

# Equalities and Community Justice

[www.aberdeencity.gov.uk](http://www.aberdeencity.gov.uk)



## Welcome Fàilte

to your Equalities and Community Justice Bulletin with updates about these two closely linked topics.

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 at [Equality\\_and\\_diversity@aberdeencity.gov.uk](mailto:Equality_and_diversity@aberdeencity.gov.uk) or [Communityjusticeforall@aberdeencity.gov.uk](mailto:Communityjusticeforall@aberdeencity.gov.uk)

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



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



## Seasonal Greetings! Nollaig Chridheil!

Merry Christmas and a happy New Year to you and yours from the Equalities and Community Justice teams.

As we almost come to an end of a year full of activity and change, we take time to wind down and reflect on the year that is coming to an end. From reporting our progress on the Equality Outcomes to taking forward Community Justice improvement work, staff have been working to progress Equalities and Community Justice through many agendas.

For some, there will be colleagues, partners and communities who will continue working through the festive period in their various roles to serve Aberdeen. A special thanks goes out to all those who play a vital part in keeping the city running.

Whether you're on duty or getting a welcome break, very best wishes to all.

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## #NoAddress InThePress

When a family member goes to prison the family feel like they've hit rock bottom, but when their address is printed in the press they have a whole new situation to deal with.

Despite [Council of Europe Recommendations](#), and the [United Nations Convention for the Rights of the Child](#), when a person is sentenced for a crime their home address is usually printed in the press leaving their children and families to face victimisation from their communities and the general

public. In order to protect vulnerable children and families from facing these issues [Families Outside](#) who offer support to families, are running a Campaign: #NoAddressInThePress, encouraging people to [sign our petition](#) in the hope that we can change legislation and stop private addresses being printed by the media.

To support us and help protect vulnerable families [please sign now!](#)



## Consultation Launched on National Youth Justice Standards

The Scottish Government has launched a consultation on reviewing the national Youth Justice Standards, which “outline the minimum expectations for all strategic and operational services delivering youth justice in the community, secure care and young offender’s institutions”.

The updated standards will “provide a framework for the audit of services which support children involved in offending behaviour”. You can find the consultation paper [here](#), which sets out the standards and the context of the consultation, and a link to the online consultation response form [here](#).

The consultation will be open until the 23rd January 2020.



# My Way to Employment

Partners in Aberdeen are working together with individuals involved in the Justice System as part of the 'My Way To Employment' project, which aims to support people to progress towards employment. Evidence has shown that being in employment is one factor which can contribute towards reducing the likelihood of an individual becoming involved in further offending.

As part of the project, staff seek to engage individuals in custody at HMP Grampian, or on a community sentence, and to motivate them to work with the project. For those over the age of 18, a DWP Work Coach will then coordinate support using a 'case management' approach involving other partners as appropriate, ie to address issues such as health (including mental health), substance use, housing, literacy, lack of confidence, etc, as well as benefits advice. (Skills Development Scotland would play this role for individuals under the age of 18.) For those nearing the end of a custodial sentence the Work Coach will meet with the individual in prison and then continue to provide support once the person has been liberated.

Prison Work Coach Fiona Ferguson said, "The priority for us is to help each person as an individual. Often we are dealing with people with complex needs and chaotic lifestyles. It can be as simple as ensuring someone has a bus pass, access to the internet and an updated CV. It is important that the individual engages and does their bit – they have to own the process."

Martin – not his real name – left HMP Grampian in

January after serving a lengthy custodial sentence. To prepare for his release, Martin gained work experience at the Mission Café on Union Street, Peterhead, where he helped out for a year as part of a day-release programme. Martin had battled against drug addiction over the course of several years, and was suffering from leg ulcers almost certainly caused by intravenous drug use. Despite suffering from depression, Martin managed to reduce his methadone dose from daily collection on his release from prison to monthly collection. His ankle problems have healed, he has moved into permanent housing and has found work at a café.

Martin said, **"I'm really enjoying it. The people are friendly, it's great speaking to the customers – and the food at the café is good. I'm really pleased with the help I've had."**

Mrs Ferguson, his Work Coach, said, "Martin has been on a journey and is a success story due to his hard work. He claims Employment & Support Allowance and, through the Permitted Work Scheme, can work up to 16 hours a week without losing that. He received help from Fair Start Scotland and his employer has been keen to help. Many ex-offenders who gain work, like Martin, get into a routine and build up confidence and become independent and – in the best way – they no longer need our assistance."

The My Way To Employment project is one of a number of improvement projects being progressed a part of Aberdeen's [Local Outcome Improvement Plan](#).



## Unpaid Work in Action

Clients of Criminal Justice Social Work's Unpaid Work Service refurbished and relocated a children's play shelter from the Old Tilly Community Centre to the Nursery play area in Kitty Brewster primary.

It was dismantled and brought into the workshop and the Unpaid Workers repaired any damage to the wood and frame. They also applied an outdoor preservative to give it a new lease of life, and the roof required some repairing to the old felt in places. Once completed it looked as good as new and saved the Nursery spending £££ on a new one, as well as everyone contributing to the ongoing main effort of recycling for our environment.

The play shelter has been delivered and is in full use – at a recent visit, children were playing in it and were using it as a makeshift shop.

It is intended to go back in the spring and do some ground work for a more sustainable base for the play shelter to live on, and there are further plans to put together a sand pit from recycled sleepers which will also be added to the play area.

# Equally Safe at Work

Aberdeen City Council is currently a part of a one-year pilot employer accreditation programme (along with six other councils) called 'Equally Safe at Work', which is concerned with gender inequality and violence against women.

Its aim is to support employers in reviewing workplace culture and ensuring that policies and practices are enhanced to address the barriers that women face at work.

Participation in the pilot is providing the opportunity to demonstrate leadership both in the workplace and within the wider community by showing that steps are being taken to address gender equality and prevent violence against women.

The Council is committed to ensuring gender equality in the workplace and

preventing violence against women and being a part of 'Equally Safe at Work' will assist in meeting these aims. It also recognises the link between women's labour market inequality, violence against women and wider gender inequality. It aims to create a supportive environment for victims and survivors of violence to encourage disclosure, and to foster a culture of zero-tolerance of violence against women.

For more information visit <https://www.equallysafeatwork.scot/about/>



## Community Justice Scotland Launch New Second Chancers Campaign

**Community Justice Scotland** launched the second part of their **Second Chancers campaign** recently.

Part 2 of the campaign focuses on “professionals who are part of a wider system, who go above and beyond, who demonstrate integrity and kindness as standard, and the importance of working together.”

Community Justice Scotland believes that smart justice based on the best evidence of what works to prevent offending, repair lives and improve our communities will make Scotland a safer place to live.

## Keep the date – ELC Sector Recruitment Event

**Monday 16th March 11:00-12:30, Aberdeen City Council, Civic rooms**

The Scottish Government is almost doubling the number of Funded Early Learning and Childcare hours for 3 and 4 year olds (as well as eligible 2s) across Scotland from August 2020. This means that our services are expanding and there

are lots of opportunities to work in the sector as an Early Years Practitioner or a Support Worker.

If you enjoy working with young children and you are interested in a career in Early Learning and

Childcare please come along to hear more about our job opportunities across Aberdeen City. For more information and updates, please go to the ELC Academy website <https://elcacademy.scot/>

# four Unity

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)

four  
Pillars

25 Aberdeen Market, Market St, Aberdeen AB11 5PA Registered Charity Number: SC046667 supporting Grampians LGBT+ community



## 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](#)

EU  
CITIZENS  
RIGHTS  
PROJECT  
SCOTLAND

EU CITIZENS' RIGHTS BEFORE AND AFTER  
BREXIT AND THE EU SETTLEMENT SCHEME

## BREXIT AND EU CITIZENS: BRIEFING SESSION FOR THIRD SECTOR WORKERS

17 DECEMBER, ABERDEEN  
12:30- 14:45

Aberdeen Arts Centre  
33 King Street  
Aberdeen  
AB24 5AA

\*\*\*Light lunch available from 12pm: sandwiches, tea, coffee & biscuits

Free Event

Legal speakers

Q&A Session

Register your interest via Eventbrite. Spaces are limited

f EURightsProject

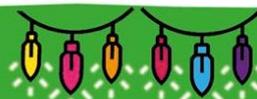
www.citizensrightsproject.org

🐦 CitzRights

✉ info@citizensrightsproject.org

This event has been organised with an assistance of a grant from the Scottish Government.

## Suicide Prevention



Christmas is the season to be full of joy and high spirits with excitement about nights out, sharing gifts, spending time with loved ones and having time away from work. For many it is anything but. What if the festive period brings added pressure and you feel;

"I have to pretend to be happy"

"I'm abandoned because a lot of services shut"

"Everything needs to be perfect but it isn't"

"I don't know where I'm going to find the money"

"I'm not ok in November so why do people expect me to be ok in December"

"I'm surrounded by people but I've never felt so alone"

"I should be happy but I feel dread, all for one day"

The festive period can be a really lonely time where problems are magnified or by over-indulging and spending money we don't have seasonal fun and joy can quickly turn to dread and anxiety.

No one should feel alone this Christmas so reach out to those who may not have family or friends around them. Catch up with friends who you haven't heard from for a while. Stay connected with anyone who you are concerned about.

Be kind to each other and yourself.

If you are worried someone is feeling suicidal, information on what you can do is available by downloading 'The Art of Conversation', a free guide to spotting the signs, starting a conversation and being a good listener. Further guidance information is available by visiting [www.chooselife.net/ask](http://www.chooselife.net/ask)

There is always someone willing to listen and Samaritans offer a 24 hours a day, 7 days a week support service. Call them FREE on 116 123. You can also email [jo@samaritans.org](mailto:jo@samaritans.org)

Breathing Space is available when GP Practices close. Tel 0800 83 85 87 Weekdays: Mon-Thurs 6pm - 2am Weekend: Fri 6pm - Mon 6am.

Local guidance and support services can also be accessed anonymously through the Prevent Suicide - North East Scotland app and guidance is available in relation to compiling a Safety Plan. The Prevent Suicide - Northeast Scotland app is free and available to download on Apple, Android, Windows Phone and Kindle Fire devices and is supported by the website [www.preventsuicideapp.com](http://www.preventsuicideapp.com)

ChooseLife

Prevent Suicide

SAMARITANS

BREATHING SPACE



**Fountain of Love Christmas Carol**

**8 Days To Go**

**ADMISSION FREE!**

**VENUE**  
31 Palmerston Road  
Aberdeen AB11 5QP

**FREE TEA & COFFEE!**

6PM | Sat 14 December 2019

@folrccg

**InterTrans Team wish you, family and friends a very Merry Christmas and Happy New Year, with a restful and peaceful holiday time.**

- Wishing you a Braw Christmas and Happy Hogmanay (Doric)
- A' guidhe Nollaig Chridheil agus Bliadhna Mhath Ùr dhuibh uile (Gaelic)
- Wesołych Świąt i Szczęśliwego Nowego Roku! (Polish)
- Priecīgus Ziemassvētkus un laimīgu Jauno gadu! (Latvian)
- 祝你圣诞快乐, 新年万事如意! (Chinese)
- 圣诞快乐! 新年快乐! (Mandarin)
- Wesołych Świąt Bożego Narodzenia i szczęśliwego Nowego Roku (Polish)
- Feliz Natal e Próspero Ano Novo (Portuguese)
- Feliz Navidad y Próspero Año Nuevo (Spanish)
- Счастливого Рождества и с Новым Годом! (Russian)
- Весела Коледа и Честита Нова Година! (Bulgarian)
- Frohe Weihnachten und ein glückliches, neues Jahr (German)
- بحلول أعياد الميلاد نهنؤكم ونتمنى لكم عام جديد سعيد  
كل عام وانتم بخير  
(Arabic)

## 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](https://www.youtube.com/watch?v=UgvF3_ERK2o&feature=youtu.be)

## Further information about Community Justice here:

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



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

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Ma tha thu ag iarraidh eadar-theangachadh den sgrìobhainn seo ann an cànan neo cruth eile (clò mòr neo clàr clastinneach) 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** ☎