



## Fairness & Equalities Board

### Notes of the meeting held on 2 September, 2014

Present: Dianne Willcocks (Chair), Angela Darlington, Carole Zagrovik, Cllr. Linsay Cunningham-Cross, Sue Holden, Rita Sanderson, George Vickers, Emma Wilkins, Claire Townson (substitute for Shaun Rafferty)

In attendance: Charlie Croft, Will Boardman, Sharon Brown, Helena Nowell

Apologies: Catherine Surtees, Marije Davidson, Lukas Njenga, Lawrence Christensen, Jackie Jackson

<b>1.</b>	<b>Welcome and introductions</b>	
<b>2.</b>	<p><b>Notes of the 3 June meeting and matters arising:</b></p> <ul style="list-style-type: none"> <li>• <b>Item 3: the Housing and Employment Project</b> - This will be deferred to a future meeting</li> <li>• <b>Item 5: “Good growth”</b> – Discussion is needed with Phil Witcherley regarding how we make the work of this board more active and visible. Emma Wilkins volunteered to take this on working through the Living Wage Group and its developing agenda around seeking ways beyond the living wage to make employment more accessible and rewarding. It was noted that a report is needed summarising outcomes from the York Fairness Conference especially those relevant to this board. Will Boardman to liaise with Phil to produce.</li> <li>• <b>Item 7:</b> Shaun Rafferty will report to the next meeting on JRF’s innovative work on BME employment. Lukas Njenga to be encouraged to feed his work on global-diaspora-village into the Welcoming City task group. The challenge regarding translation and interpretation services to be fed into the Welcoming City task group-to include services for the deaf.</li> </ul>	<p>BT</p> <p>EW</p> <p>WB</p> <p>CDC / JJ</p> <p>CDC / JJ</p>

<p><b>3.</b></p>	<p><b>Health and Wellbeing Strategy Review:</b></p> <p>Helena Nowell explained that the Health and Wellbeing Board requested at its meeting on 16 July 2014 that the Health and Wellbeing Strategy 2013-16 should be reviewed and updated. Whilst the main priorities and the vision will continue, since these had been consulted on during 2013, the actions to deliver the strategy, and the contextual information, will be re-examined. Boards are being asked to look at the areas for which they have a brief to consider how the actions might be updated. Any individual comments should be fed back to Helena by mid-September so that they can be forwarded to the Health and Wellbeing board meeting on 22 October.</p> <p>In discussion it was felt that whilst there is a great deal of good practice and activity being delivered currently there is no systematic way for organisations to engage with it. As a result this board does not currently have a level of engagement with employers and other organisations to be able to deliver the actions in the strategy. To address this and it was felt that themed approaches encouraging joint action across organisations in York would have a greater impact. In this approach we might commit to one themed week every four months focussing on one action area. This would facilitate the measurement of impact and outcomes. Examples based on current work amongst partners might be employee wellbeing, or healthy eating. By focussing on major employers this would have a wide reach across the city.</p> <p>Action: EW to take to Living Wage Group</p> <p>In terms of examples of improving access to services the work of Advice York was cited as well as the hospital's initiative in introducing a single contact number. It was agreed to hear more about Advice York at a future meeting.</p> <p>Action: WCTG to take forward examples of good practice via proposed good-practice directory.</p>	<p>EW</p> <p>GV</p> <p>DW/ JJ</p>
<p><b>4.</b></p>	<p><b>Health Inequalities:</b></p> <p>Will Boardman made a presentation on the key options for this board in relation to the health inequalities agenda (slides attached). The key decision is whether FEB has a "dotted line" relationship to the Health and Wellbeing Board reporting to</p>	

	<p>Without Walls or vice-versa.</p> <p>Whilst there was a warm response to engagement with HWB and a willingness to pursue, as appropriate, HWB priorities, Board members identified the following points as key:</p> <ul style="list-style-type: none"> <li>• The scope of wellbeing to be pursued by FEB should be more than health including for example financial wellbeing</li> <li>• FEB wishes to maintain a strong independent voice and the ability to challenge</li> <li>• FEB should focus on being primarily an advisory rather than a delivery group</li> <li>• FEB members wish to continue to feel that they are equal partners in this forum. This could be threatened if membership became more health orientated.</li> <li>• CoY support capacity for FEB work</li> </ul> <p>It was noted that a clear relationship will be established between the Health and Wellbeing Board and FEB once the former delegates a specific task to FEB.</p> <p>Will Boardman will take the feedback back to the Chair of the Health and Wellbeing Board.</p>	WB
5.	<p><b>York Equality Scheme:</b></p> <p>Sharon Brown introduced the paper. The board agreed to adopt the priorities as the basis of a new One City Strategy. In discussion it was agreed that the strategy would be commended to all organisations in the city inviting them to say what they can do to implement it and to adopt it as a framework against which a scorecard approach could be implemented in each individual organisation.</p> <p>It was agreed that it would be helpful to draw out one key statistic, fact or story for each proposed action area in order to evidence why it has been highlighted in York and to enable FEB and other organisations to identify priorities amongst the action areas.</p> <p>Other areas of potential priority noted were:</p> <ul style="list-style-type: none"> <li>• The challenges presented by the cost of living in York</li> <li>• The precarious nature of employment</li> <li>• The pressure in the labour market created by the high number of graduates in lower paid work</li> </ul>	

	It was agreed that actions would be considered at the next meeting.	
6.	<p><b>Update on the “Welcoming City” work strand</b></p> <p>The latest action plan produced by the working group was presented by Dianne Willcocks and Jackie Jackson. The statement was discussion. Suggestions for amendment would be welcome. It was noted that it should be simpler and make some reference to “access”.</p> <p>It was agreed that a media perspective should be brought into the group as well as representation from Advice York.</p>	JJ
7.	<p><b>AOB:</b></p> <p>Dianne Willcocks:</p> <ul style="list-style-type: none"> <li>• The JSNA Poverty Forum produced useful material that is now on the Council website.</li> <li>• A very useful food poverty meeting held at the House of Commons and hosted by Morrisons.</li> </ul> <p>Claire Towson:</p> <ul style="list-style-type: none"> <li>• JRF are working with Path in Leeds to bring BME people into the workforce. Initiatives include training schemes for graduates and establishing training roles within the organisation with the aim of enabling individuals to progress from junior to more senior roles.</li> <li>• JRF are using the “Don’t be a bystander” campaign: <a href="http://nobystanders.org.uk/">http://nobystanders.org.uk/</a></li> </ul> <p>Emma Wilkins:</p> <ul style="list-style-type: none"> <li>• YSJ is planning to be more proactive in work to develop students as citizens</li> <li>• YSJ is involved in a research project with CYC and the University of York into poverty in employment. The findings will be disseminated to this board (around Christmas time)</li> </ul> <p>George Vickers:</p> <ul style="list-style-type: none"> <li>• CAB has been shortlisted for the national award of social policy bureau of the year. This is as a result of a number of</li> </ul>	

	<p>pieces of research work for example on why people take out pay-day loans and on benefit sanctions.</p> <p>Carole Zagrovik:</p> <ul style="list-style-type: none"> <li>• A number of activities took place in Carers Week including a drama production aimed at primary age children</li> <li>• The Carers Centre AGM takes place on 13 September and new trustees are being sought.</li> </ul> <p>Angela Darlington:</p> <ul style="list-style-type: none"> <li>• Aviva is carrying on the programmes described by Angela in her detailed report at the previous meeting. Aviva's volunteers week takes place at the start of December</li> </ul> <p>Will Boardman:</p> <ul style="list-style-type: none"> <li>• An update will be taken to the Council's Cabinet shortly on progress with the poverty agenda</li> </ul> <p>Linsay Cunningham Cross:</p> <ul style="list-style-type: none"> <li>• The Council is undertaking a transformation programme in respect of its adult social care services; equalities and community engagement are key considerations within the programme. Engagement activities including sampling residents' views on public transport. There will be opportunities for joint activities and for sharing feedback</li> </ul> <p>Sue Holden:</p> <ul style="list-style-type: none"> <li>• York Hospital Trust is currently struggling to recruit in a number of areas. Partly in response to this it is innovating for example providing work placements for more challenging young people in partnership with York Cares and holiday contracts targeting young people who may not achieve 5 GCSEs, and making links with schools to raise awareness amongst students of the range of employment opportunities available.</li> </ul>	
	<p><b>Date of next meeting:</b> 9 December at 3:00 pm at West Offices.</p>	