

**MINUTES** of a meeting of the **CABINET MEMBER FOR STRATEGIC POLICY AND BUDGET** held on 30 July 2013 at County Hall, Matlock

**PRESENT**

Cabinet Member – Councillor Ms A Western

Also in attendance - Councillor A I Lewer

**10/13** **MINUTES RESOLVED** that the minutes of the meeting held on 18 June 2013 be confirmed as a correct record and signed by the Cabinet Member.

**11/13** **PROMOTING GOOD RELATIONS AND AWARENESS** As a result of recent discussions a number of proposals had been received from Black and Minority Ethnic community organisations to help improve awareness and relations locally. The groups had asked if the Council could make a small financial contribution to help ensure that the events could proceed over the coming months. In each case the Council's financial support would cover costs such as venue hire, publicity, catering and materials. The proposals received are as follows:

- **The African Caribbean Community Association (ACCA)** - ACCA was intending to hold a one-day event to mark the 40<sup>th</sup> anniversary of Grenada's independence, when they intend to raise awareness of the history, culture and contribution of the local Grenadian community in Chesterfield and north Derbyshire. The aim of the event was to improve cohesion and relationships between the Black and other communities. It was proposed to make a contribution of £250 to support this event.
- **The Asian Association of Chesterfield and North Derbyshire** – The group was planning to run a culturally based programme of activities to raise awareness of the history and culture of the Indian communities in the area. It would offer an opportunity for the Association to promote the work it does to support members of the community and to combat social isolation. It was proposed to make a contribution of £250 to support these activities.
- **Two groups representing the Chinese community** – The groups wanted to carry out a number of activities to bring Chinese and other people together, including the many Chinese people scattered across Derbyshire, often working in businesses in our towns and villages. They also wanted to complete a project to record the history and origins of the community in Derbyshire, by capturing the recollections of Chinese elders. It was proposed to make a contribution of £500 to support both types of activity.

- **The Chesterfield Muslim Association** – The Association want to improve understanding and awareness around the Muslim community and its faith, by hosting an open celebration for Eid, the large celebration held at the end of Ramadan. This would include opening up the mosque and other buildings to visitors as well as a celebration to give local people an experience of taking part in Eid. It was proposed to provide a contribution of £500 to support these activities and help ensure continued good relations between Muslims living in Derbyshire and other communities.
- **The Chesterfield Filipino Association** - The Association wished to host a sports competition event enabling all communities to come together to compete in sport, along the lines of a local version of the Olympic or Commonwealth Games. The Association already had the support of the other BME communities to participate in the event. It was intended to provide £500 in financial support for this event and to support the Filipino Association and to enquire whether any further support may be available from Derbyshire Sport, as this event had the potential to attract a higher level of participation across communities.

The Council's budget for equality and diversity had historically been utilised to help support the agenda through activities which improved awareness and cohesion, tackle discrimination and harassment, or facilitate equalities based learning and development activities, usually in partnership with service departments or community or employee groups. The Cabinet Member suggested wider discussions relating to this subject would be welcomed.

**RESOLVED** that (1) approval is granted to provide a total of £2,000 in financial support to enable groups to proceed with the events and activities outlined in the report; and

(2) each group was asked to provide monitoring information about who attended or took part in their proposed activities to help measure whether they had been successful in bringing people from different backgrounds together and helped build good relations.

#### **12/13      IDENTIFYING THE CAREER DEVELOPMENT NEEDS OF LESBIAN, GAY, BISEXUAL AND TRANSGENDER EMPLOYEES**

Derbyshire County Council had been a member of the Stonewall Employers programme for a number of years and there was increasing evidence that the most successful organisations attempted to understand and meet the additional needs of their LGBT employees in relation to career progression. The Stonewall Diversity Index highlighted this as one aspect of good practice they expected to see good employers undertaking.

Discussions had taken place with Derby City Council, Derbyshire Community Health Services (DCHS), and Derbyshire NHS Foundation Trust, to explore whether the Council could work collaboratively on this issue, as all four organisations were Stonewall Diversity Champions. Following recent discussions it had been agreed that respective employees were brought together at an event that explored what support was needed, to examine good practice in employment and to look at whether an existing mentoring scheme run by DCHS could be adapted to support employees from diverse backgrounds, beginning with LGBT employees. It was intended to hold a half-day event at The Quad in Derby on 20 August 2013 and it was anticipated that the costs to the Council would be approximately £500. This activity was seen as complementing work at the Council in relation to the development of leadership and career progression.

**RESOLVED** (1) that the Cabinet Member notes the Council's participation in this event; and

(2) to approve the expenditure of approximately £500 as outlined in the report.

**13/13**      **EXCLUSION OF THE PUBLIC RESOLVED** to exclude the public from the meeting during the consideration of the remaining items on the agenda to avoid the disclosure of exempt or confidential information.

**SUMMARY OF PROCEEDINGS CONDUCTED AFTER THE PUBLIC WERE EXCLUDED FROM THE MEETING**

1. To confirm the exempt minutes of the meeting held on 18 June 2013 (contains exempt information).

**14/13**      **MINUTES RESOLVED** that the exempt minutes of the meeting held on 18 June 2013 be confirmed as a correct record and signed by the Cabinet Member.