



Fairness & Equalities Board

Notes of the meeting held on 15 June 2016

Present: Dianne Willcocks (Chair), Helena Nowell, Maria Goddard, Cllr. Nigel Ayre, Tony Lindsay, Marilyn Crawshaw, Sian Balsom, Claire Townson, Marije Davidson, Tony Lindsay.

In attendance: Will Boardman, Charlie Croft, Jan Kilmartin, Kay Bailey.

Apologies: Peter Hart, Carol Zagrovik, Ceri Connolly, Sharon Stoltz, Emma Wilkins, Rita Sanderson.

1. **Minutes and matters arising from the meeting of 16 March 2016**

The minutes of the meeting of 16 March were agreed as a correct record.

Living Wage: Charlie Croft reported that the impact study covering City of York Council and JRF employees is due imminently from York University. It was agreed to bring it to a future meeting.

Loneliness and Social Isolation project: Charlie Croft reported that Fiona Barker has now been appointed to act as project officer to drive this forward. The project will also link to the "Ageing Well" agenda.

Refugees: It was reported that 2 families have just arrived in York.

Equalities Plan: Jan Kilmartin reported that the plan will be on the Council website by the end of next week. The delay in designing it has allowed some further updating to take place. The launch will allow further opportunities for dialogue.

YREN has been selected as one of the Lord Mayor's 4 charities for the year.

York Culture Awards: The nomination form is attached to agenda. Board members were encouraged both to make appropriate nominations and to send a list of possible nominees to Charlie Croft so that Dianne Willcocks can write to them to ask if they would be interested.

Letter re housing issues: Charlie Croft to remind Peter Hart re his offer

	to draft a letter.
2.	<p>Partner Updates</p> <p>Nigel Ayre, the Council's Executive Member for Culture, Leisure and Tourism, updated the board on changes to the Executive structure of the Council. David Carr has taken over as leader, retaining the housing portfolio. Cllr Steward remains on the Executive with responsibility for performance. Cllr Brooks has stood down, with her portfolio of Education, Children and Young People being taken on by Cllr Rawlings.</p> <p>A new Chief Executive has been appointed: Mary Weastell, who is currently Chief Executive of Selby District Council and Assistant Chief Executive of North Yorkshire CC will take up post on 1 August.</p> <p>Without Walls: In response to a question as to whether there will be any renewal of interest in the WoW board under David Carr's leadership and, if so, how the WoW structure will be sustained, Nigel undertook to have conversations within the Council and come back with a response at the September meeting.</p> <p>Marilyn Crawshaw updated the board regarding the Human Rights City Network and the paper previously circulated.</p> <p>The next steps concern the development of indicators against 5 identified priorities which will provoke dialogue and which will be looked at annually.</p> <p>In response to a question concerning how and when the city declares itself to be a city of human rights Marilyn informed the board that this is a matter of self-declaration; there is some external encouragement to expedite this; however, the network steering group is cautious about the declaration wanting it to be more than just a badge or another festival but to have real substance. Nonetheless there is an ambition to be in a position to declare in 2017.</p>
3.	<p>Workplace Health: A Workplace Wellbeing Charter</p> <p>The board received a presentation from Matt Boxall, City of York Council's Head of Public Protection regarding the Workplace Wellbeing Charter. The purpose of the Charter is to help employers to demonstrate that they are looking after their work forces. It is based on the idea of a universal standard that employers can sign up to and against which they can be assessed. The badge is not currently as widely recognised as it might be. But it is here to stay and the government's aim is to increase awareness of it.</p>

The Charter is essentially a self-assessment tool. It has three levels: First, a commitment to health and safety obligations, second, demonstrating that the employer is addressing health issues, thirdly showing innovative and best practice and leading the way. Each level considers different aspects such as leadership, healthy eating, physical activity, mental health. It includes a detailed check list.

Matt's team is encouraging businesses to sign up and work through the self-assessment. The team is also about to become an assessor.

There is a cost to accreditation, but organisations can undertake the self-assessment at no cost without going for the accreditation.

The Council is looking to go through the self-assessment itself, led by the HR team.

The Council is looking to the board for support in promoting the award.

The link to the national website and the self-assessment process is:
<http://wellbeingcharter.org.uk/Downloads-Tools.php>

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

Charlie Croft introduced the key questions arising from the meeting held with Professor Gary Craig and Angela Portz of JRF following consideration of this item at the last board meeting.

With regard to the recommendation that CVS and CAB create a forum for voluntary organisations Tony Lindsay commented that it would be preferable to build on existing structures rather than to create something completely new. This could be done through a multi-agency partnership approach similar to the way that Advice York operates.

Marije reported on focus groups with BME students at York St John which indicated that, in response to the question whether individuals would stay after their studies, there was no expectation of being able to get a job and also reference to a lack of welcome in the city.

There was support from the board for the idea of a multi-agency steering group to take forward a campaign. It was agreed that Tony, Dianne, Charlie, Marije, Nigel and a representative of the Human Rights Network would meet to consider a way forward and would also seek to involve Cllr Keith Aspden as the Council's lead on community engagement.

	It was noted that working towards the European Coalition of Cities against Racism action plan would, in principle, be a positive step.
5.	<p>Alcohol Strategy Consultation</p> <p>The consultation documents were discussed. Will Boardman will channel any feedback from partners and organisations may also submit individual responses.</p>
6.	<p>Review of Membership</p> <p>The paper was considered. Dianne suggested that we approach York Professionals. Nestlé was also suggested along with York Cares, North Yorkshire Police, and the schools sector. Further suggestions to be forwarded to Charlie Croft and recruitment will be finalised in September.</p> <p>It was agreed that board members should serve a maximum of two terms of three years.</p>
7.	<p>Any Other Business</p> <ul style="list-style-type: none"> • An invitation has been received to York Mosque to see the new building - to be recirculated • Marije Davidson updated the board on: <ul style="list-style-type: none"> ○ the York Safe Place scheme which is attracting a lot of interest from public places to become safe places. More information: https://yiln.org.uk/2016/06/11/update-york-safe-place-scheme/ ○ PRIME - an initiative is to inspire and champion responsible management education, research and thought leadership: http://www.yorks.ac.uk/business-school/york-st-john-business-school/external-community/professional-alliances/prme.aspx ○ York ISSP: https://yorkissp.org/
8.	Next Meeting: Wednesday 14 September at 3:00 pm.