

SCOTTISH BORDERS COUNCIL
21 FEBRUARY 2024
APPENDIX I

OPEN QUESTIONS

Question from Councillor Sinclair

To the Executive Member for Communities and Equalities

What activity has been undertaken by Scottish Borders Council to mark LGBT+ History Month in February 2024?

Reply from Councillor Tatler

To mark the beginning of LGBT & History Month, Scottish Borders Council flies the Rainbow Flag at the Council HQ building on 1st February.

Across our schools in the Scottish Borders there is a variety of activity taking place in different ways to support LGBT + History Month in February 2024.

Two examples of this work are:

Berwickshire High School - Over the next 2 weeks, as part of their value-based assembly programme, 4-year groups will have an assembly on LGBT month under the school value of 'supportive'. The school will publish photographs of this event and prepare write-ups for the 'Heads Up' so that parents are aware too.

Peebles High School – The PHS Pride group did a short, recorded lesson which was delivered in PSE before the February holiday. They have also organised a scavenger hunt and everyone has been invited to wear something purple along with their uniform for Purple Friday this week.

Supplementary

Councillor Sinclair asked Councillor Tatler if he agreed that the Council should be doing more to promote the actions it was taking, including social media campaigns. Councillor Tatler agreed, highlighted that 2025 it would be the 20th anniversary of the UK adopting LGBT+ history month and expressed his interest in working together to ensure that the anniversary was well celebrated.

Question from Councillor Thornton-Nicol

To the Executive Member for Service Delivery and Transformation

Can you please provide Elected Members with an update on the number of staff who have completed the Mandatory training for their role, the plan to ensure this reaches 100% and the expected timescales for this?

Reply from Councillor Rowley

Detail of Service specific mandatory training can be sent on following Council.

HR team are working on a new onboarding plan that will be focused on mandatory training being completed within the first 2 weeks of joining the organisation.

There is also a review of what is consider mandatory training and to ensure that staff participating in relevant training for their role and its frequency.

Quarterly reports are sent to Directors and Managers listing each individual member of staff highlighting any outstanding mandatory training.

The SBLearn system also provides email reminders to staff of training they should have completed, any new or refresher training that is required.

The appraisal process provides the opportunity to review mandatory training and discuss specific training needs.

Additionally, there are supervision and 1:1 meetings that give an opportunity for Managers to address training matters.

There are several reasons why mandatory training for staff is unlikely to reach 100% completed:

- Staff turnover
- New regulations or policies.
- Access to technology.

Staff temporarily out of the organisation: e.g., maternity leave, sickness, secondments, making it challenging for all staff members to complete their training within the expected timeframe.

Supplementary

Councillor Thornton-Nicol asked if all Elected Members had completed 100% of their mandatory training modules and encouraged the group leaders to ensure Elected Members complete their training. Councillor Rowley undertook to investigate whether all of the modules had been completed and agreed that Members should undertake their training. Councillor Thornton-Nicol suggested that the child protection training modules should be a two-year refresher programme, mirroring the training for Adult Support and Protection.n