



Fairness & Equalities Board

Notes of the meeting held on 9 December, 2014

Present: Dianne Willcocks (Chair), Rita Sanderson, Susan Wood (substitute for George Vickers), Emma Wilkins, Shaun Rafferty, Cllr Fiona Fitzpatrick (substitute for Cllr. Cunningham-Cross), Marije Davidson,

In attendance: Charlie Croft, Will Boardman, Tracy Wallis, Leigh Bell, Jackie Jackson, Amanda Gaines.

Apologies: Catherine Surtees, Lukas Njenga, Lawrence Christensen, Angela Darlington, Carole Zagrovik, Cllr. Linsay Cunningham-Cross, Sue Holden, Tracey Walters, Cllr. Sonja Crisp

1.	Welcome and introductions	
2.	<p>Notes of the 2 September meeting and matters arising:</p> <p>Page 1: The last line should read, “services for deaf people”.</p> <p>Page 4: CAB won the award for “Campaigning Bureau of the Year”. The board wished to record its congratulations.</p>	
3.	<p>Equality Plan - ‘A Fairer York’:</p> <p>Will Boardman gave a presentation (slides attached).</p> <p>A document is in preparation to go to the Council’s Cabinet in January to seek approval to the plan on the part of the Council. It was agreed that in addition to this a version of the plan is needed for the city drawing out and presenting what is meaningful and helps citizens to understand where we are and where we are heading as a city. The aim will be to communicate excitement and galvanize action.</p> <p>It was agreed that this version of the plan should have a background section setting out the imperative of the plan, the role of equalities in promoting successful growth, and the fact that inequality is often hidden. A vision section should take the previously agreed content and present it in simpler language with a clearer brand image that encourages individual</p>	

	<p>engagement. The text should be action-oriented, setting out a menu of things that groups and agencies can do to create a fairer city, including different ways of engaging people, as well as mentioning some of the things that have been done already, drawing on examples from organisations represented on the board.</p> <p>It was agreed that images and voices should be drawn from the communities of identity, reflecting on the Council’s words in terms of ‘this is what it means to me’. It was noted that some specialist communications support would be needed for this.</p>	WB / CDC
4.	<p>Health Inequalities:</p> <p>A presentation was made by Tracy Wallis, Leigh Bell and Amanda Gaines (slides attached) with regard to the key themes of the Joint Health and Wellbeing Strategy and in particular the health inequalities theme, which uniquely does not have a sub-board to progress it. It was noted that there is a correlation between health inequalities and wider inequalities amongst the protected characteristics. The presentation focussed on two potential areas which this board might be able to lead on:</p> <ul style="list-style-type: none"> • Smoking • Loneliness and social isolation <p>The board considered the potential of these two topics. It was agreed that Loneliness and social isolation had the best potential for this board. It was noted that there is some good work being undertaken on this topic, such as the JRF work and a Healthwatch report, with a need to pull this work together. It was agreed to form a working group</p>	DW / CDC
5.	<p>Welcoming City Update:</p> <p>Jackie Jackson reported back on work concerned with:</p> <ul style="list-style-type: none"> • Advocacy • A guide for Refugees and migrants rights • Engaging schools & universities • A communication strategy 	
6.	<p>Update on JRF’s Initiative on BME Employment:</p> <p>Shaun Rafferty informed the board that at the outset of JRF’s initiative they had identified a lack of diversity in parts of the</p>	

	<p>organisation combined with a low level of applications for employment from BME candidates and wanted to look at the reasons for this.</p> <p>They worked with a positive action training organisation, PATH, to address these issues through training and work placement programmes. Advantages of this approach included the regional reach of PATH as an organisation. As a result of the initiative BME representation in the workforce generally has risen from 2% to 5% and at HQ specifically from no-one to 6 employees including an assistant director.</p> <p>Survey work is also being undertaken with community groups, residents and applicants to understand better how the organisation is viewed.</p>	JJ
7.	<p>Update on the Living Wage Group:</p> <p>Emma Wilkins reported back on the very successful activities for Living Wage Week including the event for small business hosted by the Golden Ball pub, the Living Wage Foundation's Champion for Yorkshire and the Humber, and the news that Nestlé are now paying the Living Wage.</p> <p>The importance of linking 'good growth' into renewal of the York Economic Strategy was noted and the importance of the Living Wage group being consultees in this in order to retain an emphasis on the 'beyond the living wage' agenda. The potential for an accreditation scheme to guide consumer choice was discussed.</p> <p>It was agreed that a further meeting of the group should be sought.</p> <p>It was agreed that Phil Witcherley should be invited to the next meeting.</p>	EW WB / CDC
8.	<p>Update on Advice York:</p> <p>Susan Wood updated the board on this initiative which is jointly funded by the Council (through the Financial Inclusion Fund) and lottery funding to provide: Training, welfare benefits, joint working and partnership, information and access, strategic planning and advice promotion, social policy.</p>	

	<p>It has 3 outcomes: York residents are able to get advice and information when and where they most need it; Clients, once they contact any YAIP partners, get effective assistance to resolve problems in a holistic way; Clients are better equipped to meet challenges and opportunities presented by Universal Credits and Welfare Reform.</p> <p>11 Agencies have signed up as formal members of the partnership; a further 14 organisations attend partnership meetings and share information.</p> <p>8 adviser training sessions have been delivered by the Welfare Benefits Unit - completing ESA50, benefits update, benefits appeals, PIP, Universal Credit and benefit sanctions. There have been 76 attendees from 16 organisations. CAB has recruited 6 volunteer advisers and 10 gateway assessors.</p> <p>A new website has been developed to help clients find self-help information and the range of services available across the city, as well as the Guide to Advice Services in York.</p> <p>A team of 6 social policy volunteers have been developed working on a range of projects. All its reports are available on the website at www.yorkcab.org.uk</p>	
9.	<p>Review of Membership:</p> <p>The board agreed the proposal. It was agreed to advertise for new members immediately. Volunteers were requested for a task group to consider applications.</p>	ALL
10.	<p>AOB:</p> <ul style="list-style-type: none"> Rita Sanderson reported on a YREN pilot outreach initiative at the York Mosque focussing on encouraging access to services in the city including housing, education, employment and access to cultural activities. 	
	<p>Date of next meeting:</p> <p>5 March at 14:00 pm at West Offices.</p>	