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| **Title:** | **North Yorkshire Equality and Inclusion Strategic Partnership meeting** |
| **Date** | **Wednesday 12 January 2022** |  |  |

**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 meeting notes.**

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| Caroline O’Neill – Community First YorkshireLeah Furniss – Community First Yorkshire Alex Merrett - Activist in CravenAllie Watt - Beach Hut Theatre CompanyApril Taylor - The Wilberforce TrustBryony Boyle – Selby District AVSConnor Briggs - University of York Students' UnionEmma McIntosh – Harrogate Borough CouncilGary Craig - York WorkshopsJanette Town - Roots of YggdrasilJeanette Gaunt - HBC Homeless PreventionJo Butler - Richmondshire District CouncilLinda Wolstenholme – Healthwatch | Liz Lockey – Hambleton Community ActionLucy Wilkins – The Opportunity CentreRachel Hunter – Foundation UKRuth Stockdale – Healthwatch North YorkshireSarah Hackett - IDAS - Independent Domestic Abuse ServicesSarah Wintringham – Ryedale District Council Shanna Carrell – North Yorkshire County CouncilSharon Houghton – North Yorkshire LibrariesSuzanne Sweeting – Selby District CouncilVicky Hogg – Catholic CareVictoria Turner – North Yorkshire County Council |

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

Caroline O’Neill introduced herself and Community First Yorkshire, thanked everyone for finding the time to attend and covered zoom housekeeping. Caroline reminded the group of the value of the conversation at these and other meetings, adding to the insight Community First Yorkshire and other partners on the call can provide at forums and meetings we all attend. For LA and CCG colleagues the group is important for hearing and understanding the concerns and issues of the people they are working with and their own organisations’ challenges. Providing a voice on behalf of the sector and communities, is what we do at meetings with LA and NHS, safeguarding meetings and health and wellbeing planning meetings for North Yorkshire and more locally. Notes of the previous meeting had been circulated and there were not matters arising from them.Gary Craig asked if it is possible for the Culturally Diverse Communities research is coming back to the group to hear about next steps and further comments to be shared.Caroline said she would enquire and we can look at bringing to a later meeting. If anyone has any comments she will forward them to Jan Garrill, Chief Executive, Two Ridings Community Foundation who is leading on the research. |
| 1. **North Yorkshire Rural Commission Report** - Jane Colthup, Chief Executive, Community First Yorkshire

Jane introduced the paper which included the scope of the report and issues which Jane has raised as they are not given the focus they need. Jane outlined the work of the Commission and advised that Community First Yorkshire is on the Task Group and has a direct link to influence the Action Plan. In all there are just under 60 actions. The work of the Commission and the Report are welcomed and will become increasingly important as Government funding is devolved to regional structures. A number of issues were raised with the Task Group which require greater focus:* lack of attention given to diversity in rural areas
* the role of VCSEs plays in responding to the needs of communities in rural areas and the work done to address loneliness and isolation, connecting people with one another is not covered fully in the report
* affordable housing and the potential of initiatives such as Community Led Housing needs to be explored more, and signposted partners to what is happening on this in [North and East Yorkshire](https://www.communityfirstyorkshire.org.uk/our-work/our-projects/community-led-housing/)
* access to services
* digital access.

Liz Lockey advised she had fed into the Commission as part of the Report drafting phase. Liz asked how the Task Force is taking for the actions. Jane advised that each action has a lead person and timescale for taking action.Ruth Stockdale raised issues concerning not enough emphasis being given to health inequalities across rural areas, supported the need to more focus to be given to transport and digital access and voiced concern that the messages may be overlooked with the new NHS ICS structure coming into place.Gary Craig raised the lack of demographic and race representation on the Commission and the dimension of poverty and hidden poverty linked to rurality not properly covered. |
| 1. **Wider Health Impacts of Covid-19** - Victoria Turner, Public Health Consultant, North Yorkshire County Council. Presentation circulated after the meeting.

Victoria referred to the [Marmot Review 2020](https://www.health.org.uk/publications/build-back-fairer-the-covid-19-marmot-review) - Build Back Fairer: The COVID-19 which highlighted the impact on particular groups. The impact is not the same for all groups and for many people the factors affecting health are cumulative. The presentation centred on people impacted by:* underlying health conditions eg diabetes
* deprivation (inc local and regional variations)
* overcrowded living conditions and poor quality housing
* occupation (eg key worker, unable to work from home)
* learning difficulties
* BAME identity.

Local support and targeting activity was highlighted:* set up 23 Community Support Organisations (CSOs) across NY supporting people with disabilities, families, those in poverty, those socially isolated/lonely
* bespoke pathway to enable people sleeping rough or living in temporary accommodation (ie hostels and domestic violence refuges) to be able to access Covid testing
* Eastern European community, co-ordination of multi-agency support for outbreaks involving Houses of multiple occupation including engagement with landlords, and translation support
* targeted community testing such as 35 libraries and 60 community organisations
* support for Afghan refugees and providing tests/PPE/sanitiser, etc.
* support on testing provided to, traveller sites etc.

Covid-19 [North Yorkshire data](https://www.northyorks.gov.uk/coronavirus-data)* Alex Merrett commented on reaching hidden people, and that people from LGBTQ+ communities are not part of the data.

Victoria noted the need for looking at specific reports to add this in* Ruth Stockdale was particularly interested in inequality of access to resources and addressing the need to reach communities such as travellers in Selby and people who attend the Mosque in Craven. These are locations useful to engage with. The North Yorkshire [Healthwatch LGBTQ+](https://www.healthwatchnorthyorkshire.co.uk/report/2020-06-24/lgbtq-people%E2%80%99s-experience-using-health-and-social-care-services-north-yorkshire) report was referred to and colleagues reminded that it had been discussed by this group.
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| 1. **Reaching people in particular communities and people feeling isolated**

The group talked about how they are maintaining and building up new links with people in the community and supporting them to re-engage in activities. Local knowledge and contacts to connect people with is working well. People continue to be fearful of going out and meeting others, and as restrictions relax the level of concern is expected to increase among some people.Shanna Carrel, Equality, Diversity & Inclusion Manager, Health and Adult Services, NYCC, outlined the groups and networks she is able to take the information to and link with to influence plans and add to understanding. |
| 1. **Confronting racism** - lessons learnt from the issues at Yorkshire County Cricket Club

The agenda had provided links and asked colleagues to reflect on:* what messages can we draw in relation to institutional, community and individual racist behaviour and attitudes? [Yorkshire Post](https://www.yorkshirepost.co.uk/news/opinion/columnists/yorkshire-county-cricket-club-lacks-the-courage-of-leadership-to-tackle-its-racism-rot-the-yorkshire-post-says-3442575) initial coverage and [wider editorial](https://www.yorkshirepost.co.uk/news/opinion/columnists/racism-is-never-casual-in-cricket-or-anywhere-else-david-behrens-3454869)
* what actions are needed to influence change?

Gary Craig introduced the topic and outlined how this matter arose from an interview with the journalist. The question Gary posed is why one of their former players, Azeem Rafiq did not feel he could say anything before. Gary paraphrased the comments still be made towards people from different racial backgrounds. Gary asked the group to consider the following questions: * are we confident of our organisation whistleblowing mechanisms and responses to someone coming forward are appropriate?
* do we believe our complaints will be dealt with without someone having to feel brave to come forward?
* can we be sure we don’t have a culture where people are keeping silent and others around them seeing or experiencing things do not say anything?
* is there such a thing as casual racism, using references such as ‘just a joke’?

Alex Merrett commented on how the thought provoking overview and questions were. Alex advised that she had experienced similar inappropriate comments from someone within a VCSE organisation and that it still in happening. Alex raised the need for awareness raising and training across VCSE organisations of both paid staff and volunteers, and has been working with NYCC to include equality and inclusion training as mandatory in contracts. Liz Lockey agreed with the need for awareness raising but often the feedback is that it is ‘common sense’. Liz raised the concerns people have of ‘calling people out’ for any form of inappropriate attitude towards someone else and the risks that might involve. There can be problems with group dynamics which work against someone coming forward.Linda Wolstenholme commented on her support for the comments being made. She had concerns that in the NHS there seems to be no requirement to report on racism or other similar matters, and data is needed if action is to be taken concerning cultural and organisational approaches. Linda asked if bystanders who observe behaviours and attitudes have a route to go which is not the Police? [Supporting Victims](https://www.supportingvictims.org/) in North Yorkshire provides an place to report incidences independent of the police, supported by the Office of the Police, Fire and Crime Commissioner.In Selby Community Champions are being created, for people to go to if something is witnessed. This work is linked into the Local Safeguarding Partnership. |
| 1. Local Safeguarding Partnerships – Laura Watson, Adult and Children Safeguarding, North Yorkshire County Council

Laura presented information about the purposes of the Partnerships which are in place across the whole of the North Yorkshire, with joint district Groups. The presentation is attached. VCSEs are encouraged to attend to share information they have about lack of community safety, to shape local plans for campaigns and training, and ensure the community voice is heard by local authorities and the police. Contact details of the Chair and Business Support lead for each group. To attend contact:Harrogate and Craven Business Support: Harriet.Dewhirst@northyorks.gov.uk Scarborough, Whitby and Ryedale Business Support: [Andrea.Hayes1@northyorks.gov.uk](http://Andrea.Hayes1@northyorks.gov.uk)/ [Lauren.Young@northyorks.gov.uk](http://Lauren.Young@northyorks.gov.uk)Hambleton & Richmondshire Business Support: Rachel.Bentley@northyorks.gov.uk Selby Business Support: Susan.Watson@northyorks.gov.uk You can also find more information about the LSPs, including the terms of reference and copies of these quarterly updates here: <https://safeguardingadults.co.uk/about-us/lsps/> |
| 1. **Colleagues’ updates**
* Alex Merritt – NYCC Health and Adult Services are planning to raise awareness of and inclusion of people from the trans community, with activities planned for May
* Healthwatch North Yorkshire - Pulse survey gathers information about organisations and individuals. Recent reports include GP Practices, Care Homes in the Pandemic, Scarborough Report - help for being Healthier. Link [here](https://www.healthwatchnorthyorkshire.co.uk/).
* Liz Lockey – reminded colleagues about the current NYCC Bus Improvement Plan consultation.
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| **Meetings 2022** - all meetings are 2-4pm - 6 April, 13 July, 12 October |