

DIVERSITY AND INCLUSION BOARD (DIB)

Tuesday 28 March 2017

Attendance

Ian Stephenson (Chair) Chief Executive (IS)
 Paul Neville, Unison (PN)
 Amanda Elkin, HR Consultant, Corporate Resources Department (AE)
 Dawn Kelly, Chair of Disabled Workers Group (DK)
 Amanda Nadin, Chair of Women's network (AN)
 John Cowings, Senior Policy Officer, Equalities, Policy and Research (JC)
 Michelle Collins, Community Safety Manager, Economy, Transport and Communities (MC)
 Simon Hobbs, Assistant Director of Legal Services (SH)
 Deborah Jenkinson, Commissioning Manager, Adult Care (DJ)
 Jennie Hodgkinson, Communications (JH)
 Claire Austin, Workforce Development Manager, Children's Services (CA)
 Lisa Edwards, Chair of BME Employee Network (LE)

Apologies

Angela Glithero, (Chair) Assistant Director, Resources and Improvement, Economy, Transport and Communities (AG)
 Alison Boyce, Co-chair LGBT Employee Network (AB)
 Roger Miller, Assistant Director, Adult Care (RM)
 Wesley Downes, Policy Manager, Policy and Research (WD)
 Sarah Morris, Assistant Director, Corporate Property (SM)
 Kathryn Boulton, Assistant Director, Children's Services (KB)
 Rob Bounds, Co-Chair, LGBT Employee Network (RB)
 Melanie Teasdale, Head of Human Resources, Adult Care (MT)
 Sharon O'Hara, Service Manager, Adult Care (SO'H)

Item No	Notes	Action
01/17	Minutes and matters arising of the last Meeting held on 29 November 2016 The minutes of the meeting held on Tuesday 29 November 2016 were agreed as a true record.	
02/17	Matters Arising	
02.1	"I Can" Learning Disability film The film which was launched on 1 November 2016 and shown at DIB on 29 November will be shown at	IWS

	Corporate Management Team (CMT) prior to cascading down to Service Directors.	
02.2	Holocaust Memorial Day – 27 January 2017 Candles were lit to mark the event at County Hall, Matlock and John Hadfield House.	
02.3	BME Employee Network This Network is now being chaired by Linda Munroe and Lisa Edwards.	
02/17	<p>Autism Initiatives Report Simon Hobbs (SH) and Deborah Jenkinson (DJ) gave a presentation in preparation for the report. SH announced that it was World Autism Week and that there was a display in main reception of County Hall all week. It is hoped that the Autism Awareness E-Learning Training Course will become mandatory for employees and form an important part of employee induction.</p> <p>It was agreed that Amanda Elkin Caunt (AE) would forward the findings of the Employee Panel on Mental Health to SH and DJ.</p> <p>The Board agreed to help implement the Autism Strategy for the Council with SH convening a task and finish working group.</p>	<p>AE</p> <p>SH</p>
3/17	Up and Coming Diversity Events	
03.1	<p>17 May – IDAHOT Day (Families Theme) Currently in the planning stage – decision to be made on the venue.</p> <ul style="list-style-type: none"> • AB and RB producing a presentation for schools to use in assembly/ teaching/ activities. • All staff network groups will meet to develop actions to support IDAHOT. • 50th Anniversary since homosexuality was de-criminalised. 	
03.2	Autism Week 27 March 2017 Leaflets placed in libraries and main reception at County Hall to raise awareness.	
04/17	Update from Employee Networks:	
04.1	BME Staff Network – LE	

	<p>The Group met on 23 February away from County Hall to encourage attendance.</p> <ul style="list-style-type: none"> • JC attended the meeting to consult over the proposed Diversity Allies Programme. • The English Language Fluency Requirement document was amended following discussions with the group • Planning of the 2017 Black History Month has commenced and it is hoped to get some schools involved. 	
04.2	<p>Disabled Workers Group – DK</p> <p>A meeting was held on 11 January 2017 and JC attended to talk through equality law and answer questions from the group. Members come for support and to talk about problems in the workplace. The next meeting is 4 April where the theme will be a member of staff from Welfare Rights will attend to give a talk and answer questions.</p>	
04.3	<p>LGBT Staff Network – AE gave the report in the chairs' absence</p> <p>DCC came 102nd in the Stonewall Employment Index and the feedback was very positive. DCC has been awarded East Midlands Network of the Year which was a very positive step for the LGBT Employee Network. The Certificate will be presented at Full Council to AB and RB by the Chair of the Council.</p>	
04.4	<p>Women's Network – AN</p> <p>Women's Day was celebrated at County Hall on 8 March and the feedback was very good. Cllr Anne Western opened the event and 85 people participated. There were talks around health and wellbeing. Joy Hollister, Strategic Director of Adult Care spoke about her life and career. Many senior managers supported the event which was very much appreciated.</p> <p>IS agreed to review whether to hold a men's health event to mark 'International Men's Day' or hold a joint Health and Wellbeing event. This was well received with a view to getting staff involved in looking after their health, eg:</p> <ul style="list-style-type: none"> • Lunchtime exercise classes • Health screening awareness • Running • Blood pressure and iron level checks, etc 	IWS

	IS advised that Derbyshire Sport is putting money into encouraging people to improve their health by doing more exercise. IS to raise with Dean Wallace, Director of Public Health.	IS
05/17	Equality Framework IS to speak to CMT about undergoing an external peer review at a cost of £7,500.00 plus expenses. JC said this would be resource intensive but having undertaken 3 reviews himself on behalf of the LGA, he thought DCC had made a significant level of progress and had a lot of examples to illustrate working at the 'Excellent Level'.	IWS
06/17	Translations and Interpretations JC outlined continued work to establish a corporate procurement process for interpretations and translations, but asked the Board for agreement in the meantime to check and obtain a list of current provider prices from existing providers as this will help when seeking to quantify the exact levels of service needed from a formal procurement exercise. SH to discuss further with JC after meeting..	JC/SH
07/17	Diversity Allies JC outlined the need to progress with the scheme by obtaining buy in and agreement from CMT. IS undertook to talk to CMT about the proposed programme.	IWS/JC
08/17	Counter Terrorism Two free presentations will take place to support staff giving them the skills and knowledge of suspicious behaviour. The dates are: <ul style="list-style-type: none"> Monday 3 April 2017 at John Hadfield House Friday 28 April 2017 at County Hall, Matlock 	
09/17	Joint Partnership Working with PCC for Derbyshire DCC is working with Police and Crime Commissioner on equality and diversity and homelessness to create a safer Derbyshire.	CA MC

	<p>DCC are re-launching Hate Crime. The CORE website www.core-derbyshire.com has been created to support victims of crime, giving people access to the different types of help they may need.</p> <p>The Police gave a briefing at Corporate Management Team raising awareness of previous hate crime taking place with Council officers in North Yorkshire with regard to Fracking and shale gas exploration.</p>	
10/17	<p>Stonewall Education Index Submission for 2017</p> <p>DCC came 12th in the rankings last year. The form for 2017 is to be submitted by 8 April with the results in July.</p>	CA
11/17	Any Other Business	
11.1	<p>Disability Confident Scheme</p> <p>This replaces the Two Ticks programme operated by the DWP. The scheme aims to help employers make the most of the opportunities provided by employing disabled people. There are 3 levels of achievement and HR is confident that we are already working at level 2 and should seek this confirmation from the DWP.</p> <p>The Board agreed to complete the self-assessment form to enable DCC to retain its status as a Level 2 Disability Confident employer and ask HR for a plan to move towards Level 3 in the future.</p>	AE-C
11.2	<p>English Language Fluency Requirement</p> <p>AE outlined the new requirements introduced upon people whose first language is not English working in the public sector to be proficient in spoken English. HR has carried out a review of existing employees and not identified employees who need training. However, the new requirement means that all new job applicants will need to be able to demonstrate they can communicate in spoken English.</p>	AE-C
11.3	Stonewall Employee Membership	AE-C

	The Membership is due on 30 April 2017. DIB agreed to continue subscribing to Stonewall but not to make a submission in 2017 for the Employers' Index.	
	Date of Next Meeting Tuesday 16 May 2017 at 1.30pm in CR3	ALL