

## MINUTES

**Tuesday 17 October 2017**  
**10.00 am – 12.00 pm**  
**Committee Room 1, Brighton Town Hall**

### Present

Josh Bellamy	Sussex Police
Carolyn Bristow	BHCC, Families, Children & Learning
Geraldine Des Moulins	Joint Chair & Third Sector Equalities Representative (Disability)
Barbara Harris	BSUH NHS Trust
Alistair Hill	BHCC, Public Health
Meg Lewis	Brighton & Hove CCG
Tessa Marshall	University of Brighton
Cllr Clare Moonan	BHCC
Anne Richardson-Locke	BHCC, Health & Adult Social Care
Sarah Tighe-Ford	BHCC, Communities, Equality & Third Sector
Katy Vincent	Community Works
Laura Williams	Community Works
Keira Woodroofe	East Sussex Fire & Rescue Service

### In attendance

Lucy Bryson	BHCC, Community Safety (Item 4)
Prof Kath Browne	University of Brighton (Item 7)
Ruth Condon	BHCC, Public Health (Item 4)
Gareth Morgan	District Crown Prosecutor & Head of RASSO Sussex & Hate Crime Lead, Crown Prosecution Service South-East (Item 3)
Anne-Marie Tierney	Inclusion & Community Engagement Manager, Crown Prosecution Service South-East (Item 3)

### Apologies

Freiya Benson	Community Works (sub: Katy Vincent)
Val Cane	Community Works
Cllr Emma Daniel	Joint Chair & BHCC (sub: Cllr Clare Moonan)
Reuben Davidson	Community Works (sub: Katy Vincent)
Gareth Davies	Sussex Police (sub: Josh Bellamy)
John Francis	BHCC
Jane Lodge	Brighton & Hove CCG (sub: Meg Lewis)
Emma McDermott	BHCC, Communities, Equality & Third Sector (sub: Sarah Tighe-Ford)
Simon Newell	Brighton & Hove Connected
Cllr Ann Norman	BHCC
Nicky Thurston	East Sussex Fire & Rescue Service (sub: Keira Woodroofe)
Cllr Pete West	BHCC

		<u>Action</u>
1	<p><b><u>Welcome &amp; Introductions</u></b></p> <p>The Chair welcomed everyone to the meeting. Round-table introductions were made and apologies noted.</p>	
2	<p><b><u>Minutes of the Last Meeting &amp; Matters Arising</u></b></p>	
2.1	<p><b><u>Corrections</u></b></p> <p>The minutes of the previous meeting were agreed as an accurate record.</p>	
2.2	<p><b><u>Collaboration Framework</u></b></p> <p>It was noted that the City Management Board was due to sign up to the Collaboration Framework (CF) in October, with a 'soft launch' in November and the full launch in April 2018 following completion of the action plan in March. The Steering Group would reconvene in November. Sam Warren to be invited to the next meeting to give an update.</p>	<b>EM</b>
2.3	<p><b><u>Leadership On Diversity in the Workforce</u></b></p>	
2.3.1	<p>JB confirmed that the 'Senior Women in Policing' event in Brighton would be held on 20<sup>th</sup> &amp; 21<sup>st</sup> November.</p>	
2.3.2	<p>STF to circulate the job description for the City Workforce Diversity Manager to the Equip Workforce Diversity sub-group for their views.</p>	<b>STF</b>
2.4	<p><b><u>Scoping and taking forward the cumulative Equalities Impact Assessment of public sector savings</u></b></p>	
2.4.1	<p>STF asked the group to forward any information they could share regarding work carried out on this by their organisations. EM to then contact the Community University Partnership Programme (CUPP) for their advice.</p>	<b>ALL EM</b>
2.4.2	<p>KW to remind NT to circulate details of the cumulative assessment undertaken by Coventry City Council.</p>	<b>KW</b>
2.4.3	<p>STF to circulate details of an assessment produced by Lambeth Council. STF asked everyone to circulate details of any similar assessments they had come across.</p>	<b>STF ALL</b>
2.5	<p><b><u>International Migrant Needs Assessment – Early Findings</u></b></p>	
2.5.1	<p>All actions from the last meeting would be covered by the IMNA agenda item.</p>	

	<u>Action</u>	
2.5.2	STF commented on the specific focus on the Trans Advocacy Service and informed the group that MindOut had since attended the EquIP Trans Sub-Group, which had been very helpful, and their funding had been confirmed going forward.	
2.6	<p><u>The Power Of Volunteering Action Plan</u></p> <p>It was noted that the public sector Volunteering Implementation Group (VIG) was in the process of merging with the cross-sector Volunteering Champions Group (VCG) (first meeting to be held in November) to create the new City Volunteering Partnership (CVP). Once the group had established itself, it would report back to EquIP and thereafter provide regular updates to the group.</p>	
2.7	<u>Restorative Cities</u>	
2.7.1	EM had now met with Tim Read. Tim was due to deliver an update session for the CETS Team shortly.	
2.7.2	STF to circulate details of a Restorative Cities event being held at Hove Town Hall on 22 <sup>nd</sup> November.	STF
3	<b><u>Presentation by the Crown Prosecution Service South-East on Hate Crime</u></b>	
3.1	Gareth Morgan and Anne-Marie Tierney of CPS South-East gave a presentation on 'CPS and Hate Crime', which included information and statistics on both the national and local picture, the definition of 'hate crime' in terms of 'The Five Strands' of protected characteristics, the rationale behind charging decisions, the Victims' Code, and the commitment of the CPS to continuously improving its services for victims and witnesses, illustrated with case studies relating to sentence uplifts.	
3.2	The Chair suggested that the CPS might consider becoming a member of EquIP. GM/AT to consider and come back to the Chair with a decision.	CPS
3.3	GM invited any member of EquIP interested in helping the work of the CPS, eg as a 'critical friend', to contact either himself or AT. Anyone interested in reading the National Hate Crime Report, published the day before, to contact GM.	ALL ALL
3.4	The figures relating to the increase in convictions over the last 10 years nationally were noted and in particular the significant increase in sentence uplifts in 2016/17 compared with 2015/16. The high conviction and uplift rates locally were also noted, including the uplift rates for each protected characteristic.	
3.5	It was noted that the CPS was currently looking at the issue of low reporting for disability hate crime and addressing the barriers to both initial reporting and	

		<u>Action</u>
	<p>following through with the CPS. The CPS had adopted a multi-agency approach to this, eg working with Possability People on providing Q&amp;A information, working with PCSOs and using social media. It was also recognised that measures to overcome barriers needed to be applied earlier in the process, not just at the last stage (CPS).</p>	
3.6	GM/AT to consider putting together some information for organisations in terms of the support that the CPS could provide for victims, including specific information on exactly what would happen to someone should they report a hate crime, and information on third party reporting.	<b>CPS</b>
<b>4</b>	<b>International Migrant Needs Assessment (IMNA) Draft Recommendations</b>	
4.1	AH and LB gave a presentation about the IMNA project (nearing completion), including a summary of approach and methods, overarching findings, recommendations and the plan for taking the recommendations forward.	
4.2	The group noted that the final draft of the report was yet to be signed off and was not for wider circulation at that stage. Any comments on the report and recommendations to be forwarded to Ruth Condon by email by 7 <sup>th</sup> November (Ruth's contact details to be circulated after the meeting).	<b>ALL</b>
4.3	LB invited EquIP to consider how they might wish to be involved in the launch event planned for February 2018, as it would provide an opportunity for positive messaging and to promote the partnership. CB said that the Families, Children & Learning Directorate would like some of their services to be involved (particularly the Ethnic Minority Achievement Service (EMAS)). AH to revert to the group with further ideas about the launch in due course.	<b>AH</b>
4.4	Assurance was given that EquIP would provide oversight of the way in which the report's recommendations would be taken forward. This would be led by Community Safety, and migrant and refugee organisations across the city would be involved.	<b>LB</b>
4.5	A question was raised regarding what measures would be put in place to protect those involved in the launch event, given the potential for some negative perceptions in the community. AH replied that the Communications Team was being consulted regarding the tone of the report and the publicity surrounding it. Due consideration would also be given to the launch event proposal in this respect. It was noted that the report and launch had the full support of ELT.	<b>AH</b>
4.6	LW requested that LB & AH attend a Community Works Partnership meeting, as a number of the recommendations were addressed to BHCC funded partners involved in infrastructure, community development and community engagement. LW, LB & AH to liaise.	<b>LW, LB, AH</b>

Action

4.7 The Equality & Inclusion Partnership approved the IMNA Summary & Recommendations and the plan for taking the recommendations forward.

**5 Rough Sleepers Strategy Update**

5.1 Matt Morgan, BHCC Rough Sleepers Strategy Coordinator, gave a presentation updating the group on the implementation and monitoring of the Rough Sleeping Strategy.

5.2 The presentation included statistics from the DCLG Annual Rough Sleeper Count 2016 showing that Brighton & Hove had the second highest number of rough sleepers in 2016 in England and the highest increase from 2015-16. The presentation also included information on client groups, priorities of the strategy including the action plan, key achievements to date, causes of the increase in rough sleeping in the city, barriers to reducing and the implications of not reducing it.

5.3 Questions were raised around the percentage of migrants who were rough sleepers and the gender split of rough sleepers. MM did not have exact figures to hand, but thought that approximately 15% of rough sleepers were women and indications were that numbers were rising.

5.4 KW noted that ESFRS was not currently listed as a partner in the Rough Sleepers Strategy and offered to take this back to ESFRS to discuss.

**KW**

5.5 There was a question about what might be learned from Westminster City Council, where numbers of rough sleepers had significantly reduced. MM commented that this reduction was directly linked to the amount of money available to tackle the issue.

**6 Brighton & Hove Child and Young Person Friendly City**

*Item deferred to next meeting due to lack of time following a fire alarm and evacuation of the building earlier in the meeting.*

**7 Gender Identity Pronoun Awareness Campaign**

7.1 KB explained the background to the gender identity pronoun badge campaign. It was noted that the badges had been trialled and had then been taken to the Trans Conference, where they had been very well received.

7.2 A broad citywide educational and visibility programme would now be launched. Badges would be made available everywhere across the city to avoid individual organisations being targeted by the press. Information would be provided on why the campaign was important and how to respond to enquiries from members of the public, possibly backed up with awareness sessions.

		<u>Action</u>
7.3	It was noted that STF and the Community Safety Team had worked with trans communities to ensure that they were comfortable with the campaign, and a number of consultations had taken place around positive messaging and ensuring the safety of trans people during the campaign. BHCC's Head of Communications would be linking with counterparts in the public sector around anticipating and controlling negative reactions, and would also be in contact with members of the business community.	
7.4	STF to circulate public sector members of Equip to ask whether their organisations might be able to contribute towards the cost of the badges, which in turn would enable CVS organisations to receive them free of charge.	<b>KB</b>
7.5	KB asked for buy-in from Equip members both to the campaign and to the commitment to trans inclusion more broadly. GDM said that the voluntary sector would be happy to be part of the campaign and contact frontline organisations.	<b>ALL</b>
7.6	STF to re-circulate the briefing sent to Equip members.	<b>STF</b>
7.7	AH emphasised the need for this work to extend beyond the initial awareness campaign and include follow-on work to support frontline staff in being accepting of customers and residents who wished a particular pronoun to be used.	
7.8	It had been agreed that the campaign would take place in the week leading up to the Trans Day of Visibility on 31 <sup>st</sup> March 2018. LW to work with STF and CB on email messaging on the day.	<b>LW, STF, CB</b>
8	<b>Any Other Business</b>  There was no other business.	
9	<b>Close and Date of Next Meeting</b>  Next meeting: 16 January 2018, Conference Room 2, Jubilee Library	