



Fairness & Equalities Board

Notes of the meeting on 4 February 2014

Present: Dianne Willcocks (Chair), Carole Zagrovik, Catherine Surtees, Rita Sanderson, Marije Davidson, George Vickers, Cllr. Linsay Cunningham-Cross, Margaret Milburn (sub for Sue Holden), Tracy Walters (sub for Emma Wilkins)

In attendance: Charlie Croft, Phil Witcherley, Aliz Tennant, Paul McCabe, Cllr. Sonja Crisp

Apologies: Angela Darlington, Sue Holden, Emma Wilkins, Lukas Njenga, Lawrence Christensen, Shaun Rafferty, Becky Tunstall

1.	<p>Welcome and introductions:</p> <p>Rita Sanderson circulated her profile prior to the meeting.</p>	
2.	<p>Notes of the 3 September meeting and matters arising:</p> <ul style="list-style-type: none"> • Terms of reference: It was confirmed that the terms of reference have been updated to reflect changes agreed at the last meeting and they will now be recirculated. • JSNA: It was noted that the Health Inequalities sub-group of the Health & Wellbeing Board has yet to be set up. Concern was expressed by the board about this and the potential for duplication or for things to fall through the gaps as a result. The board expressed its desire to help. 	
3.	<p>Discussion of work programme</p> <p>Dianne Willcocks ran through the presentation to be given to the 10 February WoW meeting. Comments from the board:</p> <ul style="list-style-type: none"> • Reference should be made to “sustainable economic growth” • The board should be concerned with bringing the root causes of inequality to the table as well as challenging and embedding issues of diversity 	

	<ul style="list-style-type: none"> • “Fair employment” workstream: Phil Witcherley reported that the volunteers from the board to take this forward are the same as the Living Wage Coalition and therefore proposed to bring the two groups together for the purpose of progressing the idea of a Fair Employment Fair. <p>It was noted that wider buy-in is needed to this initiative. To progress this Charlie Croft and Phil Witcherley will be meeting with Katie Stewart in order to get buy-in from the YEP. Margaret Milburn reported that the Hospital Trust would like to be involved.</p> <p>Carole Zagrovik offered input from the perspective of carers and examples of good practice. It was also agreed that ideas should be sought from the HR Directors group.</p> <p>It was agreed that a date should be set for the fair as soon as possible.</p>	
<p>4.</p>	<p>Housing and employment project</p> <p>The scoping paper was considered. It was agreed that the scope should be honed down to avoid any duplication with work already underway elsewhere.</p> <p>The merit of looking at the contribution the widespread adoption of the Living Wage would make was particularly endorsed.</p> <p>There was discussion about private sector rents, the potential for rent-capping, with benefit subsidies redirected into new housing supply, linking rents rises to local incomes, and tenure reform (longer tenancies). A local study could inform national debate. Other issues suggested for examination:</p> <ul style="list-style-type: none"> • Generational inequality: issues for young people • Intermediate housing and the problem of middle income people not being able to get into home ownership • Housing in relation to the protected characteristics: it was noted that previous research in York has shown limited discrepancy in outcomes • Accessible housing: it is know that a lot of disabled people are living in appropriate accommodation and not accessing grants • Housing supply as a potential facilitator of diversity 	<p>PM / BT</p>

	<p>Paul McCabe will link Becky Tunstall into the work that planning colleagues have commissioned from Arups.</p> <p>A fuller scope will be brought to the next meeting.</p>	
<p>5.</p>	<p>The “Welcoming City” work strand</p> <p>Discussion centred on how this work strand could be addressed in a focussed way.</p> <p>The Youth Council work on bullying and mental health was noted and Phil Witcherley confirmed that he was in touch with this.</p> <p>JRF’s LGBT work was noted as an exemplar of good practice as well as the publication of “Dementia Friendly York”.</p> <p>There was discussion around clarifying where welcome is lacking and making it possible for people to say how welcome they feel. A potential project around this was discussed.</p> <p>It was agreed that a sub-group would be established to take this forward led by Dianne Willcocks. The potential to add some co-optees was noted.</p>	<p>DW</p>
<p>6.</p>	<p>Big York Survey</p> <p>Sandra Forbes gave some pointers from last year’s (second) Big York Survey relevant to the board. She explained that the data was not statistically significant when analysed at the level of individual protected characteristics with the exception of gender. Key points noted:</p> <ul style="list-style-type: none"> • With regard to questions about satisfaction with York, the local area, and how the Council runs things there is little difference in responses between groups except that females are slightly more likely to be satisfied • Less than 25% of people think they can influence decisions • Women and BME groups are less likely to know who their local councillor is (this is being picked up and addressed by a Council scrutiny committee) • Perceptions of safety have improved across York <p>Potential areas where more work is needed include disabled people and BME s where the numbers are currently small and how people define themselves, e.g. gypsies and travellers</p>	

	<p>mostly define themselves as white British / Irish.</p> <p>The survey will be run again this year. The board will be able to advise on questions and on how to improve returns, e.g. through promotion in the carers newsletter.</p> <p>Sandra reported that data has not been made publically available so far but will let us know what data can be made available to the board and when.</p>	SB
7.	<p>Refresh of the Council’s Equality Scheme</p> <p>Cllr Crisp reported that she launched the York Equality Scheme in 2012 and, whilst the Council has continuously reviewed progress against it, it is now due for a formal refresh and responsibility for this will rest with Cllr Cunningham Cross. The Council wants the views of the city to help us with that refresh and is consulting relevant communities and groups such as the Equalities Advisory Group. The scheme is the Council's own equality scheme and as such is very much written from a Council perspective. But, as the scope of the Council's business is the whole city and its wellbeing, the aim is to make the next version increasingly the city's equality scheme. The Fairness and Equalities Board is well placed to help the Council make that shift.</p> <p>Cllr Crisp asked what members and their organisations can contribute to deepening our understanding of equality and diversity issues in the city and whether the priorities look right from what partners understand of the issues in the city. She reported that she is particularly concerned about the Respecting and Celebrating Diversity priority and wants to see more done on this. The report is somewhat weak on this and focusing on negative things such as hate crime and needs more on the positive aspects of making York a welcoming city. The board’s work on in this area is welcome.</p> <p>Cllr Crisp reported on the challenge that Council received from its peer assessors that whilst an emphasis on economic inclusion is positive, there needs to be a real understanding of how that is played out for our communities of identity: we need to look under the surface to understand what are the impacts from an equalities point of view. She challenged the Fairness and Equalities Board on this aspect.</p>	

	<p>The chair welcomed Cllr Crisp’s intervention. The board’s discussion focussed on:</p> <ul style="list-style-type: none"> • The potential to identify more clearly the gaps between groups and what is being done to address those gaps • That collaboration between sectors should be highlighted with examples of cross sector working • The need to address health inequalities • Work around rough sleepers • The need to learn from the work of the universities • Issues for carers 	
<p>8.</p>	<p>Discussion regarding the equalities issues of partner organisations</p> <p>Catherine Surtees (YCVS): Catherine outlined CVS’s role and highlighted:</p> <ul style="list-style-type: none"> • the organisations it works with • the staffing profile • the work CVS does around volunteering with individuals and organisations • the thematic forums they convene to ensure that the voice of the voluntary sector is heard at a strategic level <p>Carole Zagrovik (Carers Centre):</p> <p>Carole outlined information from the National Equality Panel report and Carers UK:</p> <ul style="list-style-type: none"> • Estimate from Census 2011 - 6million unpaid carers (3.3mill in employment) • Many at retirement age and over live in poverty • 84% of mothers of disabled children are out of work • 7.5 thousand under 16 yr olds provide substantial care <p>Although there are many rewards from caring – also health and gender inequalities – more women care (1 in 5 women aged 60—64 are carers) and there are over 650,000 carers in part-time work, 89% of these are women.</p> <p>Where children are concerned they can be faced with particular problems when caring for a family member with alcohol and/or drug use; mental health and disability – some young carers deal with family conflict and behavioural problems etc.</p>	

	<p>In many instances statutory services respond to and support a family member and the inappropriate care that a child may be performing goes ignored and hidden. Inappropriate care can involve administering medication, looking after other family members/siblings, cooking, cleaning and helping with cared for's personal care. Children are often aware of the illegality of drug abuse or stigma attached to such caring and can be afraid to ask for support and be worried of the consequences.</p> <p>There are also conflicting policies that are not assessed with carers in mind for instance offering an unemployed carer with training when the reason they are out of work is due to their caring role. Need more flexibility and acknowledgement of the value to society that carers provide in enabling someone to remain at home and independent. Similarly the Carers Assessment of Need – in many cases carers have to wait for months to be assessed.</p> <p>Carers Benefit is the lowest of its kind and the 'earning limit' traps carers in low paid employment.</p> <p>Evidence of the relationship between carers, poverty and gender inequality is further backed up by Leeds University Social Carer Innovation Hub.</p> <p>York Carers Centre role is to support carers in their role and provide specialist support to children and Young Adult Carers and a link to statutory services. It is also to raise awareness across public and private sector with a special focus on hospitals, GP surgeries, employers and schools.</p> <p>As there is no specific partnership group with a carer focus (re the Health and Wellbeing Board Partnership Groups) it is a struggle to ensure carers issues are adequately covered in the refresh of the JSNA.</p>	
<p>9.</p>	<p>AOB:</p> <ul style="list-style-type: none"> • JRF was congratulated for its Stonewall award. • Tracy Walters reported back on the HR Directors Group work on diversity 	
	<p>Date of Next meeting</p> <p>3 June at West Offices at 4:00 pm.</p>	