

Corporate Equality Management Group

Notes of Meeting Held on 17 February 2011

Attendance	
David MacGregor	Assistant Chief Executive, Corporate Development and Partnerships
Jean Gregson	Childrens Directorate
Paul Williams	Human Resources
Judith Brooks	Wellbeing Directorate
Helen Hammond	Corporate Development and Partnerships
Apologies	
Gary Ennis	Communities Directorate
Bev Davies	Customer Service Manager

Agenda item		Action
1	Apologies	
1.1	Noted above.	
2	Notes of 29th November 2010	
2.1	Noted.	
3	Matters Arising	
3.1	Governors Training - Linda Smith had met with Melanie Treharne for Governor support to discuss how we can ensure that governors were offered, and attended, suitable training on equalities. HH to meet with MT to discuss further in the light of expected duties on governing bodies under the Equalities Act 2010. JG to follow up in Childrens Directorate. VALREC have a package prepared that may be useful. HH to speak to Darren Ralph. HH to speak to Adele Baumgardt to clarify timetable for implementation of new duties for public bodies to feed into CEC on 7 th March.	HH/ JG
3.2	HH to check on circulation of the briefing on the Equalities Act 2010 to CEMG members.	HH
3.3	HH/DM to discuss arrangements for developing the new equality objectives under the new Act.	HH/DM
3.4	WLS pilot for equal opportunities monitoring – pilot has been delayed pending Trent remodelling, but should be able to start soon. PW to bring	PW

	back detailed proposals. The challenge of getting equal opportunities related data of a personal nature back from staff was noted. IT solutions are being explored using email, however staff not based in offices e.g. homecare staff would not be reached. JB suggested a link to the appraisal system would allow feedback from all staff. Staff may be unwilling to share information on sexuality etc but may be prepared to send back information direct to HR. JG suggested other equalities issues could be fed back that way.	
3.5	JB to pick up Trem y Mor issue raised at CEC within Wellbeing Directorate. We need to ensure that training of frontline staff is picking this up. A report is being prepared on training for the next CEC. It was noted that other sites, e.g. Sunnyside are praised for their accessibility and supportive staff.	JB
3.6	Equalities Training. An E learning module cannot bring these issues to life, but rather acts as a useful refresher. Face to face training or DVD items within the e learning module can be more powerful. - A training programme will be needed on the new Equalities Act for the next 12 months. DM/HH to discuss with PW and SE.	DM/HH
3.7	Noted equality objectives will need to be set by April 2012.	
4	Equality Impact Assessment – updated format and guidance and EIA on the BCBC Budget	
4.1	Marriage and Civil Partnership – further information required on this.	HH
4.2	CEMG members asked to feedback on revised toolkit and guidance by 3 rd March adding comments to the electronic version circulated.	ALL
4.3	Human Rights Act elements must be explained to show relevance to the Council's work.	HH
4.4	A man or a woman as an equality group means everyone, this needs to be clarified that it means where one group is disproportionately impacted upon, or there is bias in the way they are treated e.g. homecare staff are mostly women.	HH
4.5	DM discussed the EIA on the budget. Noted that timescales constrained consultation on the budget. Further reports on EIA will follow as changes are implemented.	
4.6	The question on differential impact was found to be helpful in the original version and should be retained. HH to discuss with Sally Hughes.	HH
5	Cabinet Equality Committee – notes of last meeting and matters arising	
5.1	Youth service item under paragraph 92. JG to take to CYPP and the issue will be discussed by the relevant sub group.	JG
5.2	HH meeting to discuss the preparation of the annual report and progress with lead officers.	HH
6	Cabinet Equality Committee – Forward Work Programme	
6.1	Forward work programme – CEMG members to advise of any additional suitable topics. Suggested youth service and disabilities for a future meeting and changes to benefits in 2012 and 2014.	All
6.2	Need to ensure May 2011 session picks up race and ethnicity.	HH

6.3	Session proposed on Customer Care – need to ensure we are picking up on all equality groups. Seek data from registrar etc.	BD/HH
7	Update on EIF and National Equality Agenda	
7.1	Peer review may be a helpful opportunity. HH to get more information from WLGA.	HH
8	Proposals for a review of the Bridgend Equality Forum links to thematic groups	
8.1	Darren Ralph preparing proposals for CEC for an advisory group linked to the Equality Forum to support citizen engagement and the involvement of service users in equalities work. The task will involve mapping thematic groups and proposing links through this new group to link equality groups together. Paper to be circulated to CEMG.	HH
9	Items for the next meeting	
9.1	As above.	
10	Any other business	
10.1	None.	

Next Meeting 17th May 2011.