

# DIVERSITY AND INCLUSION BOARD

**Tuesday 21 November 2017**

## Attendance

Aileen Hammerton, Co-Chair of Women's Network (AH)  
 Michelle Collins, Economy Transport and Communities (MC)  
 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)  
 Sheila Cole, Co-Chair of BME Employee Network  
 Rob Bounds, Co-Chair LGBT Employee Network  
 Maureen Whittaker, Consultant in Public Health  
 Carol Archer – attending for Agenda Item 3  
 Iseult Cocking – attending for Agenda Item 5

## Apologies

Angela Glithero, (Chair) Assistant Director, Resources and Improvement, Economy, Transport and Communities (AG)  
 Simon Hobbs, Assistant Director of Legal Services (SH)  
 Lisa Edwards, Co-Chair of BME Employee Network (LE)  
 Kathryn Boulton, Assistant Director, Children's Services (KB)  
 Melanie Teasdale, Head of Human Resources, Adult Care (MT)  
 Dawn Kelly, Community Care Worker and Chair of Disabled Workers Group (DK)  
 Roger Miller, Assistant Director, Adult Care (RM)  
 Sharon O'Hara, Service Manager, Adult Care (SO'H)

Item No	Notes	Action
28/17	<b>Minutes and matters arising from the last Meeting held on 15 August 2017</b> The minutes of the meeting held on Tuesday 15 August 2017 were agreed as an accurate record.	
28/17	<b>Matters Arising</b>	
28.2	<i>17.5 – Holbrook School of Autism:</i> Holbrook School for Autism attended the Modeshift STARS Midlands regional awards, along with other primary schools from Derbyshire and SEND, Primary & Secondary schools	

	<p>from Local Authorities across the East and West Midlands. Holbrook School won the award for best SEND school of the region (Special Education Needs &amp; Disability). Riddings Infant school won the award for best primary school of the region</p> <p>Both schools will go forward to the National Modeshift STARS award to be held in the House of Parliament in March 2018</p>	
<b>28.3</b>	<i>20.17 – Tackling Hate Crime Together Policy: Policy document is out to consultation prior to taking to CMT.</i>	
<b>28.4</b>	<i>22.17 – Autism Strategy/Action Plan:</i> The Group have met to identify specific priorities for action.	
<b>28.5</b>	<i>24.2 – Black History Month:</i> The event held on 31 October was a success with good attendance. Planning for next year's event has already begun.	
<b>28.6</b>	<p><i>25.3 – International Men's Day – 22 November 2017:</i> The event is aimed to encourage and advise men about their health. Some facilities available are:</p> <ul style="list-style-type: none"> <li>• Men's MOT – an appointment is required</li> <li>• Cycling</li> <li>• Information on health and well-being via a marketplace</li> <li>• Mindfulness sessions</li> </ul>	
<b>28.7</b>	<i>27.5 – Stonewall Education Index:</i> Following challenging changes to the submissions for Stonewall, Kathryn Boulton is to make a recommendation to Children's Services SMT that DCC does not submit an entry this year. Work will continue with Sheffield Hallam University and the authority will aim to produce a submission for following year.	<b>CA</b>
<b>28.8</b>	<p><i>27.6 – Constitution for Network Groups:</i> AE has produced a general Constitution for all the Network Groups which they have agreed to adopt.</p> <p>This was formally approved by DIB.</p>	
<b>28.9</b>	<i>27.7 – Anti-bullying Week 13 – 17 November:</i> A letter has gone to over 440 schools asking them to promote anti-bullying throughout the school.	
<b>29.17</b>	<b>RHS Garden – June 2019</b>	

	<p>Carol Archer from Children's Services joined the meeting for this item. Originally to be a Children's Services event will now be a DCC event. Lee Bestall Bsc MSGD who works at Renishaw Hall has been selected as the designer for the garden which will be entitled Pride of Derbyshire. Costs will be met through sponsorship. Contributions from the Board were:</p> <ul style="list-style-type: none"> <li>• LGBT Youth Group to be involved</li> <li>• In-house involvement from the 3 new arboriculture apprentices</li> <li>• Design needs to be approved by the RHS</li> <li>• Staff be encouraged to buy bulbs for the display to help raise funds</li> <li>• Lea and Dethick School have offered to maintain the garden at their school following the event</li> <li>• Lea Green have also offered to host the garden</li> <li>• RHS have a list of Garden Clubs who would also offer to maintain the garden</li> <li>• CA to contact Corporate Landscaping if they could help with the specification/brief/ resources/ longer term maintenance.</li> </ul>	
<b>30/17</b>	<p><b>Equality Framework for Local Government</b></p> <p>A report has been approved at CMT and will go to Cabinet for DCC to go for an external peer challenge against the excellent level, 9 – 11 May 2018. A team of 3 officers, 1 Elected Member and an LGA officer who are all trained by the LGA will undertake the peer challenge. JC will draw up a programme of meetings, site visits and interviews and ultimately make recommendations on how we can work better. Assistance from members of DIB will be required to help identify suitable members of staff for the various groups and meetings.</p>	
<b>31/17</b>	<p><b>Equality Policy and Strategy External Consultation</b></p> <p>CMT has approved a draft report to go to Cabinet which seeks permission to consult on the draft revised Policy and a new Strategy for Equality and Diversity.</p>	
<b>31.1</b>	<p>CMT also approved a report recommending adoption of a formal definition of anti-Semitism.</p>	
<b>32/17</b>	<p><b>Diversity Allies</b></p> <p>Launched the scheme and publicised through 'Our Derbyshire' and flyers for recruitment to the programme. Induction day has been deferred to</p>	

	January 2018 to enable time to have enough people for an induction session.	
<b>33/17</b>	<b>Disability Employment Strategy</b> Iseult Cocking attended for this item. The Strategy was approved at Cabinet on 26 October. IC went through the Strategy and explained that DCC can improve its performance in relation to the employment of people with a learning disability. DCC has a statutory duty to make every effort to employ disabled people in the workplace. JC to send through a link to the report. Members of DIB were asked to review the strategy and to raise any necessary actions with their CMTs.	
<b>34/17</b>	<b>Autism Strategy</b>  Update at next meeting	
<b>35/17</b>	<b>Deaf Charter – Revised Action Plan</b>  Update at next meeting	
<b>36/17</b>	<b>Employee Network Updates</b>	
<b>36.1</b>	<b>BME Staff Network</b>  SC gave an update on behalf of the network.	
<b>36.2</b>	<b>Disabled Workers Group</b>  AE gave an update on behalf of the Group in Dawn's absence.	
<b>36.3</b>	<b>LGBT Staff Network News</b>  AB gave an update and outlined the Network's plans for LGBT History Month in 2018. There will be a joint conference with public sector partners at Derby University.	
<b>36.4</b>	<b>Women's Network</b>  AH gave an update on the Network. They are beginning to plan for International Women's Day 2018. JC suggested AH contact Sarah Chubb at the Records Office in relation to marking 100 Years of Women having the vote.	

	<b>Date of Next Meeting</b>	
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