

## Minutes

### Meeting: Corporate Equalities Management Group

Date: 7 September 2006

#### Attendees:

Attendees	Attendance
Hilary Anthony, Executive Director – Learning Directorate of Education, Leisure & Community Services (Chair)	✓
Louise Fradd, Assistant-Director Community Regeneration, Chief Executive's Office	✓
David Sutherland, Head of IS & ICT, Corporate Services	✓
Gary Ennis, Head of Central Administration, Directorate of Environmental & Planning Services	✓
Jim McKirdle, Assistant-Director Housing & Well-being Services Directorate of Personal Services	✓
Richard Landy, Assistant-Director Professional Services Directorate of Education, Leisure & Community Services	✓
Linda Smith, Corporate Equalities Co-ordinator PPMU, Chief Executive's Office	✓
Rachel Owen, Policy & Performance Management Officer PPMU, Chief Executive's Office	✓
Stewart Kelly, Policy & Performance Management Officer PPMU, Chief Executive's Office	Apologies
Natalie Richards, Assistant-Director, Corporate Human Resources Management	Apologies

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Comment		Action
1.	<b>Attendance &amp; Apologies for absence</b>	
	Recorded as above	
2.	<b>Minutes of previous meeting – 10 August 2006:</b> Minutes approved	
3.	<b>Matters arising</b>	

	<p><b>Procurement</b></p> <p>LS to meet Linda Harris, Procurement Manager, on 8 September.</p> <p><b>Welsh Language Scheme</b></p> <p>On 6 September Huw Gapper, WLB, has spoken to LS to ask when the draft WLS will be submitted. The WLB would like to have a copy of the 1<sup>st</sup> draft of the Scheme before it is presented to the CMB or Cabinet. HG also offered to make a presentation to an appropriate management or member group within the council to set out the WLB approach and any recommendations the Board may make on the revised scheme.</p> <p><b>Research &amp; Data Mapping</b></p> <p>SK has finished collecting Census information relating to equalities, this now requires further analysis before it can be displayed appropriately on the website. The latest labour force details will also be included.</p>	<p>LS/LH</p> <p>LS/WLB</p> <p>SK/RO</p>
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4.	<p><b>Update on Cabinet Committee - Equalities</b></p>	
	<p>It was agreed by Council on 16 August 2006 that the Cabinet Committee – Equalities that the committee change status to a council committee. The Equalities Committee met on 30.8.06 with the following outcomes:</p> <ul style="list-style-type: none"> <li>(1) the Equalities Committee endorsed the amended general and race equality statement and recommend them to Cabinet</li> <li>(2) the Equalities Committee endorsed the draft specific equality statements on gender, disability, sexual orientation, faith, age and carers for consultation.</li> <li>(3) the Equalities Committee agreed to the findings of the consultation forming the basis of the revised race and Welsh language schemes.</li> </ul> <p>The group agreed that the work programme for the Committee needs to be better planned and suggested that this can be developed when the CEMG work programme has been agreed.</p>	<p>LS</p>
5.	<p><b>Draft Corporate Equality Policy &amp; Plan</b></p>	
	<p>LS presented the Draft Corporate Equality Policy and Plan with slight amendments following comments at the last meeting.</p> <p>The following changes were suggested:</p> <ul style="list-style-type: none"> <li>• P.8-9 – HA commented that the PI tables and reference numbers in this section are not accessible for the public and that some of the data is not collated by the authority, for instance, the PI on attendance in secondary schools.</li> <li>• P.10 – JM noted that 'Tenancy Sustainability' would not be measurable following the transfer of housing stock and recommended that it should be removed;</li> </ul>	

	<ul style="list-style-type: none"> <li>• P.11 – LF commented that the wording in the first paragraph 'Responsibility and Accountability' suggests that a number of action plans are required. LF recommended that the sentence should be changed to refer to the inclusion of equality objectives (as opposed to targets) to be set out in the authority's business planning process instead;</li> <li>• The group expressed the view that there should be a distinction between that data which can be disaggregated and that which cannot. LS commented that the PI's that have been included in the draft CEP have been recommended in the LGDU guidance and that it will be for the authority to consider how it can start to gather disaggregated data over the lifetime of the plan.</li> <li>• LS further commented that no performance indicators included for the Environment &amp; Planning Directorate as none were recommended under the guidance. However, the authority may want to consider setting local indicators that reflect existing areas of activity that tackle inequality, for instance, the collection of household waste from disabled people's households or garden waste from pensioner households.</li> <li>• It was suggested that Group members take the proposed Performance Indicators back to their directorates for consideration and respond to LS with any amendments.</li> <li>• It was recommended that subject the above amendments the draft CEP be presented to the next Equality Committee meeting for endorsement</li> </ul>	          LS          LS
<b>6.</b>	<b>Draft CEMG Work Programme</b>	
	<p>HA requested that the draft work programme is formatted in such a way that it clearly demonstrates the timescale for achieving the various aims contained within. LS will speak to Jemma Meredith, PPMU for advice on this.</p> <p>LS has revised the timescales following the suggestions at the last meeting. But cautioned that where actions need to be completed in order for the authority to meet its commitment to achieve Level 2 of the Equality Standard by April 2007, this has been reflected in the work programme timetable.</p> <p>HA proposed that the Group adopt the work programme subject to review every 2-3 meetings.</p> <p>It was suggested that the deadlines for the Welsh language Scheme be subject to a caveat that the draft would need to be submitted to the WLB for feedback and the timetable would be subject to the WLB agreement as a safety net.</p>	          LS/JM          LS

	LS has meeting scheduled with Natalie Richards on 20 September regarding the Employment and Training aspect of the work programme.	LS/NR
<b>7.</b>	<b>Outcomes of Citizens Panel Survey</b>	
	<p>The summary of findings from the Citizens' Panel is a useful start point for thinking about BCBC communities.</p> <p>The report highlights a number of interesting issues:</p> <ul style="list-style-type: none"> <li>▪ That age and gender impact upon people's views of others;</li> <li>▪ That Welsh speakers who responded to the survey report feeling confident of fair treatment from the council and this matched the findings from all respondents;</li> <li>▪ Age prejudice came out as more of an issue in terms of perceptions of and experience of prejudice or discrimination;</li> <li>▪ That women are perceived to experience the least prejudice and have a higher level of acceptance in a wider range of roles in society than other groups. This view was shared by the women respondents to the survey.</li> <li>▪ Refugees, asylum seekers, gypsies and travellers consistently came out as the groups believed most likely to experience prejudice.</li> </ul> <p>The report will now go to the Equalities Committee and will also be made available via the website.</p>	LS/SK
<b>8.</b>	<b>Proposal on Management &amp; Staff Consultation</b>	
	LS introduced the proposal on consultation. LS has to discuss the proposed consultation with Natalie Richards in HR and Margaret Parrish (Consultation) so that it can then be worked into a mini plan to go to CMB for information.	LS/NR/ MP
<b>9.</b>	<b>Update on Equality Website</b>	
	<p>SK has loaded up the equalities pages and the equality statements onto the website but a couple of technical problems are preventing the pages from being displayed correctly at the moment.</p> <p>The equalities page will be a possible route for linking in consultation on the new Equalities Statements.</p>	

<b>10.</b>	<b>Proposal on New Terms of Reference for Bridgend Race Equality Forum</b>	
	<p>There is a need for the Bridgend Racial Equality Forum to refocus its role in light of the development of a new single Commission for Equality and Human Rights.</p> <p>RL will take the revised draft terms of reference to next week's meeting of the Forum.</p> <p>If there is going to be a move to realigning the role of the Forum, PR and budget issues surrounding this will need to be considered.</p>	RL/LS/ SK
<b>11.</b>	<b>Any Other Business</b>	
	<p>A letter has been sent to the Interim Chief Executive from the CRE Commissioner regarding progress on equalities monitoring of staff. This follows up the original request for information the authority responded to a year ago. BCBC are now in a better position to provide some information on this via the Trent system. LS will link into HR and the TRENT team to make a response</p> <p>The next meeting of the Group is on 19<sup>th</sup> October 2006.</p>	LS/NR