

## MINUTES

**Tuesday 21<sup>st</sup> January 2020**  
**10.30 am – 12.30 pm**  
**Lecture Room, Friends Meeting House**  
**Ship Street, Brighton, BN**

### Present

Carolyn Bristow	BHCC, Families, Children & Learning
Lucy Bryson	BHCC, Communities, Equality & Third Sector
Madeline Denny	Crown Prosecution Service
Geraldine Des Moulins	Possability People – Joint Chair
Cllr Amanda Grimshaw	BHCC – Joint Chair ( <i>Chair for this meeting</i> )
Dee Humphreys	BHCC, Policy, Partnerships & Scrutiny
Debbie Ludlam	Brighton & Hove Clinical Commissioning Group
Emma McDermott	BHCC, Communities, Equality & Third Sector
Nora Mzaoui	Community Works
Helen Osborne	Friends Centre
Giedre Paludnevičiute	Diversity & Ability (representing Sussex Chamber of Commerce)
Sarah Podmore	BHCC, Health & Adult Social Care
Cllr Steph Powell	BHCC
Momtaz Rahman	University of Brighton
Paul Ross-Dale	BHCC, Finance & Resources
Anne Richardson-Locke	BHCC, Health & Adult Social Care
Paul Ross-Dale	BHCC, Finance & Resources
Helen Osborne	Friends Centre
Cllr Dee Simson	BHCC
Laura Williams	Community Works

### Apologies

Barbara Harris	BSUH
Lawrence McAndrew	Sussex Police
Simon Newell	BHCC, Policy, Partnerships & Scrutiny
Keira Woodroofe	ESFRS

### Action

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

The Chair introduced herself, as it was her first meeting, and welcomed everyone. New members introduced; Madeline Denny from the Crown Prosecution Service, replacing Anne-Marie Tierney, and Cllr Powell replacing Cllr Clare for the Green Group.

Action

It was noted that the meeting was being recorded as a reasonable adjustment to assist the minute taker and this was accepted by all.

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

2.1 **Minutes**

The minutes of the meeting held on 22<sup>nd</sup> October 2019 were agreed as an accurate record of the meeting with the following amendment;

2.2.6 (third bullet point): An in-depth Learning Disability Needs Assessment (LDNA) would be *up for discussion* (rather than *scheduled*) in the 2020/2021 financial year. SP to provide further clarification of this point under 2.2.8.

2.2 **Matters Arising**

2.2.1 **Collaboration Framework Implementation Plan**

It was noted that Lawrence McAndrew had taken over from Dan Hiles as the Equality & Diversity lead for Sussex Police and hoped to attend the next meeting. **Action:** EM to arrange to meet with him.

EM

2.2.2 **Cumulative Impact of Public Sector Budget Reductions**

Joint Chairs still to approach the Chair of City Management Board (CMB) around CMB's response on the commitment to achieving a citywide snapshot on the equalities implications of public sector budget reductions. **Action:** Joint Chairs

Joint  
Chairs

2.2.3 **Street Clutter**

EM had written to Annie Sparks and Brett Stacey about Field Officers taking a role in enforcement around street clutter. This had been timely, as it tied in with a review currently being undertaken of the FO role. **Action:** Annie Sparks and David Fisher to be invited to a future meeting to give an update.

EM

2.2.4 **Special Educational Needs & Disabilities (SEND) Strategy**

Circulation of the SEND Strategy had been delayed but was due out imminently. The consultation on the draft strategy was now available. CB to share the link with the Partnership for feedback.

CB

2.2.5 **Trans Sub-Group Priorities**

The Trans Sub-Group meeting on 5<sup>th</sup> November 2019 had been well attended and the group had identified priority areas to work on. Rachel Swinney of Sussex

	<u>Action</u>
<p>Police had given some difficult feedback around the experiences of trans people in the city and had given a personal commitment to take improvements forward.</p> <p>It was noted that Trans Awareness training for Members was not currently mandatory as attendance was difficult to enforce with no penalty for non-attendance. <b>Actions:</b> Cllrs Grimshaw, Simson and Powell to write to Members around a commitment to trans awareness and take the issue to the Member Development Group. EM to send attendance details from the recent training sessions to Cllrs Grimshaw, Simson and Powell.</p>	<p></p> <p><b>Cllrs</b></p> <p><b>EM</b></p>
<p>2.2.6 <u>Priorities for 2019/20</u></p> <p><u>Young People</u> EM to speak with MB &amp; DH to check there was no duplication of work on engaging young people on equality issues.</p> <p><u>Learning Disability Needs Assessment</u> SP reported that the LDNA was being proposed for an in-depth needs assessment and it had been hoped to discuss this at the Steering Group in January, but this was now due to be discussed at the SG meeting in March. It would then go to the Health &amp; Wellbeing Board in June for final approval. There would be three in-depth NAs in the next FY; one pharmaceutical, one oral health, and a third topic up for discussion which the LDNA was being considered for.</p> <p>SP had also been looking at refreshing the topic summary for the LDNA to support the Learning Development Strategy and would be discussing with the Development Commissioner shortly. <b>Action:</b> SP to update at the next meeting.</p> <p><b>Action:</b> Kate Gilchrist, Head of Intelligence, to be invited to attend the April or July EquiP meeting to update the Partnership with information on Needs Assessments, the local intelligence offer and new profiles for PCNs.</p>	<p><b>EM</b></p> <p><b>EM</b></p> <p><b>SP</b></p> <p><b>EM</b></p>
<p>2.2.7 <u>Inclusive Cities Programme</u></p> <p>Lucy Bryson had circulated a note following the last meeting and a full update would be given under Item 4.</p>	
<p>2.2.8 <u>Upstanders Network</u></p> <p>MK had contacted particular language schools as recommended and was due to update on this at the next meeting.</p>	<p><b>MK</b></p>
<p><b>3 Equalities Feedback from BHCC Advocacy Contract</b></p>	
<p>3.1 ARL took the group through a presentation and gave information on advocacy providers, including statistics around organisations supported by advocacy services, learning from advocacy case studies and what had been done with</p>	

## Action

information raised by case studies. ARL signposted the group to relevant websites and links.

**Action:** ARL to circulate the slides to the group via EM.

3.2 ARL asked the Partnership to think about whether their services were as inclusive and accessible for people with disabilities as they could/should be. Discussion followed and key issues identified;

- The need for a commitment on training and development from leadership downwards, and more user involvement in training. Partners to feed this back to their organisations.
- Lack of awareness of the barriers to learning, eg fear of technology and communication barriers, and the need to look at ways of making support accessible, increasing understanding around this and providing the right training for frontline staff.
- The importance of using the knowledge of frontline staff in developing basic strategies to ensure that service users could access the support they needed.
- The disconnect between those at the grass roots and those in leadership positions; a back-to-the-floor exercise for senior officers would help to raise awareness and understanding of problems faced.
- The disconnect between strategy and what individuals were actually experiencing.
- The disconnect between budgets and resources.
- There needed to be a better understanding of what was meant by 'reasonable adjustment' and there was a constant need for retraining.

3.3 MD complimented the council on its work on advocacy, particularly using the intelligence from advocates.

3.4 Next steps for the Advocacy Contract work;

- ARL would continue to feed into DEDGs and work closely with B&H CCG and BHCC Public Health.
- DEDGs to input into recommendations and actions.
- EM advised that equalities leadership was currently being embedded at Head of Service level.

## Action

### 3.5 Next steps for the Partnership:

- A further conversation around a strategy to address the disconnects identified, as well as resource issues, leadership development and other improvements needed.
- DH suggested putting together a moral and business case regarding the cost of the equalities issues around accessing services.

3.6 LW expressed concern about the impact of the proposed £134,000 budget cut to the Communities, Equality & Third Sector Team driving these initiatives. The Partnership strongly agreed.

## 4 **Inclusive Cities**

4.1 LB & Cllr Grimshaw gave an update on the Inclusive Cities Programme visit to Cardiff. The process of implementing the programme itself should be as inclusive as possible and would involve setting up a 'Task Force'. Learning on this from cities already in the project, together with the academic support for the project, would be important.

4.2 DH drew attention to the new points-based immigration system, which represented a major change for the city. The ICP would link in with that.

4.3 The 42 recommendations of the International Migrant Needs Assessment 2018 had given the city a head start on the priorities; progress on these would be assessed and incorporated into scoping the project.

4.4 The Partnership then undertook an exercise in groups, looking at the 5 core actions, identifying what was currently done well and less well, and addressing what the Task Force would do (notes from the exercise circulated separately).

**LB**

4.5 Potential membership of the Task Force was agreed; BHCC, B&H CCG, ESFRS, Sussex Police, Sussex and Brighton Universities, the Job Centre, B&H Economic Partnership and/or B&H Chamber of Commerce, plus representatives from migrants organisations, neighbourhoods groups, protected characteristics groups and relevant voluntary sector organisations. BHCC Member involvement would also be helpful. Individual Equip members indicated whether they or someone from their organisation would like to be part of the Task Force, noted by LB.

4.6 It was agreed that there should be a core group leading the process overall, with themed stakeholder sub-groups alongside and that it would focus on real commitments and meaningful objectives and not be a talking shop.

4.7 Partnership to think about potentially organising a launch event to get buy-in from the business community.

		<u>Action</u>
4.8	Draft terms of reference to be drawn up and circulated to the Partnership.	<b>LB/EM</b>
5	<b>Partnership approach to Equalities Learning &amp; Development</b>	
5.1	Priorities on EL&D had been set in a previous meeting. Upskilling around equality & diversity in the city was an ongoing issue; conversations had taken place but actions had not yet been driven forward. It was agreed that EL&D should be addressed in partnership, with a focus on current critical equalities learning needs.	
5.2	It was agreed to come up with a small number of objectives to take forward and focus on achieving one change at a time. It was suggested that the Partnership could manage the learning/knowledge exchange through a Living Library.	<b>EM</b>
5.3	Partners pledged to champion EL&D through their organisations and directorates, ensuring that senior leaders participated. This might involve conversations about why it had not yet happened; feedback on the Advocacy Service could assist with that process.	<b>ALL</b>
5.4	Learning would then need to be filtered down (and up) and it would be important to identify the appropriate level of management to involve and target those most likely to action what they had learned. It was noted that the CCG now had an Inclusion Directorate.	
5.5	Cllrs Grimshaw, Powell and Simson pledged to champion this as a cross-party commitment within the council.	<b>Cllrs</b>
5.6	DH suggested using a communication strategy to raise the profile of Equip to make it more powerful and influential.	
6	<b>Any Other Business</b>  None	
7	<b>Date of the Next Meeting</b>  21 <sup>st</sup> April 2020, 10.30 am – 12.30 pm, Committee Room 1, BTH	