

## MINUTES

**Tuesday 21<sup>st</sup> July 2020**  
**10.30 am – 12.30 pm**  
**Skype Meeting**

### Present

Cllr Carmen Appich	BHCC (Joint Chair)
Carolyn Bristow	BHCC, Families, Children & Learning
Alan Buck	BHCC, Safer Spaces Working Group (for item 5)
Geraldine Des Moulins	Possability People (Chair for this meeting)
Tantara Fox-Stillwell	Sussex Police
Dee Humphreys	BHCC, Policy, Partnerships & Scrutiny
Melinda King	BHCC, Communities, Equality & Third Sector
Debbie Ludlam	Brighton & Hove Clinical Commissioning Group
Emma McDermott	BHCC, Communities, Equality & Third Sector
Cllr Steph Powell	BHCC
Anne Richardson-Locke	BHCC, Health & Adult Social Care
Emma Turner	Diversity & Ability (Chamber of Commerce rep)
Laura Williams	Community Works

### Apologies

Madeleine Denny	Crown Prosecution Service
Barbara Harris	Brighton & Sussex University Hospitals
Nora Mzaoui	Community Works
Helen Osborne	Friends Centre
Sarah Podmore	BHCC, Health & Adult Social Care
Momtaz Rahman	University of Brighton
Paul Ross-Dale	BHCC, Finance & Resources
Simon Newell	BHCC, Policy, Partnerships & Scrutiny
Cllr Dee Simson	BHCC
Keira Woodroofe	ESFRS

### Action

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

The Chair welcomed everyone to the meeting, being held via Skype due to the Covid-19 restrictions.

		<u>Action</u>
2	<b><u>Minutes of the Last Meeting &amp; Matters Arising</u></b>	
2.1	<b>Minutes</b>	
	The minutes of the meeting held on 21 <sup>st</sup> April 2020 were agreed as an accurate record of the meeting.	
2.2	<b>Matters Arising</b>	
2.2.1	<u>Covid-19</u>	
	<b>Action:</b> EM/ET to meet to discuss hidden disabilities and recovery planning.	<b>EM/ET</b>
2.2.2	All other actions completed.	
3	<b>Anti-Racism Strategy</b>	
	<i>This agenda item was brought forward at the request of SP and CA who needed to leave the meeting early.</i>	
3.1	EM gave a presentation to the group.	
3.2	SP asked the following questions;	
	<ul style="list-style-type: none"> <li>• How will the engagement take into account intersectionality – older people, LGBTQ+ and those with mental health concerns?</li> <li>• Will the white privilege training be one-off or on-going?</li> <li>• If she can support the equalities monitoring of councillors, let her know.</li> <li>• Is BHCC working/learning from other local authorities?</li> </ul>	
3.2.1	As SP had to leave the meeting before EM responded to these questions, EM offered to meet with her the following week to discuss. <b>Action: SP &amp; EM to meet w/c 27<sup>th</sup> July</b>	<b>EM</b>
3.2.2	EM explained that intersectionality was being considered and an LGBTQ+ People of Colour group had been invited to join the Community Advisory Group (CAG). Further, that as the engagement plan took shape under the guidance of the CAG it would consider whose voice was not being given space and how to rectify this.	
3.2.3	The white privilege, language and structural racism training would be reviewed for its impact, and consideration given to best next steps/provision.	<b>BHCC L&amp;D</b>
3.2.4	BHCC was always keen and open to learn from other local authorities. The new Executive Director for Housing, Neighbourhoods and Communities	

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- came from a London council and had worked all her local government career in London so had good knowledge, experience and contacts.
- 3.3 LW reported to the group that working with Community Works BAME network a plan of action would be created to increase the EDI practices of community and voluntary groups and their diversity.
- 3.4 LW asked if Public Health was engaged with the council's work in the light of Covid-19 disparities for people from some Black, Asian and minority ethnic backgrounds. Change would take some time and LW asked if the council's commitment was long-term. CA responded that the council's commitment was long-term and that by being led by Black, Asian and minority ethnic residents and communities would not be affected by political or officer changes.
- 3.5 EM confirmed that she had discussed collaborating on engagement with the Head of Engagement at the CCG and that Health and Adult Social Care in the council was working jointly with the Sussex Health and Care Partnership on the Covid-19 BAME disparities action plan.
- 3.6 ET recommended that when reviewing recruitment processes/approaches this would be best done holistically across protected characteristics, as improvement for one group would inevitably aid others facing barriers and no individual has a single characteristic. EM agreed and suggested that a mixed approach was needed, for example specific positive actions for specific groups as well as system improvements that made the recruitment process more accessible overall.
- 3.7 CB updated the Partnership that the council's Families, Children and Learning directorate was very mindful of intersectionality and one of its actions was working with key voluntary sector organisations to better understand and respond to the needs of Black, Asian and minority ethnic families with a child/children with a special education need and/or disability.
- 4 Equalities and Access Workstream**
- 4.1 MK gave a presentation to the group.
- 4.2 CA asked if another version of the community newsletter was planned and offered her assistance regarding mental health material. MK thanked CA for her offer and agreed to follow up after the meeting. EM explained that there were no plans currently to create and deliver a community newsletter. This had been a response to get essential information at the height of the pandemic to those that may be digitally excluded. The current approach was to push back to services to ask how they were ensuring that those who were digitally excluded were getting information/access to their services.

		<u>Action</u>
	<p>However, work was underway on communications about 'test and trace' so there may be a need in due course for paper-based information specific to prevent local outbreaks.</p>	
4.3	<p>CB reported that it had been very helpful throughout the emergency phase that as issues had been raised at the Equality and Access workstream they had been flagged with the Children and Young People's Cell so there was an early warning on emerging concerns. This enabled quick and joined-up thinking.</p>	
4.4	<p>ARL updated the group that she had linked up transport providers and disability organisations to discuss access issues and reassurance.</p> <p><b>Action: EM and GDM to consider transport rep attending the next Partnership meeting to update on how equality has been considered as part of changes to transport operations and supporting people to use public transport safely and confidently.</b></p> <p><b>Action: MK to circulate the equalities snapshot report to the partnership once completed (w/c 27<sup>th</sup> July)</b></p>	<p>EM/ GDM</p> <p>MK</p>
5	<p><b>Safer Spaces Working Group</b></p>	
5.1	<p>Alan Buck explained that the purpose of the safer spaces group was to oversee changes to physical spaces to 'open' the city back up safely. He was responsible for leading the group and co-ordinating the four sub-groups:</p> <ul style="list-style-type: none"> <li>• City centre – led by <a href="mailto:david.fisher@brighton-hove.gov.uk">david.fisher@brighton-hove.gov.uk</a></li> <li>• Parks and open spaces – led by <a href="mailto:paul.campbell@brighton-hove.gov.uk">paul.campbell@brighton-hove.gov.uk</a></li> <li>• Hove – not meeting <a href="mailto:andy.westward@brighton-hove.gov.uk">andy.westward@brighton-hove.gov.uk</a></li> <li>• Seafront – led by <a href="mailto:toni.manuel@brighton-hove.gov.uk">toni.manuel@brighton-hove.gov.uk</a></li> </ul>	
5.2	<p>A wide range of measures had been put in place and all measures had equality impact assessments. AB reported that the EIAs were very thorough, especially the transport EIA, and was reassured that equality and inclusion had been considered from the start. He did, however, note that not all needs may have been captured and that solutions, once in place, sometimes gave rise to previously unconsidered issues. The safer spaces group welcomed feedback either through AB or direct to one of the chairs, if relevant, copying in AB.</p>	
5.3	<p>AB also reported that the timing presented a key opportunity for radical changes to the public realm – an opportunity to test and show impact – to</p>	

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change behaviours and prove a desirability to make the changes permanent. The council would not get funding to do these sorts of trials.

5.4 AB outlined the following measures which had been put in place:

- Signage – make sure legible, common signs - give space, keep safe. Didn't specify distances due to changing guidance. Banners on streets welcoming back but remember social distancing.
- Pinch points i.e. bus stops. – use of barriers to manage pedestrian flow.
- More cycle lands on A257.
- Marshalling on seafront when very busy including closing of access routes. Sensitive marshalling.
- Changes to parking spaces – very conscious not to remove disabled bays.
- £259k awarded to Brighton & Hove for 'opening high streets safely'. European funding. Lots of constraints to what the funding can be spent on. BHCC has submitted its action plan for approval.
- Advising shopkeepers on queuing, eg all shops managing queues in the same direction on St James Street to keep pavements as clear as possible. Advising eateries on tables and chairs to ensure not cluttering up the street.
- Parks have trialled using circles in parks to show 'safe space'.

5.5 AB said that feedback from user groups would be used to make changes to measures, for example if wayfinding measures were not working.

5.6 ARL offered to report back to RNIB and ESAB that changes could be made and encourage them to feed back to the Safer Spaces Group.

5.7 GDM asked whether disability groups had been involved in the EIAs. AB did not think so due to the time constraints on getting the measures in place. However, he reiterated openness to feedback.

5.8 GDM asked if the Safer Spaces group could produce and circulate comms to disabled groups and people about measures that had been made – to provide reassurance - and that feedback would be welcome and how to give it. AB agreed to discuss with the group and EM said that the Partnership could assist with disseminating the comms.

**Action: AB to discuss a communication to disabled groups and residents on measures taken and how to feedback.**

**AB**

## Action

5.9 DH asked if there were plans to use any of the 'opening high streets safely' funding to help businesses advertise on the street in a different way to 'A' boards. AB said that funding could probably be used for this and suggested that any ideas be communicated to David Fisher, Chair of the City Centre Sub-Group.

5.10 ET informed the Partnership about a possible solution for hidden disabilities would be advertising the 'welcome app'. Useful resource for shops, venues, business, through which residents can share their access needs ahead of their arrival to a premises.

## 6 **Upstanders Network**

6.1 MK explained that the Network was an intersectional approach to how hate impacted different communities in the city and how to minimise harm, support communities and provide counter narrative to hate and division. There was a wide range of different groups as part of the network – BAME, LGBTQ+, disability, young people, faith.

6.2 The network had noted that there was a lot of information for individuals and communities if they experienced hate, however very little if you saw hate and how to stand up against it. Therefore, the focus had been on upskilling communities on upstanding. A workshop had been planned for March but paused due to the pandemic, the individual groups' capacity being refocused on responding to Covid-19 and the late confirmation of continuation funding from the Home Office for MK's post. Funding had now been confirmed for 2020/21. Two Upstanders Network meetings had been held during the Covid emergency phase.

6.3 MK also updated that following feedback from Equip regarding the need for young people's voice on Upstanders Network, AnyOne Brighton was now a member of the Upstanders Network. AnyOne Brighton is a young people social media project on counter-narratives on-line.

## 7 **Any Other Business**

No other business.

## 8 **Date of the Next Meeting**

GDM thanked everyone for their attendance and input at the meeting and reminded everyone that the next meeting would be held on 6 October 2020, venue (virtual or actual) to be confirmed.