



## Fairness & Equalities Board

### Notes of the meeting on 25 November 2013

Present: Dianne Willcocks (Chair), Angela Darlington, Catherine Surtees, Rita Sanderson, Marije Davidson, George Vickers, Becky Tunstall, Cllr. Linsay Cunningham-Cross, Lukas Njenga, Lawrence Christensen, Shaun Rafferty, Margaret (sub for Sue Holden), Tracy Walters (sub for Emma Wilkins)

In attendance: Charlie Croft, Phil Witcherley

Apologies: Carole Zagrovik, Sue Holden, Emma Wilkins

<b>1.</b>	<p><b>Welcome and Introductions:</b></p> <p>Members who have not submitted pen pictures were invited to do so as these are proving useful.</p> <p>It was noted that the papers for the board meetings are posted on the Without Walls website a week ahead of the meeting.</p>	
<b>2.</b>	<p><b>Notes of the 3 September Meeting and Matters Arising:</b></p> <ul style="list-style-type: none"> <li>• Item 7 – Living Wage: reference should be made in the notes to the discussion that took place on procurement, in particular that accreditation requires organisations, within 6 months, to have contractors working on their premises paying the Living Wage.</li> </ul> <p>The JRF Event with Vince Cable was discussed and it was noted that it may be worth drawing on some of the material from that event.</p> <ul style="list-style-type: none"> <li>• George Vickers and Phil Witcherley reported back on the Without Walls meeting of 25 November:             <ul style="list-style-type: none"> <li>○ CYC has been successful in an application to the King’s Fund for a project working with Ruth Kennedy and using systems leadership to enable us to look at how we work with health and other partners on the poverty agenda.</li> <li>○ A poverty programme has been adopted by the Council</li> </ul> </li> </ul>	

	<p>including current discussion regarding a <i>Giving City</i> initiative. More work to be done on this.</p> <ul style="list-style-type: none"> <li>○ Governance of WoW: All papers to be on the WoW website a week in advance. This group is already compliant.</li> <li>● Timing of future meetings: agreed that members of the board will be invited to vote on 3 time slots for the next two meetings.</li> <li>● Council representation on the Board: Cllr Cunningham Cross will take the Council's seat on the board but Cllr Crisp, as the Council's equalities lead will maintain a close liaison and will pose challenges to the board from time to time arising from the Council's equalities agenda. It was agreed that she would attend the February meeting to hear about the board's progress.</li> <li>● Press Poverty supplement: Gavin Aitchison at the Press has let us know that they had an excellent response both from regular readers and also from a wider online audience. The front-page was very widely seen, helped by it being tweeted by JRF and a lot of readers then visited the press website to read more of the work. They are interested in doing more projects along these lines and will have another guest-editor in February and are open to ideas for future focus.</li> </ul>	
<p><b>3.</b></p>	<p><b>Confirmation of Terms of Reference</b></p> <p>Under governance it was clarified that the maximum term is 3 years. It was noted that it will be necessary to have a mechanism to stagger retirements in the first instance to prevent the majority of the board having to retire at the end of the first three years.</p> <p>Vision: it was felt this should be sharpened to reflect working to eliminate poverty in York with reference to income inequality and poverty in the bullet points. Similarly in the domains of work there needs to be something about income and poverty including in relation to all the protected characteristics. The first bullet point could add protected characteristics to communities of identities.</p> <p><b>Action:</b> CC to update.</p>	<p>CDC</p>

<p><b>4.</b></p>	<p><b>JSNA Refresh</b></p> <p>The paper was considered. The concern about lack of resources was noted together with a lack of clarity about how those resources will be secured. It is important that this is used as a tool to direct resources.</p> <p>The board was unclear about how the refresh will lead to policy development and how the inter-agency work that is implied will be initiated.</p> <p>The question was raised whether the Inequality sub-group has met. It was agreed that cross membership with this board would be sensible.</p> <p>With regard to the “deep dives” it was noted that it will be important to play into the deep dives the agencies that are already working on these agenda and the resources that could be available. This will be a particular issue for the Inequality sub-group.</p> <p>In view of Nick Sinclair not being able to attend the meeting the Chair, Charlie Croft and Phil Witcherley will meet with the team responsible for the JSNA to feed comments back, and to clarify how this board can assist.</p>	
<p><b>5.</b></p>	<p><b>“Beyond the Living Wage”</b></p> <p>Phil Witcherley introduced this item (slides attached).</p> <p>In sub-groups two questions were addressed with the following suggestions:</p> <ul style="list-style-type: none"> <li>• How can the Fairness and Equality Board help to raise the profile of this agenda? <ul style="list-style-type: none"> <li>➤ Use the February Press supplement</li> <li>➤ Highlight positive stories, especially for families, employers and small business – the power of anecdote</li> <li>➤ Use the John Lewis story about other approaches to tackling poverty</li> <li>➤ Get employers who have implement the LW to advocate for it – commercial voices</li> <li>➤ Demonstrate the impact on the local economy</li> <li>➤ Initiate a Twitter debate</li> <li>➤ Create a consumer campaign, e.g. a directory for</li> </ul> </li> </ul>	

	<p>consumers of LW employers of fair trade</p> <ul style="list-style-type: none"> <li>➤ Highlight “Team York: how people can contribute to “York working better”</li> </ul> <ul style="list-style-type: none"> <li>• Are there any ways in which FEB can work with employers to help lift employees out of in-work poverty? <ul style="list-style-type: none"> <li>➤ A “Fair Employment” fair which would: <ul style="list-style-type: none"> <li>○ Showcase examples of best practice</li> <li>○ Involve a mix of business types and sectors</li> <li>○ Contain a conference element around economic prosperity</li> <li>○ Perhaps launch a York LW badge</li> <li>○ Link with the other strands of WoW</li> </ul> </li> <li>➤ Discounts that help to make people’s income go further</li> <li>➤ Reducing costs of working e.g. travel, childcare</li> <li>➤ Organisation of shift / work patterns so earnings are proportionate to travel costs</li> <li>➤ Supporting York’s fuel price switch scheme</li> <li>➤ Bring a small business rep onto this board</li> <li>➤ Look at best practice elsewhere. E.g. through Living Wage Foundation</li> </ul> </li> </ul> <p>A group was agreed to take forward the “Fair Employment” fair idea including: Sean, Lukas and Angela. Margaret to ask Sue Holden whether she would be interested. Noted that early discussions would be needed with the York Economic Partnership.</p>	
<p><b>6.</b></p>	<p><b>Agenda Setting:</b></p> <p>Phil Witcherley introduced this item (slides attached). He drew attention to the following Demos presentation regarding “good growth”:</p> <p><a href="http://www.pwc.co.uk/government-public-sector/stepping-stones/stepping-stones-for-growth-our-new-book.jhtml">http://www.pwc.co.uk/government-public-sector/stepping-stones/stepping-stones-for-growth-our-new-book.jhtml</a></p> <p>Economic growth can exaggerate the gap between rich and poor. “Good growth” does not have this effect. York’s aim is good growth. London and the north generally have poorer growth. The south east and the midlands tend to have better growth.</p> <p>The board discussed the question, what two things could the</p>	

	<p>board work on together to ensure that York has good growth, and what could partners round the table contribute? The following suggestions were made:</p> <ul style="list-style-type: none"> <li>• The mismatch between jobs and housing</li> <li>• Addressing living costs</li> <li>• Quality of jobs</li> <li>• A welcoming city</li> </ul> <p>It was noted that a Twitter debate is planned. It was agreed to allow that to happen and then pick up leads from that.</p> <p>It was agreed that a major discussion would be needed at the next meeting.</p>	
<p><b>7.</b></p>	<p><b>Discussion regarding the equalities issues of partner organisations</b></p> <p><b>Rita Sanderson (YREN):</b>  Rita outlined YREN’s priorities in this, its 21<sup>st</sup> birthday year. She talked about the funding landscape, and key areas of activity including provision of information, support and advocacy to the BME community, and providing community based services. Key issues currently include the rapid increase in York’s BME population and public policy changes leading to increased demand for BME engagement in local decision-making.</p> <p><b>George Vickers (CAB):</b>  George outlined both CAB's core role but also its proactive approach to partnership working in order to contribute to and influence key policy areas across the city. He highlighted CAB’s focus on digital inclusion with particular reference to benefit take up.</p>	
<p><b>8.</b></p>	<p><b>Date of Next meeting</b>  Tuesday 4<sup>th</sup> February at West Offices. Time to be decided.</p>	