

NYSP Equalities Task Group

Minutes of the meeting held on 8 September 2009

Present:

Neil Irving (Chair)	North Yorkshire County Council
Tony Clark	Richmondshire District Council
Helen Black	North Yorkshire Forum for Voluntary Organisations
David Walker	North Yorkshire County Council
Kay Ritchie	North Yorkshire County Council
Rosie Qureshi	North Yorkshire Police
Drew Fussey	Selby District Council
Jill Gathercole	North Yorkshire Police
Harriet Steventon	Craven District Council
Mike Simpson	Harrogate Borough Council
Kevin Brown	North Yorkshire County Council (for item 4)
Nick Hunter	North Yorkshire Police (for item 5)
David Young	Local Government Yorkshire and the Humber
Mark Hopley	Harrogate and District CVS

Apologies:

Sharon Carey	Scarborough Borough Council
Guru Naidoo	Broadacres Housing Association
Graham Purdey	NHS North Yorkshire and York
Jamil Bostan	NY Probation Service
Jez Rushworth	North Yorkshire Fire and Rescue
Ian Wolstenholme	Richmondshire District Council

1 Minutes of the meeting held on 9 June

- 1.1 The minutes were approved as an accurate record of the meeting. There were no matters arising not already included in the agenda.

2 NI1 update

- 2.1 Kevin Brown presented a breakdown of the NI1 Place Survey data across ethnicity, age, gender and disability, although given the size of the samples, the results should be treated with caution. There were no real disparities across ethnicity, gender or disability. Young people tended to feel less cohesion.
- 2.2 Queries were raised regarding; district/ward/super output area breakdowns of the data and comparison with neighbouring authorities. Thought would need to be given to how infrastructure would be shaped by any tensions identified

2.3 KB agreed to produce district breakdowns for NI1, and diversity strand and district breakdowns for NI 2 and 3 in advance of the next meeting.

3 Tension monitoring/third party hate crime reporting

3.1 Nick Hunter presented an update of how third party hate crime reporting centres had been established across the County, following pilots in Scarborough and York. NY&Y now has 86 reporting centres based in libraries, housing associations, connexions, MESMAC etc. These centres enable victims to report hate crimes and be signposted to support services, with some brokerage support available. Incidents will only be followed up by police where requested by victims. Levels of reporting are low, although the communications launch, advertising in the welcome pack and at reporting centres may help increase these. Mechanisms for monitoring centre usage were in place and good practice could be shared between centres. A cost-benefit analysis for subscribing to the Stop Hate UK confidential telephone service meant this service wasn't currently available in Y&NY.

3.2 It was crucial that this process worked to build confidence in the Police rather than replaces it.

3.3 There was currently no clear process for tension monitoring. Previous pilots had demonstrated mixed results in generating information that could be used by partners to improve community safety and were resource intensive to maintain. Thought should be given to how PREVENT networks could be developed to address this gap. Leeds, Doncaster and Lancashire were highlighted as having good models that would need adaptation to meet the needs of NY. **It was agreed that reports prepared for the NY Police Authority would be shared with the Task Group.**

3.4 DY/RQ/MH agreed to research mechanisms and prepare a report for the next meeting.

4 Local Government North Yorkshire and York community cohesion summary

4.1 Wider research into changing populations had been commissioned following in the strategic review of inward migration from the EU Accession States. Tom Bryant has coordinated partner contributions, although the research into BME housing needs had not yet been published. It was agreed that partners would provide information on what actions were already being taken to address identified areas for development. It was noted that work to build on good practice in Leeds for the Gypsy/Traveller community was underway.

5 Migration Impacts Fund update

5.1 Conversational English classes – access courses to ESOL provision (NYCC)

5.1.1 The project was to deliver free conversational English classes to enable learners to access mainstream ESOL level 1 classes. Courses are now being advertised. The support of partners in advertising these opportunities would be appreciated.

5.2 Teaching Assistants in North Yorkshire Schools where children of migrant workers are enrolled (NYCC)

5.2.1 The funding will cover the employment of 3 bilingual (Polish/English) assistants in schools. The funding (£25,000 pa per school) will be devolved to 3 of the future EMA (Ethnic Minority Attainment) Hub schools (St Augustine's, Scarborough, Selby CP and Grove Road, Harrogate) which will be responsible for recruitment, appointment and management of these posts. Central EMA staff will work in partnership with the schools with regard to job descriptions, recruitment, training and deployment. The 3 bilingual assistants will provide classroom support to Polish speaking children within the Hub school, but will also provide outreach support as required to neighbouring schools.

5.2.2 The 3 Hub schools chosen have large cohorts of Polish speakers either in the school itself or in neighbouring areas. It will also cover the provision of the fulltime equivalent of an ESOL (English for Speakers of Other Languages) teacher to deliver free beginners' classes to newly arrived migrant workers across the county. This will enhance and expand the programme of beginners classes already provided via Adult Education. The funding (£35,000 pa) will be transferred to Adult Education, but EMA staff will work in liaison with Adult Ed in planning and evaluating provision over the 2-year period.

5.2.3 The rationale behind the provision of free ESOL classes for adults is that children benefit directly if their parents/carers/community understand and can function independently in English within the UK.

5.3 Interpreter project

5.3.1 The project outline had been set out in the briefing paper. 12 interpreters would be recruited for each of the three policing areas in NY. There would also be a regional register for second-tier interpreters (those who narrowly missed out on a place on the register). Support would be put in place to support interpreters to become sole traders. It was agreed that Helen Black would be the Task Group representative on the project team.

5.4 Harrogate project

5.4.1 The project would establish a network of informal contacts through a community development model to provide support to new communities.

The project would provide reports in to the Task Group on a regular basis.

6 Community cohesion statement

- 6.1 A regional statement has already been developed and the Task Group had contributed to its development. The Local Government Yorkshire and the Humber Members have now requested all areas to ensure the principles are embedded locally. The use of case studies to provide evidence and set out how we are achieving this vision was supported. **It was agreed that DY/KR/NI/NH/DW would review the regional statement and bring proposals for how to do this to the next meeting.**

7 Welcome pack update

- 7.1 Kay Ritchie presented an update on the use of the welcome pack, web statistics and distribution of promotional materials. All materials had now been distributed and it was agreed that the 2009/10 invoice to participating partners should be set at £150 to cover the annual registration cost and further promotional materials. It was noted that a number of partners, particularly health partners, had not yet indicated which resources they would need or quantities required.
- 7.2 The development of a Nepalese version of the welcome pack had previously been proposed. Costs had been negotiated with the provider, Interskills, who would cover all the development costs, leaving a total cost for translation of £4400. £25000 has already been secured from NYCC and Richmondshire District Council. It was agreed that the MOD would be approached for the remainder of the costs. In order to maintain the integrity of the Nepalese pack, **it was agreed to amend the partner protocol to state that all additional contributions would need to be translated into five languages; Polish, Latvian, Lithuanian, Czech and Nepalese.**

8 Any other business

- 8.1 Rosie Qureshi raised a request from Race And Justice In North Yorkshire (formerly the North Yorkshire BME Strategy Board) to join the NYSP Equalities Task Group which had been made to her at a recent meeting with the group. It was noted that voluntary and community sector organisations already had representation on the Task Group through NYFVO.
- 8.2 **It was agreed that the voluntary and community sector was already represented through NYFVO and that it would not be appropriate to extend the membership at this time. It was agreed that Kay Ritchie would notify RAJINY on behalf of the Task Group.**

- 8.3 Kay Ritchie provided a brief update on the first meeting of the North Yorkshire Equality Officer Network held on 2 July 2009. This group would consider operational issues around organisational performance against equality frameworks and share practice on good practice.
- 8.4 Helen Black informed the group that a BME worker would be recruited to work in NY on behalf of YREN following a successful funding bid. LGBT training was also being offered and details would be circulated by email.
- 9 Date of the next meeting: 15 December 2009 at 10.30 am, County Hall, Northallerton**