



Fairness & Equalities Board

Notes of the meeting held on 3 June 2014

Present: Dianne Willcocks (Chair), Angela Darlington, Sue Holden, Rita Sanderson, Marije Davidson, George Vickers, Margaret Milburn (sub for Sue Holden), Garry Jones (sub for Catherine Surtees), Emma Wilkins, Lukas Njenga, Lawrence Christensen, Shaun Rafferty

In attendance: Charlie Croft, Will Boardman, Cllr. Sonja Crisp

Apologies: Carole Zagrovik, Cllr. Linsay Cunningham-Cross, Catherine Surtees, Becky Tunstall

1.	Welcome and introductions	
2.	Notes of the 4 February meeting and matters arising: <ul style="list-style-type: none"> • Item 4: Housing and employment project, fourth bullet point should read, “Accessible housing: it is known that a lot of disabled people are living in inappropriate accommodation and not accessing grants” 	
3.	Update on the Housing and Employment Project As Becky Tunstall had to give apologies due to illness this item was deferred to the next meeting.	
4.	Update on the “Welcoming City” work strand The latest action plan produced by the working group was discussed. Dianne Willcocks outlined the six strands of work. It was clarified that the work focuses on residents of York, encompassing, but going beyond, migrants. It was suggested that the communication work strand incorporated a number of themes; for example it should include a focus on addressing islamophobia as well as presenting positive messages about eastern European migrants. A discussion took place regarding the extent to which this	

	<p>board should be strictly strategic, identifying issues and gaps and drawing them to the attention of others, or whether it should get involved in operational work to fill those gaps. It was agreed that care should be taken not to duplicate work taking place elsewhere and that the board would have a key role in sharing relevant information.</p> <p>It was agreed that the issue of progressing the mosque in York should be added to the plan.</p> <p>It was agreed that Rita Sanderson be invited to the next working group meeting.</p>	
<p>5.</p>	<p>Future organisational arrangements for Good Growth and Health Inequalities</p> <p>Will Boardman outlined the new arrangements for policy support in the Chief Executive’s office within the Council. Phil Witcherley will be leading on economy and place whilst Will will be leading on people and communities.</p> <p>With regard to the Good Growth agenda the critical need is for full engagement from businesses. Phil has therefore begun drawing in business engagement colleagues within the Council’s economic development team and is developing options on how best to engage the York Economic Partnership in this area as well as continuing to report back to this board.</p> <p>It was clarified that the poverty agenda will be dealt with across both areas.</p> <p>A discussion took place about whether health inequalities should be dealt with by this board. It was agreed that the board could usefully contribute, providing a strategic think tank for that agenda.</p> <p>It was noted that it would be important to clarify roles and accountabilities.</p> <p>Will Boardman, Dianne Willcocks and Charlie Croft to discuss with Paul Edmonson-Jones.</p>	
<p>6.</p>	<p>Discussion regarding the equalities issues of partner organisations</p> <p>Lawrence Christensen (Beneden): Lawrence outlined</p>	

	<p>Benenden’s history and ethos and highlighted:</p> <ul style="list-style-type: none"> • Its origins as a mutual society set up over 100 years ago by post office workers to fight TB and its subsequent move into general medicine • Its flat rate basis whereby everyone pays the same fee into the fund • Its growth to over 900k members attracted by its ethos as a mutual open to everyone <p>Angela Darlington (Aviva): Angela outlined Aviva’s equalities work highlighting:</p> <ul style="list-style-type: none"> • Aviva’s recently refreshed core purpose centring on freeing people from the fear of uncertainty • Four core values including “care more”, encouraging people to be more involved in their communities, for example through volunteering • A focus the organisation is placing on gender, addressing the relative imbalance at more senior levels through strategies including looking at unconscious bias and coaching • Aviva’s achievement of accreditation as a living wage employer: from 1 July all suppliers will be required to pay the living wage • The organisation’s efforts to provide highly visible support across a number of equality areas, for example of the gay pride network • Aviva’s initiatives in the area of customer services including work on being dementia friendly <p>It was agreed that it would be helpful if the board collected examples of good practice such as these in order to disseminate them.</p>	
7.	<p>AOB:</p> <ul style="list-style-type: none"> • Dianne Willcocks reminded board members about the York Fairness Conference on 9 June and circulated an invite to the launch of the New Chapter Arts Prize on 6 June • George Vickers updated the board on “Advice York” a pulling together of advice resources, both national and local, 	

	<p>in one place by a consortium of agencies available. See: www.adviceyork.org.uk</p> <ul style="list-style-type: none"> • Marije Davidson updated the board on the recent Independent Living Network event raising awareness of disability hate crime. Attended by 45 people it enabled many people to speak up for the first time. Work is now ongoing on disability hate crime reporting building on experiences in highlighting race hate crime • Emma Wilkins updated the board on York St John University's work in the areas of student attainment and workforce diversity with reference to BME • Sean Rafferty undertook to report to the next meeting on JRF's innovative new work on BME employment • Lukas Njenga described his current work in Glasgow in connection with the Commonwealth Games to create a "Global Diaspora Village" see http://www.diasporacss.co.uk/glasgow-2014/global-diaspora-village/ • Rita Sanderson reported that access to translation / interpretation services is a matter of strategic concern for the city presenting a barrier to accessing services • Sue Holden reported that the York Teaching Hospital Trust has committed itself to pay the living wage 	
	<p>Date of Next meeting 2 September at West Offices at 2:00 pm.</p>	