to 30 June 2019, 414 crimes were recorded, 190 cases were reported to COPFS and are being progressed, and 13 people were convicted under the new Domestic Abuse Act.

In Aberdeen, Grampian Women's Aid will be leading the way, as part of Aberdeen's Violence Against Women Partnership, in taking forward improvement work aimed at tackling domestic abuse and coercive control.

**Scotland's Domestic Abuse and Forced Marriage Helpline (24/7):
0800 027 1234**

Success in preventing criminalisation of young people in care



In 2015/16, data and outcomes for young people living in residential children's homes in Aberdeen indicated a disproportionate number of young people with Police charges. Since then Police Scotland's North East Division and Aberdeen City Council have worked closely together to clarify roles, and reframe descriptions and information sharing arrangements, in those situations where young people go missing, or when there are specific welfare concerns.

The approach taken to supporting young people, which has been shared across both Social Work and Police staff, is based on awareness that young people may have experienced early difficulties in their lives which impact on their ability to self-regulate. A dedicated member of Social Work staff has helped to improve the response to the needs of children and young people who go missing, including building relationships within the care environment to gauge the thoughts and reasons behind actions taken by children when they go missing and build a level of confidence between the child or young person and the police and residential staff.

The staff member provides early and effective intervention to address any issues or welfare concerns which may have contributed to the young person going missing.

A clear joint protocol is now in place covering when a young person is reported missing from a care home. If a young person is late home, the situation is risk-assessed so that the approach taken is that of a parent in a private home, and staff more

accurately identify when Police assistance is needed.

The outcomes of this joint working are evident. In 2018-19 there was:

- a 51% reduction in the number of missing persons reports relating to looked after children in Aberdeen; and
- a 79% reduction in the number of crime reports relating to looked after children.

Scotland's Employer Recruitment Incentive – SERI Scheme

For 2019/20, SERI funding has been amalgamated with Activity Agreement funding with the introduction of No One Left Behind. If you'd like to know about this new scheme, please follow this link for information: <https://www.gov.scot/publications/one-left-behind-review-employability-services/>

Any queries about No One Left Behind scheme, please contact Angela Taylor, AngTaylor@aberdeencity.gov.uk Tel 01224 52 3879





Unpaid Work in Action

People doing Unpaid Work (Community Service) as part of a Community Payback Order have over the past few months worked to upcycle old pallets and have then turned them into a child's playhouse. The house was donated to Skene Square primary school for a breakaway area for the P7s. A lot of effort and time was required from the Unpaid workers on this project due to the pallets being so old and requiring lots of preparation in order to get them to the standard required.



Community Contact Information

There is a new 'Let's Get Involved' section for the Civic Forum website, which provides Contact Information, Links and Sign-Posting to a variety of Community Councils, Community Groups, Decision Making Groups and more:

<https://civicforumaberdeen.com/lets-get-involved/>

Please visit the page for more information about the various groups and activities in Aberdeen.

Another Me

The work of David Bruce, a client of Aberdeen's Criminal Justice Social Work Service, is to be displayed at the Southbank Centre in London as part of this year's national Koestler Awards exhibition - Another Me. Over 150 artworks will be on display, from music and poetry to paintings, drawings and sculpture which have been submitted by people involved in the Justice System, or otherwise detained securely. The title for the exhibition invites visitors to reassess their perceptions of people who have spent time inside.

The chosen piece, which David created while undertaking Community Payback Order Unpaid Work, was selected from thousands of entries



from across the UK and beyond.

The exhibition takes place from 19 September – 3 November 2019 and has been curated by award-winning musician Soweto Kinch, described as 'one of the most exciting and versatile musicians in both the British jazz and hip-hop scenes'.



Hate Crime

Hate crime is defined as a crime perceived as being motivated by malice or ill will towards a particular social group on the basis of their actual or presumed sexual orientation, transgender identity, disability, race or religion.

Prejudice based on sexual orientation, transgender identity, disability, racial or

religious lines will not be tolerated. By ignoring the issue, it won't go away! It is important to report such crime so that Police Scotland and partner organisations can work together to end such activity and bring perpetrators to justice.

Report your incident at one of the reporting centres

Individuals who think targeting people who are different to them is acceptable behaviour are being forced to think again. Police Scotland is working with partner organisations to end such activity and bring perpetrators to justice.

You can report a hate crime:

- By Telephone 999 (emergency)
101 (non-emergency)
- In person at any Police station,
- By completing a Hate Crime Reporting Form
- At a Third Party Reporting Centre



National Hate Crime Awareness Week
12th-19th October 2019

#NHCAW
#SpreadLoveNotHate
#WeStandTogether
#NoPlaceForHate



Show your support, wear **Red**, donate £1 and join in a national day of action against racism

CLICK HERE TO REGISTER NOW!

Friday 4th October 2019 - Scotland
Friday 18th October 2019 - England & Wales



CHILD
FRIENDLY
CITIES &
COMMUNITIES

unicef 
UNITED KINGDOM

© Unicef/Sutton-Hibbert

CHILD FRIENDLY CITIES & COMMUNITIES

PUTTING CHILDREN'S RIGHTS INTO PRACTICE

Child Friendly Cities & Communities (CFC) is a Unicef UK programme that works with councils to put children's rights into practice.

The programme aims to create cities and communities in the UK where all children – whether they are living in care, using a children's centre, or simply visiting their local library – have a meaningful say in, and truly benefit from, the local decisions, services and spaces that shape their lives.

The programme is part of [Child Friendly Cities](#) – a global Unicef initiative launched in 1996 that reaches close to 30 million children in 40 countries.

In the UK, Unicef provides training based on the [United Nations Convention on the Rights of the Child \(UNCRC\)](#) and supports councils, their partners, and children and young people, as they work together on an ambitious three-to-five-year journey towards international recognition as a Unicef Child Friendly City or Community.

The programme is currently running in Aberdeen, Barnet, Cardiff, Derry & Strabane, Liverpool and Newcastle.

CHILD FRIENDLY CITIES & COMMUNITIES
unicef.org.uk/child-friendly-cities



© Unicef/Fields

BECOMING A CHILD FRIENDLY CITY OR COMMUNITY

It takes between three-to-five-years for a city or community to be eligible for recognition as a Unicef Child Friendly City or Community.

During that time Unicef UK's team of experts in children's rights, public policy, social work and participation provide training and technical assistance to councils and their partners – from local politicians and social workers, to urban planners, community organisations, the police and health services.

This support is based on evidence from over 20 years of the global Unicef Child Friendly Cities Initiative, including in the UK, which shows that weaving children's rights into local policy, practice and planning can dramatically improve conditions for children.

At the heart of the programme is the **CFC child rights-based approach** – a practical tool based on the UNCRC that can be used by anyone making decisions that directly or indirectly impact children; from where to build a playground, to deciding on budgets or a child's care. Using this approach is how councils and their partners are able to bring children's rights to life, making a tangible difference to the lives of their youngest residents.

THE CFC JOURNEY

DISCOVERY - 6 MONTHS

The council, community and children and young people come together to agree their six priorities, known as 'badges'.

DEVELOPMENT - 2-3 MONTHS

An Action Plan is drafted and approved showing how the council will achieve progress in those six badges.

DELIVERY - 2-4 YEARS

The council works with the local community and children and young people to carry out the Action Plan.

RECOGNITION - LASTS FOR 3 YEARS

An independent panel of experts assesses the council's progress and decides whether to recognise the city/community as a Unicef Child Friendly City or Community.

For more information about the programme in Aberdeen contact: Alison Cameron, Partnership Project Development Manager
E: ACameron@aberdeencity.gov.uk
T: 01224 522203

CHILD FRIENDLY CITIES & COMMUNITIES
unicef.org.uk/child-friendly-cities



Mental Health awareness week

<https://www.mentalhealth.org.uk/campaigns/mental-health-awareness-week>

Mental Health Awareness week will aim to help raise awareness of mental health and to begin breaking down some of the taboos and stigma that's associated with poor mental health.

By learning more about the huge variety of mental health issues that can affect us all, we can begin our journey of looking after each other and tackling the stigma and raising the awareness in our communities.

Try out the Mental Health survey [here](#) and find out more about the available resources.



Getting help

If you are concerned that you are developing a mental health problem you should seek the advice and support of your GP as a matter of priority. If you are in distress and need immediate help and are unable to see a GP, you should visit your local A&E.

For further information follow the [link](#)



Aberdeen City Health & Social Care Partnership
A caring partnership

Multicultural
Health & Wellbeing Forum



MINDFULNESS MONDAYS

Mindfulness Meditation can help you to:

- * Relax your body and mind.
- * Deal with stress
- * Help with sleeping difficulties
- * Improve your health and wellbeing

Taught by Ven Sujan, an experienced Buddhist monk from Nepal and other trained practitioners from the Varapunya Meditation Centre

<p>Monday 28th January</p> <p>Monday 25th February</p> <p>Monday 25th March</p> <p>Monday 29th April</p> <p>Monday 27th May</p> <p>Monday 24th June</p> <p>Monday 29th July</p> <p>Monday 26th August</p> <p>Monday 30th September</p> <p>Monday 28th October</p> <p>Monday 25th November</p>	<p>City Hospital (Physio Room)</p> <p>Aberdeen Health Village (Room 5)</p>
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Session One at 11 am – 11.45 am
Session Two at 12 pm - 12:45 pm

Everyone Welcome but booking is essential

Please contact graham.fleming@nhs.net

RELAX ~ BALANCE ~ FOCUS

Mondays
Rubislaw Church Centre

QIGONG

11:00 - 12:00

TAIJIQUAN (TAI CHI)

17:30 - 18:30*
begins 9th September



RUYI SCHOOL OF TAIJIQUAN & QIGONG
WWW.RUYISCHOOL.COM

There is a new Tai Chi class beginning on Monday 9th September at Rubislaw Church Centre 17:30-18:30. This class will be suitable for beginners and will be an introduction to the principles of Tai Chi.

Please share with anyone you think might be interested and for people never having attended my classes before the first two classes are half-price.

Also the classes at Confucius Institute will begin again on Wednesday 11th September at 12noon, to book please contact - Confucius Institute tai-chi-autumn-2019

Polish Music Night

6th October

Aberdeen Arts Centre

<http://www.paaberdeen.co.uk/news/polish-music-night>

Polish language classes for non-Polish speakers

<http://www.paaberdeen.co.uk/work/jzyk-polski-dla-obcokrajowcow-polish-language-classes>



Hard Edges Scotland - New conversations about severe and multiple disadvantage

“There is growing recognition that disadvantages or harms such as poverty, mental ill health, drug misuse, violence or homelessness put you at much greater risk of others.”

The Hard Edges Scotland 2019 report was commissioned by Lankelly Chase and supported by The Robertson Trust to bring separate datasets together to reveal how some harms interconnect in the lives of people in Scotland. Perhaps the most serious finding of the report is described as “the pervasive role that violence continues to play throughout the life course of people experiencing severe and multiple disadvantage – whether in their childhood home, at school, in the local community, on the city centre streets, in hostels, in intimate relationships, or other settings in adulthood”.

Hard Edges Scotland makes a renewed case for taking a whole system approach to severe and multiple disadvantage, with sustained and deep collaboration and coordination required at all levels. Individual services are contending daily with its impact, but individually they cannot provide the solution. It is also a

compelling argument for involving people facing severe and multiple disadvantage, and their support workers, in work to change systems.

Key findings of the report are that each year in Scotland:

- 5,700 adults experience three ‘core’ forms of severe and multiple disadvantage (homelessness, offending and substance dependency);
- 28,800 experience two out of these three;
- 156,700 experience one of these three;
- Higher rates of extreme disadvantage are found in urban compared to rural areas;
- Glasgow, West Dunbartonshire, Clackmannanshire, Dundee, North Ayrshire and Aberdeen City show high prevalence of people experiencing ‘core’ forms of severe and multiple disadvantage;
- Affluent, suburban towns and the Highlands and Islands have lower rates.

Event Timeline - Equalities

October	1-7	Dyslexia Awareness Week
	1-5	Self Management Week
	10	World Mental Health Day
	17	International Day for the Eradication of Poverty
November	9	Wear Blue Day #Stopbullying
	14	World Diabetes Day
	16	International Day for Tolerance
	20	National Children's Day
	20	Transgender Memorial Day
	25	International Day for the Elimination of Violence against Women
December	3	International Day of Persons with Disabilities
	18	International Migrants Day
January	4	World Braille Day
	19	World Religion Day



MINDFULNESS FOR BUSINESS

Learn what mindfulness can do for you & your business at this free session with successful mindfulness coach, Angela Wilken of Mindfulness Energy

CENTRAL LIBRARY
WEDNESDAY 23RD OCTOBER
17.45 -19.45

BOOKING ESSENTIAL
TE.L. 01224 652500
EMAIL

LIBRARYEVENTS@ABERDEENCITY.GOV.UK



four Unily

LGBT+ hub & cafe

COFFEE CHAT ADVICE
 CHOCOLATE 1-2-1 LAUGH
 GAMES FRIENDS
 SNACKS SAFE SPACE
 RELAX GROUPS
 JUICE INFORMATION
 TEA SUPPORT

LOCATED IN THE HEART OF ABERDEEN MARKET

@4pillarsuk

/4pillarsuk

www.4pillarsuk.org

Charity Patron: Lynx (Random Order)

25 Aberdeen Market, Market St, Aberdeen AB11 5PA

Registered Charity Number: SC046667

four
Pillars

supporting Grampian's LGBT+ community



FUNDING SURGERY

WHERE?
TULLOS LEARNING CENTRE

WHEN?
 TUESDAY 10TH SEPTEMBER, 9.30 - 11.30AM
 TUESDAY 8TH OCTOBER, 9.30 - 11.30AM
 TUESDAY 12TH NOVEMBER, 9.30 - 11.30AM
 TUESDAY 10TH DECEMBER, 9.30 - 11.30AM

COME ALONG TO OUR DROP-IN FUNDING SURGERY AND GET ADVICE FROM ONE OF ABERDEEN CITY COUNCIL'S EXTERNAL FUNDING TEAM. SO IF YOUR NON-PROFIT MAKING PROJECT OR COMMUNITY GROUP IS LOOKING FOR MONEY FOR A SPECIFIC REASON THEN THIS SESSION IS FOR YOU!

Please get in touch with Teresa for more information:
tedufficy@aberdeencity.gov.uk or Tel: 01224 291882



Inchgarth Community Centre Programme

<https://www.facebook.com/inchgarthcc/>



If you want this document translated into another language or format (including Braille, large print, audio disk or BSL DVD) please contact us via email or telephone number listed below.

Jeżeli ten dokument jest wymagany w innej wersji językowej lub formacie (w dużym druku lub na dyskiecie audio) proszę się skontaktować z

إذا كنت تود الحصول على هذه الوثيقة مترجمة إلى لغة أخرى أو بشكل آخر (مثلا بالخط العريض أو القرص السمعي) فالرجاء الإتصال:

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Dacă doriți ca acest document să fie tradus într-o altă limbă sau într-un alt format (scris mare sau format audio), vă rugăm contactați

如果你需要把文件翻译成另一种语言或者把文件变成另一种格式(大号字体或声盘),请通过以下的邮件或电话方式联系我们。

Ma tha thu ag iarraidh eadar-theangachadh den sgrìobhainn seo ann an cànan neo cruth eile (clò mòr neo clàr claisinneach) feuch an cuir thu fios gu

If you are deaf or have a hearing impairment, you can still communicate with the Council via Text Relay by dialling 18001 + telephone number:

01224 523542

Watch our Equalities Team video here...

<https://youtu.be/GjCS-Gr3a1l>

Read our new Equality Outcomes here...

<https://www.aberdeencity.gov.uk/services/people-and-communities/equality-and-diversity/equality-outcomes-and-mainstreaming-report>

BSL Version at:

https://www.youtube.com/watch?v=UgvF3_ERk2o&feature=youtu.be

Further information about Community Justice here:

<https://communityplanningaberdeen.org.uk/community-justice/>