



## Fairness & Equalities Board

### Notes of the meeting held on 10 December 2015

**Present:** Dianne Willcocks (Chair), Shaun Rafferty, Sian Balsom, Helena Nowell, Maria Goddard, Peter Hart, Marije Davidson, Emma Wilkins, Laurence Beckett, Lydia Larcum, Rita Sanderson, Tony Lindsay, Sharon Stoltz.

**In attendance:** Gary Craig, Will Boardman, Charlie Croft, Kay Bailey, Tracey Wallis, Jan Kilmartin.

**Apologies:** Harkirit Boporai, Carol Zagrovik, Ceri Connolly, Cllr. Nigel Ayre.

1.	<p><b>Welcome and introductions</b></p> <p>The minutes of the meeting of 10 September were agreed as a correct record.</p>
2.	<p><b>Minutes and matters arising from the meeting of 10 September</b></p> <p>Living Wage research: The research has been submitted to the ESRC. It will go live on their portal in January / February. Dianne Willcocks commented on the hospital trust's difficulty continuing to pay the living wage. Emma Wilkins reported that York St John are considering how they will respond to the uplift. JRF will continue to pay it. It is expected that the Council will be making the necessary provision to continue to pay it. The University of York continue to discuss paying it.</p> <p>The Board asked whether the Council would write round on behalf of FEB expressing concern about the potential to cease paying, expressing the Council and JRF's commitment, and asking what the position is in the key organisations.</p> <p>The Human Rights Conference will now be 13-14 January.</p> <p>The Loneliness and Social Isolation Task Group: Charlie Croft reported that Martin Farran is now taking on the chair and Philippa Press in the Public Health team will be supporting the group. After the recent hiatus the group will now be able to get underway again.</p>

Support for the Website: Charlie Croft reported that he has discussed this with Sally Burns and there is a desire to create a resource for this in future structures if at all possible.

3. **Partner Updates**

**Peter Hart** reported to the group. Yacro has 50 units working with ex prisoners. Key issue is poverty in York. Peter focussed on services for women and a model created especially to meet women's needs. The service is for multi-excluded women. A women's service developed in 3 tiers: hostel, supported housing, independent living. 70% of the women have been workers in the sex trade. Yacro have set up a specialist service. Working closely and positively with the Police who see the women as vulnerable.

Probably the most discriminated against group in the country. Most are not registered with a GP, cannot get access to dentistry. Average age of prisoners is increasing; some are significantly disabled. There is a lack of joined up approach amongst agencies.

Yacro works with homeless people. Changes in rents, funding, and right to buy, means that social housing is not available to most people.

Tony Lindsay offered that CAB would do a joint piece with Yacro for the Press.

Peter referred to a report (see link below) highlighting the latest data from the Ministry of Justice on the relationship between Race and Crime. Although largely national, it is effective in emphasising the issues for us and may help to ensure that these issues are being addressed in our community and included wherever possible in the new Fairness plan.

<http://us2.campaign-archive1.com/?u=f3b97d02b5235c9e7c9b3a65b&id=a177c2cfa5&e=a04a22a18e>

**Sharon Stoltz** described the role of Public Health with CYC and the city since the transfer to local authorities in 2013 and a systems leadership role around health inequalities. This translates into the commissioning of a range of services including public health specialist advice to NHS commissioning, sexual health services, some child health services, NHS health checks, and discretionary services such as drug and alcohol services. The public health grant has been cut in year with further cuts to come; in York this is from a low base.

	<p>The service is developing a new approach called "Well York" to be consulted on in the New Year with a focus on wellbeing and wellness. The aim will be to shift the narrative so that public health is not seen as the preserve of the specialist team but the responsibility of the wider council and other agencies.</p> <p>In response to a question it was confirmed that the NHS accessibility standards also applied to consultations undertaken by Public Health.</p>
4.	<p><b>Welcoming City Update</b></p> <p>The group has focussed significantly on the possibility of refugees coming to the city. It has looked at the excellent translation services at the hospital which provide for a range of languages and BSL. Looking to make some of these services available to the voluntary sector. The group has also looked to influence the council's ward funding.</p> <p>The main success story has been the creation of an accessibility award within the York Culture Awards, to be funded by JRF. The awards will be launched in January.</p> <p>The group is collecting examples of good practice of being a welcoming city. A template has been produced to capture information and good examples would be welcome FEB.</p>
5.	<p><b>Update of York offer to Refugees</b></p> <p>Catherine Hemmings, the Council's co-ordinator for refugees outlined the national context and the likelihood of 60 refugees being settled in York over three years. Accommodation needs to be available by the end of January and a range of offers have been made – especially from faith organisations. Catherine reported that the response from the city has been overwhelmingly positive. She highlighted the role of various agencies in finding accommodation and raising money. Funding is coming from central govt rather than local authority resources. Two Ridings are creating a fund for giving. It is critical that more funding is raised and a meeting takes place next week to establish a fund-raising committee.</p> <p>Catherine stressed the long-term nature of this initiative particular in terms of the potential trauma for those arriving in the UK.</p> <p>The Chair asked that the notes of the next Forum meeting be circulated to FEB and other relevant organisations.</p>

	<p>The need for long-term trauma support was stressed.</p>
<p>6.</p>	<p><b>Equality Plan – A Fairer York</b></p> <p>The chair thanked people for their comments. It was noted that Jan would be editing the document to take account of comments. The need for a workable rather than a perfect document was stressed whilst addressing any areas that people were uncomfortable with.</p> <p>With regard to areas of detail suggested Will suggested that these should be dealt with through a continuous cycle of improvement. Will invited members to participate in a group to look at data / "a bucket of measures", supporting the strategy so that the evidence base and accountability can be further strengthened.</p> <p>With regard to the launch Will stressed the need to get people across the city to take action, which are likely to be around tangible things that they can do. It is proposed to join up with other colleagues across the city, e.g. with colleagues in Communities and Neighbourhoods who are encouraging neighbourly actions in communities, promoting ideas that we would like to see people taking across the city. We would use Twitter to get feedback on what people have done, using high profile individuals and organisations to sign up to commit to actions.</p> <p><b>Action:</b> FEB members to identify actions that could be promoted to enhance equalities. There might be a summit in 6 months time to look at the small actions to see whether they add up to more than the sum of the parts and promote the priorities in the plan.</p> <p>Tony Lindsay provided the example of CAB promoting 75 actions for branches to pursue on the 75 year anniversary of CAB. Parallels drawn with the "Random Acts of Kindness" initiative by the Volunteer Centre in past years. Also fits with the Welcoming City agenda.</p> <p>It was suggested we could also ask voluntary organisations, "what would really make a difference for you?"</p> <p>It was asked whether the Council would have its own equalities plan. Will clarified that the Council would be refreshing its equality objectives, showing how these would contribute to the city plan.</p>
<p>7.</p>	<p><b>Health &amp; Wellbeing in the Workplace</b></p> <p>Sharon Stoltz circulated the attached presentation. The contribution of work to health was stressed. Data showing the number of days lost</p>

	<p>shows progress in terms of a reducing trend. Three "Working Well" theme areas for action were explored. The Workplace Wellbeing Charter and its eight National Standards were highlighted. Suggested areas of activity for the Board were set out.</p> <p>In discussion the need to include the voluntary sector in the language of the approach was stressed.</p> <p>It was felt that another framework / initiative would not be attractive. The promotion role was felt to have the most potential if turned into something very positive. The board might come at it by uncovering good initiatives, sharing these, and promoting the ideas. The hospital trust experience could be used as a case study. Each board member could provide an example drawing on the structure. Shaun Rafferty volunteered to work with a member of Sharon's team to create a framework.</p>
8.	<p><b>Reporting back to the Health &amp; Wellbeing Board</b></p> <p>Sharon reported back on the JSNA update process which has used task groups producing action plans. This has not worked well so the process will be re-focussed. In the meanwhile a position statement is needed on the current plans to provide transparency.</p> <p><b>Action:</b> Board members to send update of relevant actions to Charlie Croft who will map out actions and circulate for comment prior to submission.</p>
9.	<p><b>An Overarching Racial Justice Forum for York</b></p> <p>Gary Craig updated the Board on progress with his project. The first part is largely complete. Part 2 - Gary has sent a survey to 24 organisations aiming to address the question of whether there is an appetite for an overarching forum. The report will be written up ahead of the March meeting. Gary intends to limit himself to 4 recommendations aiming to lead to action.</p>
10.	<p><b>Update on Without Walls</b></p> <p>Dianne Willcocks reported back on the last meeting, describing the minute of the meeting as "optimistic" in that she felt the proposal to move to a one meeting a year model was not well supported. Dianne invited ideas from the Board on how the chairs of the respective partnership could work effectively across boundaries on key themes for the city.</p>
11.	<p><b>Any other Business</b></p> <p>Helena Nowell raised the contract for wheelchairs being retendered next</p>

year and raised awareness of the consultation that has now been launched. Sian asked that an additional consultation event be organised in York.

Maria Goddard highlighted the fashion show in aid of refugees.

Tony Lindsay reported on meter checks at traveller sites moving forward.

Laurence Beckett reported on the Fuller Working Lives strategy. Aviva will be hosting an event in February. This may merit attention from the Board.