



## Fairness & Equalities Board

### Notes of the meeting held on 11 June, 2015

**Present:** Dianne Willcocks (Chair), Rita Sanderson, Tony Lindsay, Sue Holden, Marije Davidson, Sian Balsom, Harkirit Boparai, Claire Towson, Lydia Larcum.

**In attendance:** Charlie Croft, Will Boardman, Helena Nowell, Kay Bailey, Phil Witcherley.

**Apologies:** Shaun Rafferty, Emma Wilkins, Angela Darlington, Peter Hart, Sue Holden, Carole Zagrovik, Julie Hotchkiss, Maria Goddard, Cllr. Nigel Ayre, Cllr. Tony Richardson.

1.	<p><b>Notes of the 5 March meeting and matters arising:</b></p> <p>The minutes were agreed as an accurate record.</p> <p>Phil Witcherley provided an update on the Living Wage. The current national profile was noted with the Scottish Govt intending to pay the Living Wage. Phil reported that there is now a body of 11 accredited Living Wage employers in York. This enabled two events to be run in Living Wage week. The next Living Wage week now needs to be planned. It was noted that there are also, non accredited employers paying the Living Wage.</p> <p>Phil has been talking to trade organisations such as the Chamber of Commerce. They report that for some employers the issues around extension into procurement that goes with accreditation are problematic in terms of costs. The value of accreditation was noted whilst it is recognised that some smaller employers will continue to need to engage in a more flexible way. It was noted that the cost of accreditation to small employers is minimal.</p> <p>York University is currently undertaking research into the impact of Living Wage drawing data from employees including from CYC and JRF. The results will be available in the autumn. The relevance of JRF’s low pay report was also noted.</p>	CDC
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	<p>Marije Davidson reported that Leeds City Council are enabling carers to receive the Living Wage.</p>	
<p><b>2.</b></p>	<p><b>Partner Updates</b></p> <p><b>Harkirit Boporai</b> reported on the City of Human Rights Network’s ESRC funded project to create a set of Human Rights indicators for York. The areas identified through consultation are:</p> <ul style="list-style-type: none"> <li>• Equality and Non-Discrimination</li> <li>• Health and Social Care</li> <li>• Housing</li> <li>• Education</li> <li>• Standards of Living</li> </ul> <p>The indicators will be launched through a two day conference in September. One of the days of this conference will involve community and voluntary groups.</p> <p>Training will be provided to CYC and CVS staff appropriate to their needs supported by staff secondments. Harkirit stated that he was willing to extend the training to CAB.</p> <p>A hate crime workshop has been run in conjunction with YREN and North Yorkshire Police.</p> <p><b>Tony Lindsay</b> reported that from September a national rebranding would lead to a name change to “Citizens Advice York”.</p> <p>Tony is now equality champion for CAB nationally working on the “Stand up for Equality” strategy. National work is taking place, focussing on 15 SMEs around York, involving focus groups with employers and employees with regard to recognising discrimination. This will feature in a national conference in October. A potential link was noted to Gary Craig’s current research. Tony will let Gary know about the CAB work.</p> <p>More funding has been obtained for debt work.</p> <p>A particular issue has been identified with regard to high utility bills on traveller sites in York with some tenants having over-paid by as much as £3k due to pre-pay meters. National research will be undertaken to see whether this situation is replicated across the country</p>	
<p><b>3.</b></p>	<p><b>Equality Plan - ‘A Fairer York’:</b></p>	

	<p>Will Boardman gave an update on progress with the 'Fairer York' Plan and tabled draft text. This text aimed to link back to the previous objectives, agreed by this board and the Council's previous Cabinet, but replacing the earlier, rather bland wording, with more detailed analysis highlighting more clearly the priorities and gaps. This does not seek to respond to every issue but to serve as a call to arms.</p> <p>The need to make the link to the Human Rights indicators was agreed. Will and Jan Kilmartin to meet with Harkirit.</p> <p>In discussion it was felt that the document should start from the positive context of good work already underway and plans that are already in place, for example those of the larger employers. The various stakeholder groups need to be identified. The word "action" needs to be reinstated together with identification of the "how". It was felt that the "What we will do" column felt too much like Council actions and needs to be more "What the people of York / FEB will do". It will be important to hold organisations to account for achieving the actions that they sign up to. We also need to challenge organisations with "what can you do?"</p> <p>Board members were asked to take the text away and feedback any comments to Will. It was also noted that FEB sub-groups could be asked to comment. We will aim to launch in late summer. Endorsement will be needed from the Council's new administration.</p>	WB
4.	<p><b>Health Inequalities - Loneliness and social isolation:</b></p> <p>Helena Nowell reported that the newly formed sub-group is at the information gathering stage. She asked that board members let her have any examples of good work or initiatives that they are aware of, including from outside of York.</p> <p>Helena reported that the social prescribing dimension has been taken on by the sub-group with Dr Louise Barker from the CCG coming onto the group.</p> <p>It was noted that a second representative of the board was needed on the sub-group. Rita Sanderson agreed to take on this role.</p>	All          HN
5.	<p><b>Welcoming City update:</b> An update paper was tabled (attached) and Dianne Willcocks reported back on the various</p>	

	<p>work streams. She highlighted the urgency of the sub-group establishing a web presence. She reported back that there had been a good young people’s representation at the recent meeting including from York College and York Uni Students Union.</p> <p>The potential replacement of the anti-bullying survey by a “pain and wellbeing survey” was discussed. It was felt that the loss of continued data from this would be regrettable. Agreed that the chair would write to the Director of Children’s Services, Education and Skills to seek a discussion about this. It was suggested that this survey should still be run every second year alternating with the new survey.</p> <p>The potential to provide information for freshers about being a citizen in York was noted.</p> <p>The “wear your rainbow” initiative for Wednesday 17 June was noted. Supplies of badges are available from Kay Bailey.</p> <p>Rita Sanderson said she would like to remain on the circulation for the group.</p> <p>It was agreed that the terms of reference be updated on the model of the loneliness and social isolation sub-group</p>	<p>KB</p> <p>KB</p>
<p>6.</p>	<p><b>BSL Charter:</b> Marije Davidson’s paper was discussed and endorsed.</p> <p>It was felt that using BSL as an exemplar it would then be appropriate to broaden out the approach to encompass other groups with language needs.</p> <p>It was agreed that a sub-group would look at community interpreters at level 2/3</p> <p>It was agreed that the availability of translation services should be restored to the Welcoming City work plan.</p>	<p>KB</p> <p>TL / SB</p> <p>KB</p>
<p>7.</p>	<p><b>Operating Principles:</b></p> <p>The board was reminded that this paper was designed to assist in identification of FEB’s potential role in the health inequalities agenda. In view of the time consideration of the paper was deferred to the next meeting. It was also noted that a refresh of the Health and Wellbeing Strategy is programmed to take place by April and that getting involved in the debate about priorities within this agenda will be helpful to FEB defining its role.</p>	

	<b>Date of next meeting:</b> 10 September at 15:00 at West Offices.	
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