

Fairness & Equalities Board

Notes of the meeting held on 10 September, 2015

Present: Dianne Willcocks (Chair), Peter Hart, Cllr Nigel Ayre, Sian Balsom, Carole Zagrovic, Lydia Larcum, Ceri Connelly, Maria Goddard, Fred Ring, Harkirit Boparai, Emma Wilkins, Marije Davidson, Tony Lindsay

In attendance: Charlie Croft, Gary Craig, Jan Kilmartin, Will Boardman.

Apologies: Cllr Tony Richardson, Rita Sanderson, Sharon Stoltz, Shaun Rafferty.

1.	<p>Welcome and introductions</p> <p>Ceri Connelly, Maria Goddard and Peter Hart were welcomed to their first meeting. Lydia Larcum was welcomed as York Hospital’s representative during Sue Holden’s secondment.</p>
2.	<p>Minutes and matters arising from the meeting of 11 June</p> <p>Page 1:</p> <ul style="list-style-type: none"> • York St John should be included alongside CYC and JRF as participants in the York University research on the impact of the living wage. • It was noted that language describing the Living Wage will need to be clarified to distinguish between the government’s definition and that of the Living Wage Foundation which is being used in York and other places across the UK (note received and attached from Gary Craig to guide rephrasing in CoY documentation) <p>Page 2:</p> <ul style="list-style-type: none"> • Harkirit reported that the Human Rights Conference will now take place in December. • Tony Lindsay reported that CAB are running two Deaf Awareness courses for partners including CYC. This is a high

	<p>profile area for CAB nationally and a bid has been submitted for a three year programme.</p> <p>Page 3:</p> <p>Loneliness and Social Isolation Task Group: Charlie Croft reported that CYC's new Director of Adult Social Care, Martin Farran will be taking over the chair of this group.</p>
<p>3.</p>	<p>Partner Updates</p> <p>Harkirit Boparai updated the group on York's response to receiving refugees. He noted that York needs to make a substantive response if it is to live up to its declared ambition to be a City of Sanctuary. There have been many examples of individuals and organisations offering practical assistance and a demonstration of support will take place on Saturday 12 September.</p> <p>Co-ordination meetings have been organised by both the Minster and the Council and it was agreed that names of individuals who could usefully be invited to the Council's meeting, called by Cllr Aspden, should be forwarded to Charlie Croft.</p> <p>The need was noted for long-term support to address complex needs after the initial welcome is passed.</p> <p>A <i>York Says Refugees Welcome Here</i> Facebook page has been set up: https://www.facebook.com/events/889215344498173/</p> <p>The board noted that it will be important to establish a clear set of needs in order to enable large organisations to understand how they can focus their help. It will also be important to have a central point for people to go to.</p> <p>The board will wish to ensure visibility of this issue, leadership, accountable action, and sustainability of approach.</p> <p>Tony Lindsay updated the board on a project concerning pre-payment electric meters on travellers' sites. The project has received £10k funding from JRF for a first stage of 6 months after which JRF will decide whether to fund a second stage. Tony will share the proposal and updates as they become available. A travellers conference is being planned for February 2017 when the</p>

	<p>outcome of the project will be launched.</p> <p>Sian Balsom informed the board that Healthwatch would like to have conversations with any agencies that are aware of barriers for people with dementia accessing their services.</p>
4.	<p>Equality Plan – ‘A Fairer York’</p> <p>Will Boardman explained that this would be a dynamic plan with new issues added from time to time.</p> <p>In discussion the board highlighted the importance of linking the identified needs to the strategies that will address those needs. Mapping must identify whether the needs are covered. The board will then be able to monitor the delivery of outcomes against the various strategies.</p> <p>Detailed feedback from the board included:</p> <ul style="list-style-type: none"> • Some issues were noted with regard to consistency of language, for example the need to use “disabled people” throughout • In the introduction mention should be made of the commitment to becoming a human rights city • Reference could usefully be made to York Carers Strategy and the JSNA deep dive on poverty • C7 Hate crime: It was queried why this section does not reference the LGBT community. The reason is that the evidence does not point to a serious issue though this may be masked by under-reporting. It was agreed that any additional data / evidence should be passed to Will Boardman / Jan Kilmartin • C7: The need was noted to place a focus on services for women given the growing percent of women within the Probation Service case-load • It was noted that the Safeguarding Adults strategy refresh will provide rich data <p>Further detailed comments should be passed direct to Will and Jan. There will be a further circulation of the draft prior to the board’s December meeting at which the tone and nature of a multi-agency launch event, to take place early in 2016, will be discussed.</p>

5.	<p>FEB Website</p> <p>Discussions have been held about the most appropriate vehicle for the board to provide information about its activities and to receive feedback. Board members are asked to send any examples of good practice from elsewhere to Will so that a web solution can be taken forward. The Board expressed frustration at the difficulties in progressing this item. Any offers of support around web design would be welcome. An additional resource will be needed to maintain a website that is up to date and provides a forum for debate and timely information. The Council will investigate partnership approaches to securing an intern apprentice for this purpose.</p>
6.	<p>Welcoming City Update</p> <p>The working group has collected a great deal of data and is also looking at gaps. With the vision previously agreed the group has a strategy and action plan in place. This will be reported back to this board. Dianne highlighted the support to “Raise your rainbow” as well as the work on translation services.</p>
7.	<p>Future operating principles for the board and update on potential future topics</p> <p>The paper was considered by the board. Discussion focussed on the board’s advocacy role. It was agreed that this role needs to develop (and that the introduction of a website would support this). Emphasis needs to be placed on advocating / championing solutions and making sure that appropriate mechanisms are in place to enable people to speak for themselves and to give a voice to the voiceless.</p> <p>The need to raise the profile of the board was agreed together with a common voice for the board.</p> <p>With regard to the second health inequalities topic, Sharon Stoltz will bring a paper to the next meeting proposing a topic on health inequalities in employment and promoting health and wellbeing in the work place.</p> <p>Marije Davidson drew attention to a report on the outcomes achieved from Fairness Commission approaches across the country:</p> <p>http://www.neweconomics.org/publications/entry/fairness-commissions</p>

8.

An overarching Racial Justice Forum for York

Professor Craig highlighted the two-fold origins to the project:

i) The 2010 JRF-funded project mapping the rapidly changing BME population of York which showed that it stood at 11.2%.

<https://www.jrf.org.uk/report/mapping-rapidly-changing-minority-ethnic-populations-case-study-york>

ii) JRF has sponsored a number of conversations with relevant parties that led to an interest in revisiting the research but also in creating an over-arching strategic network concerned with race equality and social justice given that the statistics continue to show serious issues.

The project concerns collecting data through mixed methods and to engage with major organisations about the need for a network.

Data suggests that the rise in ethnic minority communities has paused. This may be connected with difficulties in accessing housing and jobs. There is evidence that some people may be leaving York. The age profile in ethnic minority communities is rebalancing with more children in York schools meaning that the upward trend may resume.

Issues about a low wage economy with disproportionate numbers from the BME communities focussed in those areas of the city with indices of multiple deprivation.

The diversity of communities continues to grow with nearly 100 national origins represented in York.

Professor Craig noted difficulties in getting data from the private sector.

Professor Craig will be contacting agencies over the next three months to obtain their information. He will come back to the next meeting of this board in order to highlight issues where this board may add value.

A summary of the project proposal produced by Professor Craig is attached.

9.	Election of Deputy Chair Tony Lindsay was elected as Deputy Chair.
10.	Any Other Business Health watch are doing a project about access to GP services and would like to hear from agencies that have intelligence on this. Board members were encouraged to email agenda items to Charlie Croft.