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|  | **North Yorkshire Equality and Inclusion Partnership Meeting** | | |
| **Date** | **Wednesday 10 July 2024** | **Time:** | **14:00-16:00** |

**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 | Anna Dinsdale | IDAS, Harrogate & Craven |
| Philippa Abbott | NYC - Libraries | Shanna Carrell | North Yorkshire Council |
| Joanne Butler | North Yorkshire Council | Fiona Friday | North Yorkshire Council |
| Allison Mace | Anchor | Claire Canavan | North Yorkshire Council |
| Cathy Chadwick-Rayner | Breaking Down Barriers - Alstrom Syndrome UK | Jonathon Spencer | North Yorkshire County Council |
| Shannon Farmery | Anchor Hanover | Dan Thomas | North Yorkshire Sport |
| Helen Prince | Carers' Resource | Alison Tutill | NY library service |
| Jacky Herbert | Citizens Advice | Lesley Gray | North Yorkshire Council |
| Nick Scott | CoLibra | Laura Hodgson | NY Fire and Rescue Service |
| Charlotte Underwood | Halsa Wellbeing | Michelle Williams | Revival North Yorkshire |
| Angie Pedley | Craven District of Sanctuary | Trevor Mahon | SeeCHANGE Scarborough |
| Vicki Sharp | Community First Yorkshire | Lisa Robertson | SHaR PCN |
| Liz Lockey | Hambleton Community Action | Sam Allum | The Outdoor Partnership |
| Hetty Nanor | Hambleton Community Action | Neil Cutler | York LGBT Forum |
| Helen Littler | Healthwatch North Yorkshire | Gary Craig | York Workshops |

**MEETING NOTES**

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|  | **Welcome and Introductions -** Caroline O’Neill - Head of Community Support and Partnerships, Community First Yorkshire  [Notes](https://www.communityfirstyorkshire.org.uk/wp-content/uploads/2024/07/240410-NY-Equality-and-Inclusion-Partnership-meeting-notes.docx) of the previous meeting.  Caroline 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 North Yorkshire Council and NHS 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 strategic partners such as North Yorkshire Council, NHS, York and North Yorkshire LEP, and government such as Defra.  The focus of this meeting is on people who are part of the nine Protected Characteristic Groups and the needs of the people you are supporting and pressures on your organisation.    Colleagues are asked to note and respect the pronoun a person has used in the captions against their name and to respect all comments and perspectives shared in the meeting, and that they are valid and listened to.  The meetings are recorded purely for producing the meeting notes.  The notes are an extensive record for us all to use and comments are attributed to people for further follow-up if needed.  If you prefer not to have your comments attributed please advise me.  Caroline introduced the Agenda and how the topics are related within the context of community cohesion. |
|  | **UK Resettlement Scheme and Afghan refugee resettlement scheme overview and update -** Jonathan Spencer, Senior Resettlement Officer, North Yorkshire Council (NYC) – documents circulated in advance – [North Yorkshire Refugee Resettlement update](https://www.communityfirstyorkshire.org.uk/wp-content/uploads/2024/07/240707-North-Yorkshire-Refugee-Resettlement-update_July24.pdf) and [Employability Highlight report](https://www.communityfirstyorkshire.org.uk/wp-content/uploads/2024/07/240707-Resettlement-Appendix-1_Employability-Highlight-Report-17-May-2024.pdf)  The linked reports provide the details on numbers, locations and update information on the longer term settlement of people and support provided. Support and connections with the VCSE sector are covered in the papers.  Jonathan outlined the points in his paper and advised that over the past 12 months the work with people coming into North Yorkshire as part of the Afghan resettlement programme and since February 2022 people arriving from Ukraine have totalled 1,500.  Fewer new arrivals are coming from Ukraine in, with 33 last few months. Visas were initially for three years, which was further extended and the first applicants will expire in January 2025, but as yet there is no information about what happens in 2025.  The focus of the input is the Resettlement Scheme and a report is attached, mainly people from Syria and Afghanistan. In North Yorkshire the Scheme started in 2021, with around 50 people per year but more recently accommodating people from Afghanistan, with target of around 200 people. The issue is housing, affordability and council property, and the ask is for anyone to advise on housing which can be made available to contact Jonathan. District spread was a matter of roll-out being phased and have not yet got to Craven.  Good information about the people coming from Ukraine has been provided which gives information on preferences for living in rural or urban areas. The matching to the right places has gone well. People from Afghanistan identified more interest in urban locations. Afghan scheme increased with the fall of Karbul and 15,000 people arrived at short notice. To accommodate in North Yorkshire two hotels were used and since all have been placed in homes in North Yorkshire and around the country.  Learning from the hotel accommodation, long term stay is not good for people and finding and matching to properties need support. In 2023, the Government advised that anyone coming had to have accommodation in place which was not feasible from Afghanistan linking with letting agents in North Yorkshire. From autumn 2023, lots of families were coming from Pakistan and elsewhere. To accommodate army properties were utilised. NYC had already used some for 19 families, and the number then increased to a further 25 needing resettlement. Their settlement period is three years, but over this time it is important to make sure they have permanent accommodation, and NYC is working to avoid the demand being all at once. Moving to other areas is also being supported if that is what they want to be near other families and people they know. Private renting is not easy if they are not in work.  The dynamic is often that the male in a Afghanistan family may be the only person who speaks English, there is a huge amount of concern for the family back home and them being victimised. Many are getting into work but often lower skilled. The support period is three years, often involving getting a driving licence, health matters, children into school, English classes, previously it was five years but that tended to create dependency. The added value of English classes is giving a structure to the day and connect with others settling in the UK. Many arrive here illiterate which makes language even harder. Mental health support is a very important part of the support packages, and given the stigma they may feel about this from their home cultures, it is not badged mental health. Each family has case worker during the first phase of support, it then goes to drop-ins and telephone support and Refugee Council phone if they don’t hear from them. Employment and training adviser is in place for one to one support.  Future not yet clear. Probably 2,000 in transitional accommodation in the UK. Focus for NYC is the 35 families in army property to be moved into houses. Safe and legal routes has been past Government policy, NYC advised that 55 families is a manageable number in the year. The support is linked to asylum which NYC is getting involved in. All local authorities have a mandatory requirement to be a dispersal centre for people seeking asylum. Mears Group hold the contract for asylum placement across North Yorkshire.  **Discussion**   * Gary asked about the Lynton situation and the perceived success of community action although the was a Government change of plan due to lack of utility capacity on site.   Jonathon advised that NYC had similar concerns to the public of location suitability and places such as Catterick is more suitable.  Gary advised that the local shop has closed increasing the issues of isolation and access to services.   * To provide support or connect with the team at NYC contact [jonathan.spencer@northyorks.gov.uk](mailto:jonathan.spencer@northyorks.gov.uk) * Charlotte advised she would like to connect with the team in relation to women and health and wellbeing which is some of the work they do with refugees in South Yorkshire. |
|  | **North Yorkshire’s Disability Forums** – **engagement discussion to feed into the future role and remit of the North Yorkshire Disability Forum and local disability forums** - Nick Scott, Colibra and Claire Canavan, Participation and Engagement Officer, NYC  Nick outlined the research she is doing on behalf of NYC and the North Yorkshire Disability Forum.   * By way of context there are five local Disability Forums for Craven, Selby, Ripon, Harrogate, Yorkshire Coast and Ryedale and one North Yorkshire Disability Forum with people drawn from the local groups * The research is being done to understand what people might want from it, how to grow the membership to have their voice heard by NYC and other commissioners * The on-line survey was circulated in advance with the agenda and via Community First Yorkshire weekly enews, and colleagues are asked to circulate this to anyone who has a disability and their families * Nick asked * for a show of hands of those who are already aware of the Forums and it was evident that more were not aware than aware * what suggestions people have for increasing involvement   **Discussion**   * Cathy advised that with some diverse communities she works with, Whatsapp works very well to send messages out. The challenge is digital exclusion and among some communities and within families disability can have a stigma and it can make it hard for communication * Sam advised that what is important is to work with and through trusted organisations, such as North Yorkshire Sport, who have report and often casual conversations is the best way to gather information about barriers.   It is also important to know what is happening as a result, ie this is what you said and this is what we have done.   * Nick commented that she is connected into the CAOs to promote the survey. Working with other organisations for communication is essential and noted.   Sam suggested connecting into local networks and have conversations at the established groups.   * Nick indicated that this was happening in Craven, with conversations at other network meetings.   How would you as a VCSE like to engage with the Forums, broadening and widening involvement is an aim?   * Shannon advised she was not engaged and has just registered to link with the Forums and has done so because she heard about it through this meeting * Caroline asked colleagues if they would feel they could encourage someone to get involved * Sam advised the best approach is to have a point of contact, is the best for organisations to connect on topics and so receiving information is the best approach. Also to have a list of people within localities about who is engaging in what and can then provide a voice * Claire indicated that how people want to link in is asked * Helen indicated that she would like to link up with the Forums, and has approached this before but it did not happen. What is important is to be clear on the aims of the Forums and what actions can take * Charlotte advised that having the local Forum presenting at other local groups would be helpful to get a better understanding of what is happening and what challenges people are facing.   Also, she works with a charity which now works in West Yorkshire, which works with people with disabilities, and can they respond because they may have clients in North Yorkshire.  Nick – advised yes if they have North Yorkshire clients  Nick advised that the groups are volunteer lead and run, and with shrinking membership there are fewer people to spread the tasks around and with more members more will be able to be done. What is coming out is the need for paid coordination.  A further update will be provided to this group.  To share any additional comments please use this email [HASengagement@northyorks.gov.uk](mailto:HASengagement@northyorks.gov.uk) |
|  | **Hate Crime in North Yorkshire – update and discussion of current issues:**   * what incidents and concerns are colleagues aware of? * how can reporting be increased, from paid staff, volunteers and people within communities?   Nigel Collins, Hate Crime Sergeant Local Policing Support, NY Police.  Lesley Gray, Senior Development Officer, Community Safety & CCTV Team, NYC  Nigel presented an overview of hate crime and the steps people should take when anyone becomes aware of incidences.   * The Police and the Crown Prosecution Service (CPS) have agreed the following as the definition for identifying and flagging hate crimes: * Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person’s:   Disability or perceived disability  Race or perceived race  Religion or perceived religion  Sexual orientation or perceived sexual orientation  Transgender identity or perceived transgender identity   * In North Yorkshire these have been added:   Misogyny (NYP)  Sex Worker (NYP) Barriers to reporting – lack of understanding, language barriers, mistrust in police and fear of not being believed or repercussions.   * Racial hate crimes make up 60% of all hate crimes in North Yorkshire, and York accounts for 40% of all hate crime, in particular related to the night-time economy * An offence can be physical or verbal harassment. It can be committed by all genders and all ages, as young as 10. * The police is well aware of the impact on a communities and victims can suffer from mental health, have self-confidence issues and live in fear * Barriers to reporting include matters such as fear of repercussions, mistrust of the police, language issues of how to describe a situation and lack of understanding of what is a hate crime offence * It is essential that matters are reported. Among the reasons to report is the aim of preventing escalation of the incident and to allow partner agencies, NY Police, NYC and VCSEs, to work together to: * identify the cause of the issues * deal with it effectively, through various teams and locality workers * monitor any increase in tension within the community and build up a local picture, before it gets out of hand * identify any emerging trendsnationally and locally, and take action to prevent it coming into North Yorkshire. * There are a variety of ways to report crime:      * Colleague were advised about training opportunities which will be promoted via Community First Yorkshire enews:   Hate Crime Awareness training  Community champions training  Third party reporting centres – these are to be identified and colleagues will be asked to feed in about who is in a locality to do this.  Lesley outlined:   * the North Yorkshire Community Safety Partnership/Inclusive Communities Joint Coordinating Group (ICJCG) which will look at champions within organisations who can be part of a network and come together each year to share and develop plans. The JCG is wanting to have wider involvement for messages to be cascaded out and also feed in intelligence.   Caroline suggested this could be shared with the Volunteer Coordinators Network and conversations take place at those meetings to share intelligence.   * Accredited Hate Crime Awareness & Community Hate Crime Champions training offer * University of York research into Disability Hate Crime and Barriers and the recommendations will be taken to the ICJCG, for example issues are being picked up with bus operators about their policies and approaches, including reporting any incidence * Internal work with NYC Care professionals who often receive range of hate crime comments and experience other incidents * Multi Agency planning for Hate Crime Awareness Week (12- 19 October2024) is coordinated by the ICJCG and information will be shared.   If people want to run webinars or run training then approach Lesley. Posters will be issued and a face-to-face session is being planned.  **Discussion**   * Gary asked why hate crime in York and NY is increasing. This seems to be facilitated by the growth in the use of social media and what is happening with monitoring that   Nigel – advised the year-on-year figures are not increasing significantly, what is wanted is for make sure people recognise it and report it. Social media is a type that is increasing and we are seeking to identify those taking those sort of actions   * Laura commented that the Fire Service has got involved in the hate crime week and is interested to make more links. Lesley will contact Laura * Caroline asked about people with mental health issues who are picked on in their homes about unlikely to raise it due to fear   Nigel - agreed this is a concern, and people are encouraged to report on behalf of someone. Any matters are picked up sensitively, and the police is aware of fear of repercussions.  For more information contact Lesley or [hatecrime@northyorkshire.police.uk](mailto:hatecrime@northyorkshire.police.uk)  [nigel.collins@northyorkshire.police.uk](mailto:nigel.collins@northyorkshire.police.uk)  [lesley.gray@northyorks.gov.uk](mailto:lesley.gray@northyorks.gov.uk) |
|  | **Breaking Down Barriers (BDB) - community outreach project**  Catherine Chadwick-Rayner, Networks and Outreach Coordinator, Alström Syndrome UK  [Breaking Down Barriers | – Network (breaking-down-barriers.org.uk)](https://breaking-down-barriers.org.uk/)  Catherine outlined the role of the organisation and project:   * BDB is a network of 70+ organisations that support people with rare/genetic conditions. * the BDB Network are sharing good practice and working together to develop more inclusive and accessible services for diverse and marginalised communities * it consists of larger organisations such as Cystic Fibrosis Trust, Sickle Cell Society, Genomics England, to smaller patient groups where little is known about the condition * as the Networks and Outreach Coordinator Catherine connects with organisations and community hubs that support diverse and marginalised communities, attending events/groups with a stall of information that raises awareness about genes, genetic inheritance, genetic conditions and signposting to services and support where possible * as a Fellow of Health Inequalities of West Yorkshire messages are fed back to the WY Health and Care Partnership * part of the work is to explore the barriers to health and services, finding solutions where possible. Within some communities these conditions have a stigma and so services are not accessed. Physical exclusion and language barriers where they have a disability can be problematic * you are welcome to join their network which gives access to resources, training and events * ‘experts by experience’ panel is for people who are living with these genetic conditions, to learn from one another and also shape the work of BDB. * colleagues are asked to contact and connect her into any organisation or network where support for people with a genetic condition is relevant   [catherine.chadwick-rayner@alstrom.org.uk](mailto:catherine.chadwick-rayner@alstrom.org.uk) |
|  | **Increasing inclusivity in North Yorkshire** - actions and next steps (see meeting [notes](https://www.communityfirstyorkshire.org.uk/wp-content/uploads/2024/04/240110-NY-Equality-and-Inclusion-Partnernership-meeting-notes.docx) item 4)  Caroline advised that further work is to be done on a Statement which partners might wish to use and sign up to. The Task and Finish Group will look over the next draft to share at this group at a later meeting  A submission has been made to York St John University Institute of Social Justice – Community Research project proposal. Notes about this were provided on the agenda and are here. The response to the opportunity builds on what was covered at the last meeting with Coline Bainbridge, NYC who provided analysis of the protected characteristic groups from the Census.   * Student research project proposal extract - Why this research   Over the last year the North Yorkshire Equality and Inclusion Partnership has discussed the challenges and shared ideas to answer:   * What do we need to do more of to increase ‘inclusion’ and what can we do together? * To take the conversation further partners recognise the need for more data to develop a better understanding of the characteristics of the people who are part of the Protected Characteristics Groups. * With greater insight partners are wanting to identify opportunities to expand delivery, changing strategies and ensure seldom heard voices are reached and listened to.   Research aims:   * provide analysis of the latest Census, to quantify groups and localities * identify intersectionality across Census data sets of people who are within multiple groups * bring into the analysis other relevant information eg employment, unemployment, bus pass holders under pension age, home adaptions, to increase the depth of intelligence * align the findings to health and other inequalities data, to provide added insight for narrowing inequalities * align data to socio-economic data and challenges, to identify where activity should be targeted * assess the findings against priorities set out in strategies eg Health and Wellbeing, All Age Autism, Economic strategies   Community First Yorkshire expects to hear in September. |
|  | **Working with health – West Yorkshire and Humber and North Yorkshire Health and Care Partnerships Verbal update**   * Caroline reminded colleagues about the opportunity for VCSEs to host[placement](https://www.communityfirstyorkshire.org.uk/wp-content/uploads/2024/03/240229-CP-Placements-Presentation-2.pdf) students, for experience and understanding more the work of VCSE organisations. Anyone interested should contact Clare Pemberton Placement Coordinator, [clare.pemberton3@nhs.net](mailto:clare.pemberton3@nhs.net) * the digital information pack for the April Humber and North Yorkshire Health and Care Partnership [VCSE Expo](https://portal.communityfirstyorkshire.org.uk/civicrm/mailing/url?u=40599&qid=1382873) was shared showcasing the work of the sector – and pages 4/5were signposted to |

**Meetings 2024, all meetings are 2-4pm on Wednesday: 9 October**