

DIVERSITY AND INCLUSION BOARD (DIB)

Tuesday 15 August 2017

Attendance

Angela Glithero, (Chair) Assistant Director, Resources and Improvement, Economy, Transport and Communities (AG)
 Paul Neville, Unison (PN)
 Amanda Elkin, HR Consultant, Corporate Resources (AE)
 John Cowings, Senior Policy Officer, Equalities, Policy and Research (JC)
 Claire Austin, Workforce Development Manager, Children's Services (CA)
 Alison Boyce, Co-Chair of LGBT Staff Network (AB)
 Rob Bounds, Co-Chair LGBT Employee Network (RB)
 Amanda Nadin, Chair of Women's Network (AN)
 Maureen Whittaker, Consultant in Public Health (MW)
 Seamus Carroll, Senior Community Safety Officer – attending by way of invitation
 Steve Smith, Senior HR Consultant – attending by way of invitation

Apologies

Simon Hobbs, Assistant Director of Legal Services (SH)
 Lisa Edwards, Co-Chair of BME Employee Network
 Kathryn Boulton, Assistant Director, Children's Services (KB)
 Melanie Teasdale, Head of Human Resources, Adult Care (MT)
 Dawn Kelly, Chair of Disabled Workers Group (DK)
 Jennie Hodgkinson, Communications (JH)
 Michelle Collins, Economy Transport and Communities (MC)
 Roger Miller, Assistant Director, Adult Care (RM)
 Sharon O'Hara, Service Manager, Adult Care (SO'H)

Item No	Notes	Action
18/17	Minutes and matters arising of the last Meeting held on 16 May 2017 The minutes of the meeting held on Tuesday 16 May 2017 were agreed as an accurate record.	
18/17	Matters Arising	
18.1	<i>12.5 – Equality Framework:</i> Councillor Barry Lewis has indicated his support for the authority to undertake a peer challenge in relation to the excellent level of the Equality Framework for Local Government.	

18.2	<i>13.17 – DisabledGo:</i> JC confirmed he had responded to the organisation following DIB's decision at the previous meeting.	JC
18.3	JC raised the issue of people with invisible disabilities being told they cannot use disabled/ accessible toilets. JC has asked Property Division for signs to place on disabled toilets highlighting that the Council's accessible toilets are for use by all disabled people.	
18.4	<i>17.4 – Deaf Charter:</i> Future meetings of the working group are being arranged	JC
18.5	<i>17.5 – Holbrook School of Autism:</i> The school has been awarded the Modeshift Stars Award.	
19/17	<p>Apprenticeships & Apprenticeship Levy</p> <p>Steve Smith, Senior HR Consultant, had previously circulated the report which went to the Employment and Skills Board on 3 July 2017 and identified the following:</p> <ul style="list-style-type: none"> • A good response in terms of age. • Figures re disabled applications will be sought. • DCC has an obligation to meet the Government target of recruiting 600 apprentices each year, including schools. • Working with Learning and Development to find a way round occupational segregation with opportunities to all groups of staff and young people. • Support will be put in place for managers of Care Leavers who are employed as apprentices. • Waiting for Government to update policies to enable a more flexible approach to apprentices with disabilities. • DMT's to ensure funding for existing employees is dealt with fairly and consistently and linked in to workforce priorities. • Schools which are authority maintained put £1.3m towards a levy of £2.4m of which apprentices are working towards a degree. • Might be further options to use the levy to train people in the skills that DCC needs. 	
20/17	<p>Tackling Hate Crime Together Policy</p> <p>Seamus Carroll, Senior Community Safety Officer, DCC and Anne Webster from Derby City are working</p>	

	together to produce a joint Policy following consultation from staff and the public. Comments to SC by 25 August 2017.	SC/ALL
21/17	<p>Equality Impact Assessments/Cumulative Impact Assessments</p> <p>Policy and Research are seeking to develop Cumulative Impact Assessments which look over time at the impacts on people of the cuts. It is the intention to commence asking officers to identify these within an amended EIA form also. All EIAs should be copied to John Cowings, at the very least once completed. JC can provide assistance during the process with the analysis and suggest sources of data etc.</p> <p>DIB to look at the record form and send comments to JC by 25 August 2017.</p> <p>JC to send out another reminder regarding the importance of equality impact assessments.</p>	<p>ALL</p> <p>JC</p>
22/17	<p>Autism Strategy / Action Plan</p> <p>A working party Chaired by Simon Hobbs from Legal has two priority areas:</p> <ol style="list-style-type: none"> 1. Learning disabilities in employment and the support, assistance and guidance. 2. Raising awareness around autism and options for training and how we can improve access. 	
23/17	<p>Future Priorities and Strategy</p> <p>JC asked for comments on the draft Equality and Diversity Strategy by 25 August prior to consultation internally and externally.</p>	JC/ALL
24/17	Up and Coming Events / Diversity Calendar Events	
24.1	<ul style="list-style-type: none"> • Derby Pride – Saturday 9 September 2017 <ul style="list-style-type: none"> - Fostering and Adoption team will attend - AG to ask Countryside section if they wish to attend - RB to ask if the Cycle Hire section wish to attend - AE to ask if HR wish to attend - JC to ask cost of stalls and whether all DCC could be grouped together. 	<p>AG</p> <p>RB</p> <p>AE</p> <p>JC</p>
24.2	<ul style="list-style-type: none"> • Black History Month 	

	BME Forum and Network's theme for the event being held at County Hall on 31 October will be Forgotten Heroes. The joint event is being supported by African Caribbean Community Association. The event will be promoted nearer the time via Our Derbyshire.	
25.3	<ul style="list-style-type: none"> International Men's Day – 19 November 2017 JC is due to meet with colleagues from Public Health to plan activities to promote men's health and well-being to help mark International Men's Day in November. Departments wishing to support the event should contact John asap. 	ALL
25.4	<ul style="list-style-type: none"> Women Against State Pension Inequality (WASPI) An event has been organised by Unison to promote awareness of the campaign in relation to Women's State Pension Inequalities and to provide employees with advice about pensions. The event takes place on the changes. 	
26/17	Update from Employee Networks:	
26.1	Disabled Workers Group <ul style="list-style-type: none"> Tinnitus and stress was discussed at the meeting in July. Macular degeneration disease is the topic for the next meeting. 	
26.2	LGBT Staff Network <ul style="list-style-type: none"> Conference being arranged for February 2018 – joint event – possibly at Derby University. Newsletter format now using mail chimp which enables analysis of users. 	
27/17	Any Other Business	
27.1	15 June – National Clean Air Day Jane Careless produced a briefing note of the work undertaken within DCC and partner organisations.	
27.2	Rob Bounds advised that DCC now have adult scooters and electric bikes for hire.	
27.3	JC attended CMT to ask that they actively promote participation in the Diversity Allies Programme and	

	<p>help build a presence in departments. The programme was enthusiastically supported by CMT.</p> <p>JC to:</p> <ul style="list-style-type: none"> • talk to Comms about promoting recruitment; • agree on a timetable and agree a launch date; • agree time off and talk about the issues this raises; • how time off works with the team and organisation; • use 'Take a Stand' to promote. 	JC
27.4	Mick Evans, Policy and Research, is promoting a careers event organised by the BME Forum on 18 September. JC to circulate the information to the Board.	JC
27.5	<p>CA</p> <ul style="list-style-type: none"> • DCC came 12th in the Stonewall Education Index. Oxfordshire have agreed that CA can have sight of their submission to help us to see where we can improve. • CA to present a DCC Children's Services garden at the RHS Chatsworth in June 2019 working with young people in care and leaving care. 	CA
27.6	<p>AE</p> <p>AE to pull together a very general constitution around the Network Groups giving details of the roles and responsibilities of members.</p>	AE
27.7	<p>RB</p> <p>Anti-bullying week is 13 – 17 November 2017.</p>	
	<p>Date of Next Meeting</p> <p>Tuesday 21 November 2017 at 10am in CR3</p>	ALL