

Minutes

Meeting: Corporate Equalities Management Group (CEMG)

Date: 24 January 2008

Attendees	Attendance
Tony Garthwaite (TG), Executive Director – Strategic Change	Apologies
David MacGregor, Assistant Chief Executive – Corporate Development and Partnerships	✓
Judith Brooks (JB), Director's Support Officer, Personal Services Directorate	✓
Gary Ennis (GE), Head of Central Administration, Directorate of Environmental & Planning Services	Apologies
Linda Hutton (LH), Resourcing Manager, Human Resources, Resources Directorate	✓
Stewart Kelly (SK), Policy & Performance Management Officer PPMU, Office of the Chief Executive	Apologies
Richard Landy (RL), Assistant-Director Learning & Skills Directorate of Education, Leisure & Community Services	✓
Jim McKirdle (JM), Head of Service, Housing & Community Well-being, Directorate of Regeneration	✓
Linda Smith (LS), Corporate Equalities Co-ordinator PPMU, Office of the Chief Executive	✓
David Sutherland (DS), Head of IS & ICT, Resources Directorate	Apologies

Comment		Action
1.	Attendance & Apologies for absence	
	Recorded as above	

2.	Minutes of last Cabinet Equalities Committee	
	<p>LS introduced the minutes and explained that Cabinet and Committee Services had yet to clarify the resolutions. However it was her understanding that the committee had requested 2 reports on harassment in the workplace and in schools. She would confirm the details once the resolution had been clarified.</p> <p>LH explained that HR monitor grievances and disciplinary so there should be no problem in providing the data requested.</p> <p>RL mentioned that the Education Directorate had a task and finish group</p>	

	<p>on bullying initiatives in schools and a report had been requested by the Scrutiny Committee and that this should be clarified.</p> <p>LS referred to the proposal to the Committee that the authority adopt an employment policy on domestic violence in line with a target in the Community Safety strategy. The policy would cover issues such as supporting staff who are the subject of domestic abuse. LH expressed concern that HR would need advice on this issue and how it could be addressed to managers. She suggested that Special Leave arrangements could be modified and managers could signpost staff to agencies /organisations that support staff in these situations. JM confirmed housing have good information on support groups. This work would need to link in with Occupational Health. LS will link in with LH to progress.</p>	
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<p>3. Minutes of last CEMG meeting</p>		
	<p>As the papers had just been circulated it was agreed to work through them in the group.</p> <p>Employment Equality Monitoring - On the employment monitoring reports LH explained that data being provided was for the whole of the authority, including schools but could look at running reports that give whole and excluding schools.</p> <p>Welsh Language Scheme - In terms of the Welsh Language Scheme RL explained that Education expenditure was approximately £7000 for translation and that this was likely to rise with the new school coming on line.</p> <p>LS highlighted the need for the authority to consider having its own translation service if need was to increase.</p> <p>Minority Language Telephone Interpreting - LS explained that DS/LS/SK had held a conference call with a firm offering this service and how this would work. There was increasing evidence of need across local authorities in Wales and the UK. This had led to the UK government agreeing a national contract that the authority could buy into. This will be progressed as part of the customer care programme and service areas need to provide information on what languages are being asked for. JM suggested that the authority consider doing this with a local partner such as the NHS Trust.</p> <p>Bridgend Coalition of Disabled People - LS outlined that BAVO had offered funding to the Coalition through a WAG Grassroots funding grant and she had helped the treasurer submit the application. In addition she had attended an event run by the Equality & Human Rights Commission in Wales on 18.1.08 about its interim funding arrangements. The Commission will be making further funding available later in the spring to help organisations like the coalition with capacity building and she will link in with BAVO and BCDP to pursue this option.</p>	

4. Matters arising	
As discussed in item 3.	
5. Schedule of Dates	
Dates for the Cabinet Equalities Committee and proposed CEMG meetings were agreed and will be circulated.	
6. Follow up to WLGA Development Session	
<p>LS asked the group who attended the session to provide her with feedback so that she could discuss plans for the follow-up session with the WLGA Social Justice and Equalities Unit. The group were positive about the session and provided useful feedback that will help to inform the second session due on 18.2.08. It was noted that an evaluation will follow the second session.</p> <p>LS offered to provide assistance for Directorates in preparation of the task required for the next session.</p>	
7. Welsh Language Scheme	
LS explained the basis of the discussion with the Welsh Language Board and the need to show an improving position.	
8. Briefing on Funding	
This had been discussed earlier in the context of the Bridgend Coalition of Disabled People. However the group made a general point about the need to raise awareness and capacity within the local voluntary sector on funding options related to equality and anti-discrimination activities.	
9. Any other Business	
Inaugural meeting of Bridgend Equalities Forum as due to take place on 28.1.08.	