



**New GDA Learning Programme:  
See back page for details.**

# *The 'E'quality Word*

## *September 2011*

### **SAVE THE DATE!**

**GDA Event: "A better world for all: GDA Drivers for Change"**

**Celebrating International Day of Disabled People**

**Monday 5<sup>th</sup> December, Thistle Hotel Glasgow, 11am-1pm**

This event will raise awareness of the barriers and discrimination which disabled people face including being excluded and **voiceless** in decisions which affect them. It will demonstrate that when disabled people are empowered to learn, develop, participate and have choices and control, they can become the drivers of their own lives and leaders in their communities, families, workplaces and society.

**Please do not call to book for this event – more information to follow in next Newsletter! Watch this space!!!**

### **Calling GDA Talent!!!**

GDA are keen to involve disabled people in the above event and want to hear from any members who are willing to be write, act, present, perform or otherwise!!! Please contact Marianne on **0141 556 7103** or [mariannescobie@gdaonline.co.uk](mailto:mariannescobie@gdaonline.co.uk)

### **People First**

**People First** march and rally on **1st October 2011**.

Disabled people are at the forefront of unprecedented cuts to services and benefits and so this rally may be of interest to GDA members- **more information inside!**



## **MSP Surgery for Deaf People (Glasgow)**

Date: Fri 7th October 2011

Time: 10.30am-12.30pm.

Venue: Touchbase, 43 Middlesex Street, Glasgow, G41 1EE

Humza Yousaf, MSP is holding a surgery specifically for deaf people. He is a listed MSP for Glasgow, but will be happy to try to help anyone that he can, wherever they are from.



Two interpreters and an electronic notetaker have been booked.

### **Action on Hearing Loss Job Club**



Action on Hearing Loss Scotland (formerly RNID) runs a Transitions Project which supports young people who are deaf or hard of hearing aged 16-25 living in Central Scotland. The aim of the project is to provide support to have a smooth transition from school to college/university or into a job or training. It also supports young people to gain life skills and confidence as well as accessing work experience placements.

They also run a Job club in partnership with Skills Development Scotland which takes place in Skills Development Scotland's office in Renfield Street, Glasgow. The Job Club is held twice a month for young deaf and hard of hearing people and Employment Advisers from both Action on Hearing Loss Scotland and Skills Development Scotland are on hand at the two hour session to offer support on such topics as CV building, job search, completing application forms and interview preparation as well as many others.

British Sign Language Interpreters and Electronic Notetakers are booked for every session.

If you are someone you know would like to attend the job club please contact Barbra Wylie, Employment Adviser for further information and dates.

Tel/Text 0141 341 5350

Mobile 07918640925

Email [Barbra.wylie@hearingloss.org.uk](mailto:Barbra.wylie@hearingloss.org.uk)

Website: [www.actiononhearingloss.org.uk](http://www.actiononhearingloss.org.uk)



## Centre for Sensory Impaired People Open Days

The Centre for Sensory Impaired People is holding open days over the coming few months to mark the opening of the new Sensory Resource Centre:

- Date: **Monday 3rd October 2011 (Official opening of the Sensory Resource Centre by Councillor Gordon Matheson at 11am).**
  - Time: **10am - 2pm**
  - Venue: Centre for Sensory Impaired People, 17 Gullane Street, Partick, Glasgow, G11 6AH
- Date: **Thursday 10th November**
  - Time: **3pm - 8pm**
  - Venue: Centre for Sensory Impaired People, 17 Gullane Street, Partick, Glasgow, G11 6AH

### There will be:

- Information stalls - local organisations working with visually impaired, hearing impaired and deafblind people.
- Various activities to try.
- Live music in the cafe **on 10th November from 6pm - 8pm.**
- Refreshments will be available at all 3 events.
- Sign language interpreters and lip speakers will be available at all open days.
- Sighted guides will be available to assist with navigation in the building.

### The Sensory Resource Centre will have:

- Equipment and gadgets available to sell to enable sensory impaired people to help retain their independence.
- An Employment and Learning Centre, assisting visually impaired people to access workplace and employment opportunities.
- A Tiki's Cafe between RNIB and Matthew Algie.
- An accessible internet cafe - free internet access using PCs loaded with Zoomtext text enlarging software and JAWs screen reader software.

For further information, please contact Hazel McFarlane on 0141 276 5252, Textphone 0141 276 5299. Or email [hazel.mcfarlane@sw.glasgow.gov.uk](mailto:hazel.mcfarlane@sw.glasgow.gov.uk)

## Inclusion Scotland AGM & 10<sup>th</sup> Birthday Celebration

**Inclusion  
Scotland**

**Date:** Friday 30 September

**Time:** 11am – 3.30pm (Registration & refreshments from 10.30am)

**Venue:** Exhibition Hall, Glasgow Royal Concert Hall, 2 Sauchiehall Street, Glasgow, G2 3NY

The morning AGM Members meeting will be chaired by Convenor, Derek Kelter. The afternoon session will be chaired by Tressa Burke who sits on the Board of Inclusion Scotland on behalf of GDA.

To book a place, contact Angela Marshall by Monday 12<sup>th</sup> September on 0141 221 7589. Alternatively, email: [admin@inclusionScotland.org](mailto:admin@inclusionScotland.org)



### Learning Opportunity for Disabled People

**Would you like to learn more about numbers in a 'FUN' way?**

**Then come & join us at the Science Centre!**

### 'Free 3 Day Course'

**1 day per week for 3 weeks in November – Delivered by WEA**

- Friendly & relaxed atmosphere.
- Build your Confidence.
- Explore links between numeracy and the environment.
- Course based at the Science Centre.
- Visit the Science Centre Attractions to use the exhibits and see the shows.
- **Free Transport from your home**, if required.
- **Free Lunch, Tea, Coffee & Biscuits.**
- Learn at your own pace.
- A variety of methods used for exploring different topics.

### Times

10.30am – 3pm

Telephone Shirley or Linda - **0141 556 7103**

or email - [shirleybradley@gdaonline.co.uk](mailto:shirleybradley@gdaonline.co.uk)

# People First Rally October 1<sup>st</sup>

The STUC (Scottish Trades Union Congress), in partnership with a growing number of equality, anti-poverty, faith and campaign organisations will hold the **People First** march and rally on **1st October** 2011. Disabled people are at the forefront of cuts to services and benefits and so it is crucial that they are represented at this event to collectively challenge the cuts.



## Aims:

- To work together and be non party political
- To challenge poverty levels and campaign for redistribution of wealth across Scotland and the UK
- To campaign to protect those hardest hit by service and benefit cuts
- To help build and reconnect Scotland's communities.

The march will go from Glasgow Green to Kelvingrove Park where thousands will assemble to hear speeches and music before attending a range of fringe events held in the vicinity of the park. More information will be available for those who book.

Disabled people with mobility problems can access help with travel and can also join the march nearer the end meeting point to reduce walking distance. The 2 joining points are the corner of at Elderslie Street and on Kelvingrove Street at the entrance to the park

GDA would like to thank the STUC for funding access and support so that disabled people can take part in this important civic event.



Call **0141 556 7103** or email [shirleybradley@gdaonline.co.uk](mailto:shirleybradley@gdaonline.co.uk) for further information.

Support is available on a first come, first served basis.

# ABILITY FEST 2011



**Ability Fest 2011: Thursday 20<sup>th</sup> October, Thistle Hotel,  
Cambridge Street, Glasgow, 10 - 4pm.**

**To secure your place, please book early by contacting Shirley or Linda on  
0141 556 7103, or email [shirleybradley@gdaonline.co.uk](mailto:shirleybradley@gdaonline.co.uk) .**



## **Aromatherapy & Relaxation 1.30 – 3.00**

**Would you like to learn about  
Aromatherapy and the art of  
Relaxation?**

**Then come along and enjoy:**

- Introduction to a few oils and how to use them.
- How they work.
- Basic self-massage moves.
- Relaxing with Breathing and visualisation



## **Pathways for Learning, Volunteering & Employment 1.30 – 3.00**

**Do you want to find out about  
opportunities for learning,  
volunteering and employment?**

**Come and hear from organisations  
supporting disabled people.**

- Glasgow Disability Alliance – learning & other opportunities.
- Volunteer Centre – volunteering.
- Glasgow Centre for Inclusive Living – employment project.
- Momentum – workability.



## **Interactive Cookery 1:30 – 3:00**

**Would you like to be more creative in  
the kitchen?**

**Then come along and enjoy this  
hands-on workshop.**

- Learn more about food.
- Learn more about food presentation.
- Pick up helpful hints and tips.
- Learn how to make healthier food choices.
- Healthy snacks with a twist.



## **Confidence 'Booster' 1.30 – 3.00**

**Knowing who you are gives you  
confidence. Find out with this fun  
workshop.**

- Have fun and relax in a friendly and happy environment.
- Lots of 'hands on' activities.
- Improve your self-esteem.
- Feel enthusiastic and energised with a renewed attitude.
- Become more positive and assertive.
- Learn simple skills to reduce every day fears.

## Getting your Voice Heard



1.30 – 3.00

The Independent Living in Scotland (ILiS) project supports disabled people in Scotland to have their voices heard by decision makers and service providers.

The workshop is aimed at disabled people who want to get their voices heard!

- Discover what others are doing to get heard!
- Hear about ways to work with others to come up with solutions.
- Build on your own skills and learn at the same time.

## Welfare Reform

1.30 – 3.00



This workshop is aimed at disabled people and those working with disabled people directly.

The workshop will:

- Outline welfare reform and the overhaul of the benefit system, in particular the transfer to Employment and Support Allowance and the replacement of DLA.
- Consider the impact on disabled people and their choices and opportunities to learn, volunteer or to work.
- Provide a supportive forum for questions and discussion.

## Self Directed Support



1.30 – 3.00

Self Directed Support (SDS) is a new way for disabled people to have more control of their personal care package.

Come along to this workshop to find out:

- What is SDS?
- Who will benefit?
- How do I find out if I qualify for SDS?
- Who can help me go through the process to receive SDS?
- What are individual budgets?
- How can I use the money I receive?
- Tools for problem solving.

## Enable Guardianship

1.30 – 3.00



Making a Will and taking some simple steps to set up a Trust has benefits: it enables parents and carers of disabled people to plan for the future and make sure their loved one gets the financial protection they need.

Learn:

- Why you should make a Will.
- How to leave your assets to the people you choose.
- How Wills and Trusts can protect vulnerable adults.
- The importance of taking legal, financial and tax advice.
- How to find an experienced solicitor in your area.

## Social Work Services: Personalisation

Social Work Services is changing the way it delivers social care and wants to carry out a new way of working called Personalisation. GDA has been engaging positively with Social Work Services over recent months about their plans to do this.

Personalisation promotes independence. Disabled people can decide what type of support will meet their needs and how to spend the money for this. We, as disabled people, know that independence is not about disabled people doing things by themselves or fending for themselves. Rather, disabled people want more freedom, choice, dignity and control in their lives. Social Work Services agree that disabled people have a right to these things and to have more control over the practical help needed to help them fulfil their full potential. Independent Living means having support to live an ordinary life, the same as any other citizen.



On the 30<sup>th</sup> June, over 35 organisational GDA members met with Principal Officers Ann Cummings and Karen McGregor, Communications Officer Janice Collins and Head of Service Raymond Bell. These senior officers from Social Work Services wanted to tell GDA members about their plans to implement Personalisation for disabled adults. GDA members were given information including that Personalisation will give the right to choose the type of support you need to get the results you want.

GCIL- GDA's largest member- was in attendance and contributed expertise to discussions and questions about the imminent process which will affect disabled adults who currently use services including Direct Payments. If you want to know more about Direct Payments or Self Directed Support, contact GCIL on 0141 550 4455.

GDA Members were heartened to hear that:

- There is a commitment to Independent Living i.e. freedom, choice and control for disabled people to live ordinary and full lives.
- Social Work Services will use co-production approaches working in an equal partnership with service users and in this case disabled people.
- Communication around personalisation will be clear and accessible: Janice Collins has been appointed to lead on this.
- Service Users will have an influence over the assessment process although Social work retain a statutory duty to assess needs along with the disabled person.



## Key Updates from the Day:

- The Review process of all disabled people will start by the 1<sup>st</sup> October and be completed by November.
- 30 social work staff have been trained and will work with approximately 30 service users each
- GDA will contribute to setting outcomes for disabled people which are important for Outcome Based Support Plans and we have a lot of information about what disabled people value
- Training will be available to organisations who support other disabled people with Personalisation.
- GDA members will work in a variety of ways with Social Work Services to act as a sounding board and give feedback to their plans ongoing.

## Independent Living Strategy for Glasgow

GDA is leading on an Independent Living Strategy for Glasgow's disabled people. This has involved a partnership with our close ally Glasgow Centre for Inclusive Living. Together we have met with various Council officials and most recently with Council Leader, Gordon Matheson who is very supportive of this idea. Glasgow City Council will work with us to drive forward and develop this Strategy.



### Can you help the Judicial Studies Committee (JSC) by giving some examples for their equality training?

The JSC is responsible for developing training for all members of the judiciary. They want to identify a range of diversity issues that arise before the courts to feature in training. Everyone appearing before the courts or giving evidence in court should be treated equally. Information about disabled peoples' experiences before the courts will be used to illustrate the problems that can and do arise.

If you have appeared in court as a witness, victim, juror, member of the public, offender or in an official capacity and have experienced any difficulties due to lack of access or support in court or any other disability related issue and would be interested in speaking to the JSC about your experience **please contact GCIL in confidence by Friday 7<sup>th</sup> October. You can either e-mail: [gcil@gcil.org.uk](mailto:gcil@gcil.org.uk) or call Margaret on 0141 550 4455.**

# Glasgow Third Sector Forum

GDA is currently represented on the Third Sector Forum Executive Group which feeds directly into Community Planning as well as across the partnership structures in Glasgow. GDA are committed to making sure that the full range of voices and interests of disabled people in Glasgow are heard by services which affect our life chances e.g. learning, social work, health, employment etc.

GDA represents the views and priorities which disabled people have told us over recent years and which have been captured in our Charter of Rights for Independent Living and our 2011 Manifesto for Action on Independent Living.



GDA knows that disabled people face barriers and discrimination and are frequently excluded from civil and political processes. Disabled people are often overwhelmingly **voiceless** in matters that affect their lives and their roles in society. We will make sure that the TSF hears these issues and represents them amongst wider voices in Glasgow.

It is hoped that by working together, we can create a space for dialogue and consensus among key partners which can inform the community planning process. The ultimate aim of GDA being involved is to improve services and life chances for disabled people in Glasgow to achieve human rights and independent living.

Progress has been rapid over the summer months culminating in a Development session on 22<sup>nd</sup> August to plan the way forward for the Forum. This included:

- **Identifying key issues and priorities** for the sector and in our case disabled people and DPOs- this included the likely impact of recession and implications for organisations
- **Role of TSF** in relation to accountability to our member organisations and people, our own capacity, connectivity and policy influence.
- **An Action plan for TSF with** activities, responsibilities, milestones and timescales for taking action as a result of the investment in the day.
- **Agreeing the Launch of the Third Sector Forum** to update and involve member organisations. This will be held by the end of the year.

## Reshaping Older People Services

Through the Third Sector Forum, GDA has become very involved in reshaping services for older people in Glasgow which mirrors the national framework for Reshaping Care for Older People and the Change Fund guidance. This is very important to GDA and builds on our work with older disabled people and the priorities they have told us about. These include staying active, remaining in their own homes and being independent.



Funding has been “top sliced” by the Scottish Government from the NHS budget to try to create better preventative services which stop older people ending up in hospital and long stay institutional care. This is called the “Change Fund”.

Arrangements are being put in place to come up with new ways of providing services to older people to prevent them going into hospital or residential care at a later stage. Joint Planning is the name of the process used to carry out these plans and there has been pressure with time as the timeframes are urgent.

### **Plans include:**

- Demonstration projects which make the case for doing things differently
- Producing a joint commissioning strategy for older people by Dec 2011
- Mapping current provision, gaps and priorities.

The involvement of users and carers is crucial to the reshaping older people’s agenda and they should be involved at every level in the arrangements.

GDA has secured representation on a number of working programme groups including reps from GDA and GCIL, making sure that older disabled people’s voices are heard.



# “GDA Drivers for Change”

GDA exists to support and empower disabled people to build skills and have their voices heard. GDA uses learning as a way to engage disabled people and build their confidence. “**GDA Drivers for Change**” stands for **D**isability **R**ights and **I**ndependent Living through **V**oices of **E**xperience, **R**epresentation and peer **S**upport. GDA and its Drivers will be celebrated at our event on 5<sup>th</sup> December.

**GDA Drivers for Change** is a programme of learning, support and capacity building, funded by the Big Lottery and Community Planning. This programme enables GDA to broaden and enhance our work to include more activities that ensure the wider representation of disabled people at a decision making level. Disabled people are very often invisible in society, particularly around the tables where discussions and decisions about services are being made. Disabled people face multiple and complex barriers and are largely excluded from civil and political life.

GDA can demonstrate that when disabled people are empowered to participate and drive forward the design and delivery of services that meet their needs, the whole community benefits. Inclusion of disabled people in society creates opportunities for everyone. We must make sure that disabled people are included in everything from developing policies to deciding how money is spent.

In order for disabled people to be meaningfully involved they need learning, peer support, to be heard, opportunities to represent themselves and sometimes to be represented by disabled people’s organisations like GDA.



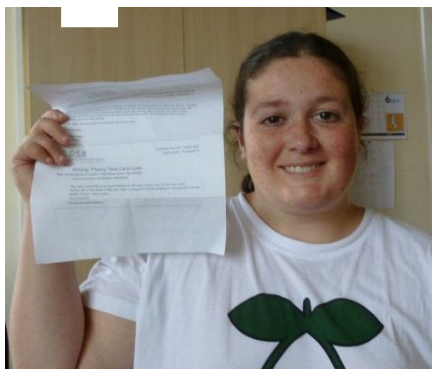
GDA Drivers attending a Community Planning consultation event.

**GDA Drivers for Change** includes a range of learning, support and capacity building opportunities that enable more disabled people to get involved and influence services. This includes individual services and being confident in saying what they need to service providers who are assessing them.

For example, **GDA Drivers** are involved in formal representation structures such as the GDA Personalisation Network (more information on page 8), and the Glasgow City Council Planning and Implementation Groups, PIGs (see page 13).

**We are all Drivers** – GDA members, Board and staff drive forward the issues and experiences of disabled people every day. We are driving to achieve the right to Independent Living which will enable disabled people to have full and inclusive access to their human rights. Hopefully, we’ll get there before we run out of petrol!

**GDA Drivers** also drive forward change in their own lives: several of them are community activists, taking part in volunteering, active in local and national politics, and many are taking more control over their personal care packages. You can read more about their stories in our Annual Review and Personal Journeys booklets. Contact the GDA office for a copy of these or you can download them from our website.



Young GDA Driver Leah has completed R2R CIRCLE and PX2 courses and recently passed her DSA driving theory test first time!



One of our GDA Drivers, Tracy, with her IT qualification certificate

### **GDA Drivers in Action: Planning and Implementation Group (PIG)**

GDA Drivers represented GDA at the first meeting of the new structure for planning and implementing social work services on 23<sup>rd</sup> August. This group looks at services for disabled adults and is called the Planning and Implementation Group.

The meeting talked about how social work staff will involve service users in the planning and delivery of social work services at a Glasgow wide level and also at an individual level. A key thing discussed at this meeting was the definition of independence as defined by disabled people. It is really important that social work service understand that this is not about doing things by yourself or fending for yourself. Rather it is about having the same freedom, choice, dignity and control as other citizens at home, at work and in the community. It means rights to practical assistance and support to participate in society and live an ordinary life.

The meeting looked at Social Work's plans to involve disabled people both at a one to one level while being assessed for services and in a more general way.



## **KEEPING SAFE AT HOME & IN THE COMMUNITY**



Eye on allied have been working in partnership with Strathclyde Police and have put together great tips and advice on keeping safe either at home or out in the community.

Glasgow Central and West Division have a Diversity Team whose focus is engaging with minority and vulnerable groups to encourage them to report crime, and in particular hate crime. Police Constables Stephanie Rose and Elizabeth Reid are part of that team.

### **What are minority and vulnerable groups and what is hate crime?**

Minority groups are mainly people who come from smaller sections of our communities who, for example, may be disabled people, of a different nationality, religion or skin colour to the vast majority of their community and who may find themselves in the minority in terms of their sexual orientation. In terms of the law vulnerable groups are the elderly or those belonging to a minority group.

Hate crime is any criminal offence committed against a person or property that is motivated by someone's hatred of someone because of their:

- Disability
- Race, colour, ethnic origin, nationality or national origins.
- Religion
- Gender identity
- Sexual orientation

There are various reasons that people feel they cannot, or do not want to, report an incident directly to the police. An alternative way to report an incident is by a third party report, which means you have someone else to report the incident for you. It can be done online via the Strathclyde Police website, by phone, fax, or through one of the third party report centres: West of Scotland Regional Equality Council on 0141 337 6626, and Ethnic Enable on 0141 334 2277.



### **Have You Experienced Hate Crime? We Would Like to Hear From You!**

We are looking for disabled people who have experienced hate crime to share their experiences. If you have experienced any form of hate crime, and you would like to tell us about it, call the office on 0141 556 7103.

Alternatively, you can email [shirleybradley@gdaonline.co.uk](mailto:shirleybradley@gdaonline.co.uk) .

## **ADVICE FROM STRATHCLYDE POLICE: BOGUS CALLERS**

Bogus callers are criminals who claim to be someone or something they're not in order to get into your home or access your personal details.

Bogus callers prey on people's trusting nature and in particular, vulnerable groups like the elderly. They present themselves in various guises from a repair man to a female carer. They may come to your door or call you on the phone.

If someone comes to your door that you do not know and are not expecting, **do not let them in.**

### **Simple steps to help protect yourself from bogus Callers to your door**

- Always put your door chain on before you answer the door
- If you do not know the person do not let them in
- Never let people try to persuade you to let them into your home
- Never give money to strangers who arrive at your door
- If you want to check with the company the person says they are from call them yourself. Do not let them in or allow them to call themselves.
- If the person refuses to leave your door, phone 999 and ask for the police
- Bogus callers can be male or female, young or old. They may be smartly dressed or wearing a uniform. They may claim to be from a council department of utility provider (gas electric, water, etc.) Do not be fooled by their appearance and always check their identity. Call the utility provider yourself to check their details. Some providers have a password system to help you identify genuine callers.
- It is your home. There is no reason why anyone should ever enter your home against your wishes.

### **Simple steps to help protect yourself from bogus telephone callers**

- **Never** give out your credit card or bank card details to strangers.
- **Never** give personal details unless you know for sure the identity of the caller.
- **Never** allow yourself to be persuaded to give out personal information.

#### **Strathclyde Police Diversity Team Contact Details**

If you would like to speak to Stephanie or Elizabeth at the Strathclyde Police's Diversity Team, call the contact centre on **0141 532 3000**.

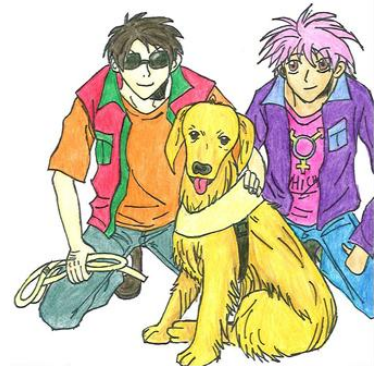
Or you can email them direct at:

Constable Stephanie Rose: [Stephanie.rose@strathclyde.pnn.police.uk](mailto:Stephanie.rose@strathclyde.pnn.police.uk)

Constable Elizabeth Reid: [Elizabeth.reid@strathclyde.pnn.police.uk](mailto:Elizabeth.reid@strathclyde.pnn.police.uk)

## Are you disabled and LGBT?

The Equality Network is working in close partnership with Glasgow Disability Alliance and Inclusion Scotland on the 'Out to Access' project. This project aims to improve service provision for disabled LGBT people. LGBT stands for lesbian, gay, bisexual and transgender. The project is funded by the Scottish Government.



Part of this project involves doing research on the needs of disabled LGBT people. In order to find out what these needs are, we are doing research to produce a report. This research will be based on the findings from four focus groups. The focus groups will discuss LGBT disabled people's experiences of accessing services and their ideas for making services more inclusive. Personal assistants will be provided in all focus groups and travel costs paid. Venues will be fully accessible.

### **Glasgow Focus Group: 15<sup>th</sup> October 11am - 3.30pm**

If you are a disabled LGBT person and would like to participate in any of the focus groups, please contact James Hiwatari at [jamesh.volunteer@equality-network.org](mailto:jamesh.volunteer@equality-network.org) or call the Equality Network on **0131 467 6039** for a booking form.



Your experience is extremely valuable. If you would like to give feedback but are unable to attend a focus group, you can do this by contacting James by e-mail or phone. If you would prefer to book via Glasgow Disability Alliance, please contact Marianne at the GDA office on **0141 556 7103** or e-mail [mariannescobie@gdaonline.co.uk](mailto:mariannescobie@gdaonline.co.uk)

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