

## Action Notes of the Equalities and Communities Theme Group

**Held on Wednesday 23rd April 2008**

**Present:**

Sue Bent, Jenni Venn, Andrew Harrison, Alison Quigley, June Jeffrey, Alison Porter, Sandra Shipton, Laura Slegg, Charley Gibbons, John Payne, Bill Hall, Jim Titley, June Morley and Debbie Briggs

**Apologies:**

Cllr Foster, Sally Giles, Balbir Sohal, Rajo Saira, Teresa Staniewicz, Richard Tomlins, Jody Gordon and John Brady

Action	Timescale	Who
Sue Bent welcomed everyone to the meeting and round table introductions took place.		
<b>1. Briefing Items</b>		
<p><b>IDAHoT</b> Alison Quigley reported back on activities which had taken place to commemorate International Day Against Homophobia and Transphobia on 17<sup>th</sup> May 2008. Colleagues from Coventry City Council, Community Safety Partnership, Terrence Higgins Trust, Coventry and Warwickshire Friend and Victim Support set up a stand in the precinct on the day where they gave out balloons and wrist bands bearing the message "I'm saying No to Homophobia in Coventry" and asked people to sign a petition to end the death sentence that gay and lesbian people still face in some countries. The Lord Mayor also said a few words and did a balloon release to commemorate each of the countries where it is still illegal to be gay.</p> <p><b>Inderjit Singh</b> Sue Bent informed the group that Inderjit Singh, a former member of the Equalities and Communities Theme Group had sadly passed away. Inderjit's funeral will take place at Canley Crematorium on 11<sup>th</sup> June 2008. If anyone would like to make a donation in memory of Inderjit's life, the family have asked for donations to Grapevine.</p> <p><b>LAA Plus Workshop</b> Debbie Briggs reminded the group about the email that had been circulated with details of the LAA Plus Workshop which will be focusing on Equalities in new LAAs. If anyone is interested in attending please let Debbie know.</p>		
<b>2. Working Towards a More Equal and Cohesive Coventry</b>		
Sue Bent welcomed Andrew Harrison, who will be undertaking this research on behalf of the Theme Group.		

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<p>Andrew said that the key to this project is about finding the best ways to influence people delivering LAA targets and our agenda will be to make equalities and cohesion real for them. Today is the first of 4 workshop sessions and the purpose of today's session is to shape what we are going to do.</p>		
<p>The session covered 3 main areas:</p>		
<ol style="list-style-type: none"> <li>1. Adding to the stock of knowledge in terms of useful, interesting and effective practice in Coventry that has made a big difference to equalities and cohesion.</li> <li>2. Thinking about the substance of the LAA and which indicators we most want to prioritise our efforts on.</li> <li>3. Thinking about how to interact with LAA delivery arrangements so that we can influence this.</li> </ol>		
<p>Andrew then did a short presentation outlining where we are with this to date and what we need to do in order to influence the LAA. Andrew also referred to the proforma which is contained in the workshop packs and can be used to help us to capture good practice, from both within Coventry and the wider area. It is important to have current and active examples of things that are working well. Coventry Partnership Board also had a discussion about this and the good practice identified as part of this discussion will also feed into this work. Andrew emphasised that when we are thinking about good practice – this is not just in relation to individual projects but also about wider working practices.</p>		
<p>Sue Bent said that we want to be helpful and supportive rather than be seen to be undertaking a 'policing' role – the group wants to be more proactive in influencing the LAA action plans.</p>		
<p>The group then broke up into 2 smaller workshop sessions to look at:</p>		
<ol style="list-style-type: none"> <li>1. Areas of good practice, and</li> <li>2. Which LAA indicators should we prioritise</li> </ol>		
<p><b>Good Practice</b></p>		
<ul style="list-style-type: none"> <li>• Pathfinder project and initiatives around worklessness</li> <li>• The Business Case for Equalities and Cohesion – need to link to the aims and principles of the organisation and provide practical guidance for people at different levels in the organisation outlining how they can contribute to equalities issues (Charley Gibbons)</li> <li>• Need to think about how to make people understand what they can practically do to contribute and apply this thinking across different areas and services.</li> <li>• Joint work between the PCT and the Council (Laura Slegg)</li> <li>• Friends Project (Laura Slegg)</li> <li>• MGSS (Laura Slegg)</li> <li>• Education statistics disaggregated by gender, ethnicity, NEETs, etc</li> <li>• Children's Fund Projects around teenage pregnancy and helping young people to be better parents (Laura Slegg)</li> <li>• User Involvement Standards adopted by the Children's Partnership (Laura Slegg)</li> </ul>		

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<ul style="list-style-type: none"> <li>• CEN Golden Rules for community involvement (June Jeffrey)</li> <li>• Leicestershire City Council Citizen's Jury aimed at BME groups to provide questions, answers and challenge (Charley Gibbons)</li> <li>• How do we improve practice to give people a voice?</li> <li>• Key Individuals Network (KIN) <ul style="list-style-type: none"> <li>○ Created in recognition of the need to involve communities.</li> <li>○ Developed as a mechanism of advising police of issues that are “out there” at grass roots levels.</li> <li>○ Provision of correct information both to and from police to local communities to quickly dispel any myths that could affect community cohesion.</li> <li>○ Members are volunteers who have a “local finger on the pulse” but are not necessarily democratically voted for (Jim Tittley)</li> </ul> </li> <li>• Local Authority Liaison Officers (LALO's) <ul style="list-style-type: none"> <li>○ Role paid for by the Police to ensure links to local communities</li> <li>○ LALO is “Coventry wide” and not for one of the 3 policing areas</li> <li>○ Good Practice for all organisations to have a LALO, but funding issues recognised (Jim Tittley)</li> </ul> </li> <li>• Football / Racism project <ul style="list-style-type: none"> <li>○ Red card to racism</li> <li>○ Removes racist behaviour and attitudes from football</li> <li>○ Encourages others to report racist behaviour and not accept as normal</li> <li>○ Enforcement takes zero-tolerance approach</li> <li>○ Changing behaviours removes the influence of others (Jim Tittley)</li> </ul> </li> <li>• Rugby coaching <ul style="list-style-type: none"> <li>○ Project worked in priority neighbourhoods</li> <li>○ Gave opportunity for young people to play at “top club” with fees waived to encourage equality of opportunity</li> <li>○ Broaden horizons and raised aspirations</li> <li>○ Encouraged adults to raise expectations (Jim Tittley)</li> </ul> </li> <li>• Peace Partners. <ul style="list-style-type: none"> <li>○ Work on conflict resolution</li> <li>○ Create community cohesion</li> <li>○ Work in partnership with cathedral and Coventry University (Sandra Shipton/Balbir Sohal)</li> </ul> </li> <li>• MGSS (Minority Group Support Services) <ul style="list-style-type: none"> <li>○ Work closely with education and settlement officers</li> <li>○ Staff can do home visits to provide support to families of new communities who may be experiencing difficulties or racial prejudice (Sandra Shipton/Balbir Sohal)</li> </ul> </li> <li>• Canley Initiative Action Plan (Alison Quigley) <ul style="list-style-type: none"> <li>○ Multi-agency approach to sustained family settlement</li> <li>○ Works on changing attitudes and behaviours</li> <li>○ Non-enforcement approach</li> <li>○ Hate crime reporting support group is being set up by Vicky Sherry of Police</li> </ul> </li> <li>• Intensive Family Intervention Project (IFIP) (Alison Quigley) <ul style="list-style-type: none"> <li>○ Works with whole family and not just perpetrator</li> </ul> </li> </ul>		

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<ul style="list-style-type: none"> <li>○ Works to change behaviours and attitudes</li> <li>● Youth Investment Project (Alison Quigley) <ul style="list-style-type: none"> <li>○ Young people who have been identified as having racist attitudes attend an anti-racist course</li> <li>○ Good attendance from those identified</li> <li>○ Can be financially costly</li> <li>○ Looks to changing behaviours and breaking generational cycles</li> <li>○ Young people have support from peers</li> <li>○ Recommended learning be captured for the future as programme ends Aug 08</li> </ul> </li> <li>● Sexual Orientation Advisory Group (Alison Quigley) <ul style="list-style-type: none"> <li>○ High profile</li> <li>○ Chaired by Chief Exec of Council</li> <li>○ Councillor support</li> <li>○ Has influenced all major organisations regarding LGBT issues</li> </ul> </li> <li>● Building Schools for the Future (BSF) – long term project (Sandra Shipton) <ul style="list-style-type: none"> <li>○ New programme will bring together pupils of multi-skills and abilities and encourage co-education of those with learning disabilities and physical or sensory impairments in mainstream schools</li> <li>○ Moves away from older principles of not mixing and of (usually) locating special needs schools on the peripheries of cities (almost out of sight/out of mind and therefore not embedding principles of cohesion)</li> </ul> </li> <li>● Noted that work is ongoing to bring people with Learning Disabilities who have been placed outside of the City back to Coventry. To help with integration, purpose built “cluster” properties are being created to house people within communities (John Payne).</li> <li>● Noted the move towards providing people with their own care budgets so they can procure services to suit them. Often a need is felt to be “met” through provision of a carer who can speak the same language as a client – without any real regard to cultural requirements (Alison Porter).</li> </ul>		
<b>Which LAA Indicators should we focus on?</b>		
<b>Group 1</b>		
The group thought it would be best to aim initially at targets that involve young people, as there is potentially more chance to influence their behaviour and make a difference for the future.		
Particular reference made to:		
NI 117	NEETS	
NI 120	All age mortality (difficult to measure impact over short term)	
NI 32	Domestic Violence (high impact on children’s development and attainment)	
NI 110	Positive activity participation	
NI 112	Teenage Pregnancy	
NI 111	First time entrants to Youth Justice system	
The group also made reference to the following:		

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<ul style="list-style-type: none"> <li>• Importance of availability of data that can be broken down by community of interest to evidence area of need</li> <li>• Influence key organisations/brokers to capture data that shows areas in need of further / different action (and to use data that is captured)</li> <li>• Raise awareness of equality issues. Improve intelligence around needs of groups = improved awareness.</li> <li>• Data “owners” to be aware of (and raise awareness of) “equalities information”</li> <li>• Potential to hold a central data source</li> <li>• Be aware of how people perceive themselves – e.g. given of an Iraqi who saw themselves as “White Other” but as a descriptor “white other” does not give an indication of cultural or other more specific needs.</li> </ul> <p><b>Group 2</b></p> <ul style="list-style-type: none"> <li>• Worklessness – looking at ethnicity, mental health, long term unemployed, lone parents, disabled people and low skilled.</li> <li>• Obesity – links with poverty and ethnicity particularly Asian children. Also links to LAA target around young people's participation in positive activities. Hillz FM was an activity which met a specific need, brought young people together and had safety links. Also links to LAA target around children travelling to school.</li> <li>• People supported to live independently through social services – break down by disability, ethnicity and gender – this is about the independence agenda and there are a whole range of equalities issues.</li> <li>• Percentage of people who feel they can influence decisions in their locality – this will have an impact on Community Cohesion.</li> <li>• Housing targets – inter-connected with lots of other things affected by people's choices etc.</li> <li>• Education targets</li> </ul> <p><b>Final Session</b></p> <p>The 2 groups fed back on their discussions.</p> <p>We need to think about who else we want to engage in this and it is important to influence the key brokers of knowledge and data. It is important to capture examples of where good practice has become routine.</p> <p>Debbie said that the final workshop session would take place on 17<sup>th</sup> July 2008 from 6.00 – 8.30 at St Peter's. This will be a broader group and will involve a range of people from community organisations. Andrew explained that he will be running this session as World Café Style Event. If anyone is interested in supporting this session, please contact Debbie.</p> <p>Andrew will also come back to the Theme Group meeting on 3<sup>rd</sup> September 2008.</p>		
<b>3. Date of Next Meeting</b>		
The next meeting will take place on 3 <sup>rd</sup> September 2008.		