

## MINUTES

**Tuesday 18 July 2017**  
**10.00 am – 12.00 pm**  
**Meeting Room, Friends Meeting House,**  
**Ship Street, Brighton**

### Present

Lucy Bryson	BHCC, Community Safety
Val Cane	Community Works
Ruth Condon	BHCC, Public Health
Cllr Emma Daniel	Joint Chair & BHCC ( <i>Chair for this meeting</i> )
Geraldine Des Moulins	Joint Chair & Third Sector Equalities Representative (Disability)
Alistair Hill	BHCC, Public Health
Tessa Marshall	University of Brighton
Emma McDermott	BHCC, Communities, Equality & Third Sector
Simon Newell	Brighton & Hove Connected
Tim Read	BHCC, Community Safety
Anne Richardson-Locke	BHCC, Health & Adult Social Care
Cllr Pete West	BHCC
Laura Williams	Community Works

### Apologies

Reuben Davidson	Community Work
Gareth Davies	Sussex Police
John Francis	BHCC
Barbara Harris	BSUH NHS Trust
Jane Lodge	B&H NHS CCG
Cllr Dee Simson	BHCC

### Action

#### 1 **Welcome & Introductions**

The Chair welcomed everyone to the meeting. Round-table introductions were made and apologies noted.

#### 2 **Minutes of the Last Meeting & Matters Arising**

##### 2.1 **Corrections**

The minutes of the previous meeting were accepted as an accurate record.

	<u>Action</u>
2.2	<u>Collaboration Framework</u>
2.2.1	All actions had been discharged. The Collaboration Framework had been approved unanimously at the NICE Committee on 3 <sup>rd</sup> July.
2.2.2	NICE Committee had requested an action plan in relation to the roll-out of the CF across the Council, to include measuring it against benchmarks to ensure a properly collaborative commissioning process.
	<b>Action:</b> EM to advise the group on timescales for the action plan.
2.3	<u>Leadership on Diversity in the Workforce</u>
2.3.1	Noted that the subgroup of public sector partners had discussed the proposed Coordinator post and a draft specification would be drawn up promptly.
2.3.2	The details of the national event for senior women in the police force had not yet been circulated.
	<b>Action:</b> EM to remind JB to circulate the details.
2.4	<u>Scoping and taking forward the Cumulative Equalities Impact Assessment of public sector savings</u>
2.4.1	It was unclear whether the Community University Partnership Programme (CUPP) at the University of Brighton had been approached yet for support on this.
	<b>Action:</b> EM to contact CUPP.
2.4.2	NT highlighted a similar cumulative assessment undertaken by Coventry City Council.
	<b>Action:</b> NT to circulate details to the group.
3	<u>International Migrants Needs Assessment – Early Findings</u>
3.1	AH introduced the item, the aim of which was to update the group on the project, discuss some of the emerging findings and agree the governance of the multi-agency response to the report's findings and recommendations.
3.2	It was noted that the final version of the report would be reviewed by the Steering Group before being presented to ELT and City Management Board. The report would be brought back to Equip at its final stage.

		<u>Action</u>
3.3	A section on future trends was to be included in the final report to cover the question of the economic impact of uncertainty and particularly the support that might be needed by EU nationals, post-Brexit.	
3.4	RC explained the methodology with regard to data gathering. Some of the researchers were migrants themselves, which had made it easier to reach the cohort of people for the focus groups. It was noted that this piece of work would improve the availability of data, as well as the ability to gather it, and address gaps in understanding.	
3.5	It was noted that intelligence on the location of groups of migrants would help to enable organisations to identify where support was needed and engage with these groups better.	
	<b>Action:</b> ED proposed seeking further information from CUPP on peer researchers who could provide advice on how to network and build on those connections.	<b>EM</b>
3.6	It was noted that hate crime was underreported in Sussex, with hearsay indicating that incidents were rising whilst reporting was declining. It was therefore difficult to identify underlying levels and trends, and although the police had improved their systems, it was still difficult to obtain a reliable stream of data.	
	<b>Action:</b> LB to ask Peter Castleton to brief Cllr West on the data issue in relation to community safety and strategies around hate crime.	<b>LB</b>
3.7	LB took the meeting through the highlights of the section on 'emerging findings'. It was noted that an asset-based approach, as well as a needs-based approach, had been used.	
3.8	PW raised the issue of the problems encountered by well-qualified migrants in getting applications/claims processed, due to a lack of information and advice, and the resulting loss to society. It was felt that the IMNA could provide a trigger to build partnerships to address some of these gaps.	
3.9	GDM noted that the figure of 20% for migrant workers in care work was surprisingly low. Although taken from a national database, it was noted that the figure could be unreliable, eg if it did not include former migrants whose status had changed.	
3.10	With regard to governance, it was agreed that the way forward would be to have a manageable number of SMART recommendations, balancing overarching with more specific recommendations.	
	<b>Action:</b> An action plan would be drawn up by LB. EquIP to oversee its implementation, receive reports and act on any blockages to implementation of the recommendations.	<b>LB</b>

Action

3.11 LB confirmed that there would be an overarching recommendation around the two-way process of integration. TM commented that the University's Trans Advocacy Service had been providing an increasing amount of support to trans migrants.

**Action:** TM to pass information on support provided by the Trans Advocacy Service to LB for the report and to Sarah Tighe-Ford for the Trans Working Group.

3.12 The group agreed the recommendations of the IMNA Project Update Report.

## 4 The Power of Volunteering Action Plan

4.1 SN circulated copies of a paper and gave a brief overview of the background to and content of the PVAP, including the five key recommendations.

4.2 B&H Connected and Community Works had instigated a Volunteering Implementation Group a year ago, comprising public service organisation leads, and the group had been meeting to take forward the PVAP actions.

4.3 It was noted that the PVAP had been successful in increasing the commitment to using volunteers and adhering to good practice, and there had been great benefit in bringing together expertise within the third sector and public sector on this. B&H Connected would be keeping a watching brief on progress.

4.4 The Chair congratulated SN and EM on this work, and the impact of the Collaboration Framework on service delivery and volunteering. This had created greater coherence within BHCC around volunteering policies.

4.5 It was agreed that buy-in from the public sector would need to be maintained, and that gaps in commitments around disability groups and equality groups accessing volunteering opportunities still needed to be addressed. SN gave assurance that these issues would continue to be raised, for example at City Management Board, to maintain their profile.

4.6 SN highlighted the need for more work to be done with employers to address gaps in accessing recruitment routes and volunteering opportunities for BME people and migrants.

4.7 PW highlighted the need for more work to be done on increasing the ethnic diversity of volunteers and addressing accessibility issues.

**Action:** The Chair proposed that the VIG should update EquIP in due course on its work to increase accessible volunteering in the city.

SN

Action

5 **Restorative Cities**

5.1 Tim Read circulated copies of a presentation and gave a brief overview of restorative practices and restorative justice, focusing on the potential to develop the approach within the city's communities. It was noted that restorative practices had been increasingly used over the last five years by Sussex Police and the Youth Offending Service and a significant amount of work had been done to avoid criminalising young people.

5.2 Development work had been done over the last two years on the use of restorative practices in non-criminal settings, eg schools, supported accommodation, some council services and CVS organisations.

5.3 A discussion followed around which other services could adopt restorative practices. TR confirmed that the approach was person-centred and could be used to support adults with communication problems and learning disabilities.

It was noted that BHCC was in the process of becoming an accredited training provider for restorative practices.

EM said that it would be interesting to explore the use of restorative practice in a neighbourhood setting, for example could neighbourhood representatives be trained on restorative techniques to help resolve neighbourhood issues. TR thought this was a good idea.

**Action:** EM and TR to explore the potential for incorporating restorative practices in neighbourhood working.

EM/  
TR

6 **Any Other Business**

There were no items of additional business.

7 **Close and Date of Next Meeting**

17<sup>th</sup> October 2017, 10.00 am – 12.00 pm, Brighton Town Hall, Committee Room 1