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| **Title:** | **North Yorkshire Equality and Inclusion Strategic Partnership meeting** |
| **Date** | **Wednesday 13 October 2021** |  |  |

**MEETING NOTES**

**Attendees: If you were at the meeting and not listed below as attended or vice versa please advise and we can update the record.**

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| Caroline O’Neill – Community First Yorkshire (Chair) Alex Merritt – The Place in SettleAmy Creighton – University of Students UnionBridget Blanchard – Community First YorkshireCharlotte McKeown – Skipton Step into ActionConnor Briggs – University of Students UnionDeborah Chaddock – Better ConnectDeborah Hugill – NYCCElizabeth McPherson – Carers Plus Yorkshire LtdGary Craig – Professor of Social JusticeJan Garrill – Two Ridings FoundationJan Tuson – Playlist for LifeJas Samplay – Anchor Hanover GroupJeanette Gaunt – Harrogate Borough CouncilJenna Collins – Just B BereavementJo Butler – Community Safety RDC | Jonathan Ratcliffe – Age UK North Yorks & DarlingtonJudith Bell – Mind in Harrogate & DistrictKate Senior – Craven District CouncilLee Taylor – North Yorkshire LibrariesLicy Dorsey – St Mark’s ChurchLinda Wolstenhulme – HealthwatchLucy Brierley – Citizens Advice Mid North YorksMargaret Ferguson – Alzheimer’s Society YorkMatt Fisher – Selby big LocalMorgan Wright – North West Air AmbulanceSally Snowball – MS SocietySaulo Cwerner – Migration YorkshireSimon Davidson – Mind in Hamilton & RichmonshireSuz Gregory – Storehouse, RichmondshireTracy Watts – York & NY LEPTracy Westgarth – Parkinson’s UKVicki Lever – Ripon Museum Trust |

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| **Item** |
| 1. **Welcome and Introductions - Caroline O‘Neill - Head of Policy, Community First Yorkshire**

Caroline O’Neill introduced herself, job role, thanked everyone for finding the time to attend and covered zoom housekeeping. Points from last meeting: * Update from Jonathan Spencer (Resettlement Officer at NYCC).

**Linda Wolstenhulme:** Healthwatch asked about if there was any feedback in the research from the refugee’s perspective about support and how they have been approached to creating their new lives? Healthwatch are looking at doing some tracking work and catch ups to see how things have worked over an 18-month period. This had been delayed as they are supporting people coming from Afghanistan.* **Alex Merrit**: Is there a breakdown of districts and what gaps that there might be?

All districts have said they deemed to receive their fair share. All numbers are agreed by the government re-settlement programme. Craven 19 people, Harrogate 50 people. In addition, there have been 24 families from Afghanistan across the county. To date 8 have been settled in Harrogate, Hambleton and Selby. The Councils put forward the numbers they can accommodate and over a four-year program there will 200 people coming into North Yorkshire under the resettlement scheme and will spread across all the districts.  |
| 1. **Inclusive Communities and Ethnic Diversity across North and East Yorkshire, York and the Humber region research – Jan Garrill, Chief Executive, Two Ridings Community Foundation.**
* [Culturally Diverse Communities Report](https://humbercoastandvale.org.uk/wp-content/uploads/2021/10/Inclusive-Engagement-Diversity-Report_October-2021.pdf). We have completed the first stage of the research which was covered at the last meeting. Sonya is now conducting one-to-one conversations and focus group with leaders from culturally diverse organisations across the Humber Coast and Vale area. We have done an interactive map. What is coming back so far is very similar to your notes from your last meeting, so what we are hoping to do as a Community Foundation is to make the applications simpler and straight forward. This will help everybody not just culturally diverse groups. We will be working with the local infrastructure organisations to offer support and basic training. The second phase is expected to be completed October. Other opportunities coming from lottery funding supporting more cultural diverse organisations and leaders, is the [Phoenix](https://www.thephoenixgroup.com/sustainability/people-and-culture/diversity-and-inclusion) opportunity, which colleagues are asked to signpost people to.
* **Linda Wolstenhulme:** How is the data broken down?

**Jan Garrill:** It is by ward level. It is very simple to use, click on the map and it gives you the information about the population. This can be accessed via: <http://interactivemap.cwebbdesigns.co.uk/> **Action - Caroline O’Neill:** links to be sent for the first stage presentation and research. |
| 1. **York and North Yorkshire Local Enterprise Partnership (LEP) –recruiting from a wider workforce. Tracy Watts, Communities Lead, York & North Yorkshire LEP**
* Skills team have found recruitment issues across every level in every area of work. This covers from entry level right through to managing directors. The skills team making some additions to the existing pages in the growth hub website. We want to offer support to think wider about the recruitment and the potential groups that they may be able to recruit from eg people who have been unemployed for the long term, older workers, those with mental and physical health issues and people with a criminal record. This will combine recruitment, retention and progression, looking at the whole package from job descriptions to interview techniques and terms and conditions, contracts, flexible working and job rotas. The importance of induction and the benefits of equality and inclusion
* We currently have a number of projects that run over York and North Yorkshire and we currently have some new VSE projects that are coming online at the moment. We want to use the web pages to direct SMEs including VCSE organisations to the support that these projects can offer
* The other side of it is the leadership and management support, so support to look at those processes and policies and support for good work and this helps with the retention and progression. The hope is when these web pages go live it will help all organisations.
* **Jas Samplay:** The challenges of recruitment; we will link in with Tracy to try and learn how to raise the profile as we are struggling to recruit in Harrogate and Ripon. We have the recruitment advice but something is missing for our organisation.

**Tracy Watts:** This is an issue. We are hoping to get more data so we can have a better understanding of the labour market and what has been the impact of furlough and redundancies and where people are at so we can gain a better understanding of where to pitch support.* **Caroline O’Neill:** we need to be able to look at individuals that need one to one support to apply for jobs so that support can be differentiated for them. Also that the person has a length of time in supported employment, with someone providing support in the first 3 months of employment, which benefits the individual and employer.
* **Deborah Chaddock:** We mange Action Towards Inclusion (ATI) at Better Connect, which supports people into work. Details on the website. There have been conversations about the training gaps and what the needs are. There is no funding for us to able to offer the training. We will signpost people to the appropriate training or give guidance to individuals. Information is on Better Connect website.
* **Tracy Watts:** we can look into provision and the gaps in it and use funding for these in future projects using UK Share Prosperity Funds. This E&I Group is useful, providing information on where the gaps are in inclusivity so we can look into this further.
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| 1. **Yorkshire and Humber Refugee Integration Strategy. Saulo Cwerner, Integration Strategy Manager,** [**Refugee Integration Yorkshire and Humber**](https://www.migrationyorkshire.org.uk/?page=integration)**, Migration Yorkshire**
* Presentation to be shared after the meeting. As part of the Refugee Yorkshire and Humber programme, I am developing a new Regional Integrational Refugee Strategy, to identify key priorities and areas of development in the region. The last one that was 12 years ago. A good model is the [New Scots Refugee Integration Strategy](https://www.gov.scot/publications/new-scots-refugee-integration-strategy-2018-2022/).
* Work with partners to develop the strategy, has included 10 workshops covering themes such as health and wellbeing, economic integration and others, four sub-regional workshops dealing with local issues and two meetings with refugees. There was also an online survey.
* Community Safety and Cohesion was another workshop, the problems of equality and diversity are across all aspects of migration. The paper sent in advance of the meeting covers this.
* General vision for the strategy is: to be creative; be more welcoming; respond to individual characteristics of refugees; to look at the diversity of refugees. Developments include taking a holistic approach to delivery, focused on the needs of each individual and give refugees access to opportunities to contribute the economic and social life. This can only be delivered in a very strong partnership with refugee’s participation.
* The presentation shows the priority areas (provisional) and the strategic cross-cutting priority themes (provisional). The VCSE sector play a huge part in all that we do and particular the work we do with refugees. Use my email (end of the presentation) to ask any questions or to give feedback.
* **Linda Wolstenhulme:** what base line do you have in terms of existing data against which you can demonstrate progress? Involvement of refugees themselves, in the meetings how many refugees were involved and in what geographical area? I would also like to see not just what organisations can do for refugees but also what refugees can do and what needs to be in place for this.

**Saulo Cwerner:** there is a deficit of getting perspectives and views of people with lived experience. We only consulted with very few people only around 12, in the meetings. We conducted research in recent years and we have drawn a lot from that. To answer your first point this is related to two different things, what is integration and how do we measure it? This tends to be top down and is to be moved to a more two-way process. The most important thing is the lack of data to be able to understand refugee migration and as a result be able to set a base line. Discussion about date is underway but feel it may go on for some time. A Regional Integrated Strategy Forum will be set up to oversee the implantation of the strategy it will also discuss the data. We have a data manager that is working on the project but most of the discussions are around statistics of where people are and how many, but the date is quite vague. * **Gary Craig:** It is 50 years since 30,000 Ugandan Asian refugees came to this country, the Home Office model has not changed since this time and local authorities are left to deal with the issue of integration in their areas. At the grass roots this has changed enormously not least through the organisations such as Migration Yorkshire. The local context is not really examined by the Home Office. North Yorkshire has the problem of the lack of housing, scattered nature of the population and a labour market that is not wholly suitable, difficulty in accessing services particularly health. All these present an unpromising context for the process of integration. Fortunately, we have in Jonathon Spender in North Yorkshire someone who has done an extremely good job with back up from services such a Solace.

Are you building a picture that suggests that deeply rural authorities would not be the most appropriate place for refugee integration to be taking place? In recent years it has been where a couple of families or even single families have been placed in a small town and they do not stay longer than a few months and then move on to other places such as Leicester or Nottingham. If you move a collective of people into an area they are more likely to integrate better in terms of being with the group and the wider population. **Saulo Cwerner:** The best way to answer your concerns are that in my previous job I had Jonathan’s role in Lancashire where there was quite a diverse mix of towns and cities and we experienced the same thing as you have described. I don’t think there is any solution to that as these are natural forces or factors that will determine this. The current resettlement program is a bit different from previous ones, it provides significantly more funding to authorities than before. The whole process of resettlement is accommodation driven and is becoming more so. It is very difficult to match families or individuals to locations to where they will thrive. It is going to be very hard to achieve this even with this new strategy.  |
| * **Humber Coast and Vale Health and Care Partnership –** [**Economic and social impact of VCSE organisations**](https://humbercoastandvale.org.uk/2021/08/31/research-shows-big-difference-charities-social-enterprises-and-community-organisations-make-across-region/) **and inclusivity. Caroline O’Neill**
* Slides from presentation will be available. The report was commissioned to produce information of the social and economic benefit and the benefit VCSEs are bringing to people’s lives. It was initiated to cover the whole of Yorkshire. It is something that Community First Yorkshire, Jan Garrill and others, from across Yorkshire were keen to produce. The project involved funding from West Yorkshire and Harrogate ICS, Humber Coast and Vale Health and Care Partnership (HCV HCP), West Yorkshire Combined Authority and Yorkshire Sport Partnership. Tony Chapman of Durham University was commissioned to do the work.
* The total financial value of VCSEs across HCV area is between £3.5bn to £4.2bn, with a multiplier of between 3.1 and 3.8 added value for every £1 invested. The most significant areas of impact are on personal health, personal wellbeing, community wellbeing and financial security. Impact in rural areas is perceived by VCSEs to be lower than in urban areas.
* Total number for North Yorkshire of volunteer organisations is 7,400 and 3,200 are registered organisations and 4,200 unregistered, accounting for roughly half of all the VCSEs across HCV. The report highlights 3.5 VCSEs per thousand population across Humber Coast and Vale and interestingly for North Yorkshire the figure is 5.3 per thousand population. Further work has been commissioned to provide thematic analysis, include exploring the rural findings in more detail.
* **Gary Craig:** I was involved with previous economic impact and that demonstrated the economic impact the voluntary sector had a larger GDP than agriculture across North Yorkshire. The use of people who work part time and are volunteers and the overall impact of VCSE is very significant and is one of the big players in the county which is not always adequately recognised.
* **Caroline O’Neill:** the use of this information is helpful for submitting applications for funding and for funders to know what return on investment they are generating. Page 68 of the report cover equality and diversity. The data shows that more work needs to be done in this area which is what we have discussed in our meetings and the research Jan Garrill has covered is focussing on.
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| 1. **AOB and updates**
* **Linda Wolstenhulme:** Ruth Middleton at Healthwatch, has advised that Healthwatch England have started to gather information on the [NHS Accessible Information Standard](https://www.england.nhs.uk/publication/accessible-information-standard-easy-read/) and whether the policy is being implemented. The aim is to launch a campaign in January, working with other organisations to raise awareness of what should be happening and whether information should be provided in other languages as part of the standard. Healthwatch NY would welcome hearing your thoughts if you come across issues concerning how accessible information from the NHS is. This can then be fed to Heathwatch England nationally.
* **Kate Senior:** The [Craven Disability Survey](https://www.nypartnerships.org.uk/sites/default/files/Partnership%20files/NY%20Disability%20Forum/2021/CDF%20survey/Craven%20Disability%20Survey%20Easy%20Read%20October%202021%20FINAL.pdf) has just been launched. This has been undertaken for a number of years but because of Covid it has been delayed. This will be released in paper format now so people can have face to face meetings to discuss it properly. It is live now and is on the North Yorkshire partnership website. We have worked with NYCC and the disability forum to help promote the survey, it will be included in Community First Yorkshire weekly enews. You can fill it out on there or print it out and there are copies available on the website in easy read, we can also provide it in different formats. This survey will be open until the first week in January.

We have also put a bid in for new Changing Places facilities one in Settle and one in Grassington. We have a working group set up to deliver activities for Pride next year and will be having additional activities to those that we had 2021.  |
| 1. **Future agenda items**
* **Pride 2022**

Meetings 2022, all meetings are 2-4pm - Wednesday: 12 January, 6 April, 13 July, 12 October |