



Fairness & Equalities Board

Notes of the meeting held on 16 March 2016

Present: Dianne Willcocks (Chair), Helena Nowell, Maria Goddard, Peter Hart, Cllr. Nigel Ayre, Rita Sanderson, Tony Lindsay, Marilyn Crawshaw, Claire Townson, Margaret Milburn.

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

Apologies: Carol Zagrovik, Ceri Connolly, Shaun Rafferty, Sian Balsom, Marije Davidson, Sharon Stoltz, Laurence Beckett, Emma Wilkins.

1.	<p>Welcome and introductions</p> <p>Marilyn Crawshaw was welcomed as the representative of the York Human Rights Network in place of Harkirit Boporai who has now left the Network.</p>
2.	<p>Minutes and matters arising from the meeting of 10 December</p> <p>The minutes of the meeting of 10 December, 2015 were agreed as a correct record.</p> <p>Living Wage: With regard to the proposal that the Council write to employers Charlie Croft explained that the Council would prefer to undertake work to promote the benefits of being a living wage employer. It was therefore agreed that the Council and JRF be asked to produce evidence from their organisations in the form of a short statement on the positive economic and community impacts of the living wage.</p> <p>Gary Craig drew attention to research from Queen Mary University on the London living wage. It was agreed that we should include a couple of national examples in our local presentation which should be given to the York Economic Partnership.</p> <p>Human Rights Conference: Marilyn Crawshaw reported on the success of the conference held in January. One example of a positive outcome is that the city of Graz (where the human rights city project is led by the local authority) is seeking to partner with the Centre for Applied Human Rights and North Yorkshire Police in a project around Hate Crime reporting.</p>

Loneliness and Social Isolation: Charlie Croft reported that Cllr Runciman has agreed to chair the working group and that a 12 month dedicated project officer post has been created within the Council to drive the work forward. After a hiatus it should now be possible to move the work forward. It was noted that Bob Towner should be drawn in with respect to York Older People's Forum's desire to partner with a community project on loneliness and social isolation.

Update on refugees: An update from Catherine Hemmings was tabled (attached). The importance of continuing to liaise with North Yorkshire was noted in view of the likelihood of refugees settled there subsequently gravitating to York.

Equality Plan: Jan Kilmartin reported that the plan is currently being designed and printed. Jan thanked those who responded with respect to small actions. Jan referred to One Planet York being launched in April. Given the complementary nature of the agenda the benefit of launching at the same time was noted. Further examples / input from board members would be welcomed.

Workplace Wellbeing: Charlie Croft reported that Matt Boxall has been asked to lead on this within the Council and will attend the June meeting in order to develop the work. Claire Townson, Maria Goddard and Tony Lindsay reported back on relevant work within their respective organisations.

Welcoming City: It was reported that the Make it York Culture Award for promoting equality and valuing diversity had been launched.

Meter Checks: Tony Lindsay gave an update on CAB's work with travellers including a complaint submitted to Scottish Power re overpayment on meters.

3. **Partner Updates**

Maria Goddard explained the work of the Centre of Health Economics at the University of York. The centre has 50 economists who raise grants to study health economics issues. Funding comes from national and overseas governments, charities and research councils.

At the heart of the work lies choice about how to use limited resources. The centre provides evidence-based frameworks and toolkits to support choices about what healthcare should be provided, to whom and in what ways. Maria gave three examples of research:

- Evaluating the treatments that the NHS should provide based on cost and benefits, including the impact on other sectors, and how to take into account equity issues
- How to allocate resources used to commission or purchase healthcare to ensure that resource matches health needs
- Equality trends and monitoring, researching around inequalities in access to healthcare and in health outcomes: qualitative work looking at what matters to people in terms of fairness; quantitative work looking at trends and impacts over time in various initiatives to tackle inequality in the NHS

Maria reported that “dashboards” have been produced for CCGs that show their local position and can be used to compare with similar others.

The link to research available on the web is:

<http://www.york.ac.uk/che/research/equity/monitoring/>

Rita Sanderson gave a background on 25 years of YREN's operation. Whilst York has become more diverse over that time period many challenges remain. Key issues highlighted:

- Fund raising is being undertaken. There is an acceptance that project work will remain a feature of future working alongside core work.
- Signposting and early intervention: YREN operates as a hate crime reporting centre. Training for community mentors has been provided through a partnership.
- Advice and information continues to be provided to individuals, organisations and the community. An equality practitioners network has been set up including a website. Tees and Wear Valley Trust are providing training.
- An outreach service is now being provided at Tang Hall Community Centre raising awareness of, and helping individuals to access, CYC services.

4. **An Overarching Racial Justice Forum for York**

Printed copies of the study were tabled (further copies available from Charlie Croft). Gary Craig reported that the present study follows on from the 2010 study. It arose from a series of conversations amongst relevant organisations, convened by JRF, who subsequently provided financial support for production of the report.

Gary stressed that it is an open report available for partners to use.

	<p>The board agreed that a process is required for making the material contained in the report available to those who can take most advantage of it.</p> <p>With regard to the proposal to establish a community hub the potential to establish this in conjunction with the Hungate community facilities was noted. Alternative ideas were tabled with regard to the former Credit Union building and the potential to use pop up cafés. It was agreed that a sub-group should meet to look at the Hub proposal and develop ideas. Action: Gary Craig to convene.</p> <p>With regard to the other recommendations it was noted that there are various partnership boards under the Without Walls umbrella that the report could usefully go to, as well as the HR Directors Network. Action: Dianne and Charlie to communicate with the various relevant boards.</p> <p>It was also agreed that a meeting should be convened with JRF, Dianne, the Council and Gary Craig to talk about how JRF may assist the city in implementing the findings in the report.</p>
5.	<p>Any other Business</p> <p>Tony Lindsay updated the board on the European Network Against Racism Shadow Report on combating racism that goes every 5 years to the UN. Tony will be one of the signatures to the 2016 report.</p> <p>Peter Hart encouraged the board to keep an eye on the implications for local housing allowance during the one year extension period from 1 April, 2016 and what will happen afterwards. Action: Dianne to write an open letter to the Press. Peter to draft.</p> <p>Gary Craig reported that he is undertaking work for the anti-slavery commissioner who is keen that every local authority has structures in place to deal with the issue of trafficking and forced labour. Gary asked about any work being done in York? Action: Will Boardman to update Gary and the board with regard to the position in York.</p>
6.	<p>Next Meeting: Wednesday 15 June at 3:00 pm. Agenda to include:</p> <ul style="list-style-type: none"> • Human Rights • Workplace Health • Loneliness and Social Isolation

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