

EQUALITIES PANEL



AGENDA

PANEL MEMBERS:

Chair – Antoinette Jackson

Public Members – Graham Lewis, Nicky Wrigley, Norah Al-Ani, Orsola Rath Spivack.

Staff Members – Jackie Hanson, Ariadne Henry, Karen Hobbs, Joe Obe.
Elected Members – Cllrs Abbott, Austin, Bick, M.Smart and Ratcliffe

Officers: –

David Kidston, Strategy and Partnerships Manager
Suzanne Goff, Strategy Officer
Deborah Simpson - Head of Human Resources

Dispatched: Friday, 13 June 2014

Date: Monday, 23 June 2014

Time: 4.00 pm

Venue: Sports Hall - The Meadows Community Centre - The Meadows Community Centre

Contact: Toni Birkin

Direct Dial: 01223 457013

1 WELCOME, INTRODUCTIONS AND APOLOGIES

Attendance and apologies.

Antoinette Jackson will introduce the new Panel members and provide a brief overview of how the role of the Panel and how it functions. The Terms of Reference for the Panel are attached for reference.

2 DECLARATIONS OF INTEREST

3 MINUTES OF PREVIOUS MEETING AND MATTERS ARISING (Pages 9 - 14)

To agree the minutes of the meeting of 18th November 2013.

4 PUBLIC QUESTIONS

Please see information below.

5 IMPACT OF WELFARE REFORMS ON THE VOLUNTARY SECTOR

The National Council for Voluntary Organisations (NCVO) are researching the impact of the welfare reforms on voluntary and community organisations and the people that they support. The aim of the research is to gather the experiences of the voluntary and community sector across England.

The *Strengthening the Voluntary Sector's Voice in Welfare Reforms* project draws on three qualitative research strategies: a call for evidence, structured interviews with charities providing front-line services, and witness seminars. By taking this approach, the project will bring together the experiences of voluntary organisations and service users, to ensure messages from across the sector are coordinated and coherent.

As part of the project, NCVO will also create resources aimed at helping charities understand the multiple welfare changes and the different ways in which beneficiaries may be affected. The research will present examples of how charities are adjusting to changing demands, as well as providing a platform to share examples of best practice.

Anjelica Finnegan conducted some of this research in Cambridgeshire and is returning to present some initial findings to the Equalities Panel. Members of the Panel are asked to consider the implications of this research for Cambridge and the City Council's response to the welfare reforms.

6 EQUALITIES PANEL REPRESENTATION AND RECRUITMENT (Pages 15 - 16)

The Equalities Panel was established on the principle of equal representation from elected councillors, staff members and members of the public, with an initial representation of four members from each group. Councillors have this year nominated five members.

It would be possible to increase the number of public and staff members of the panel to maintain the principle of equal representation. The panel's views on this question are welcomed.

The Equalities Panel recruitment process for a new public Member has now been completed. During the recruitment process, a question arose about one of the terms of reference. There is currently a requirement that Panel Members must reside in the City. It became clear that not all applicants were resident in the City, but many had clear connections to local issues.

Would the Panel be minded amend the Terms of Reference so that those who can demonstrate a strong connection and understanding of issues in the City would be eligible to apply for Equalities Panel vacancies? For example, eligible applicants might be those who work, live, study or volunteer in the City.

This could be particularly important in terms of equalities as some potential applicants may not be able to afford to live in Cambridge City and therefore would not be eligible to apply for a Panel position.

7 EQUALITY IN EMPLOYMENT REPORT

The purpose of this report is to update the Equalities Panel on the workforce profile as at March 2014. The report provides information about two key objectives in relation to employment issues:

1. To ensure that the City Council's employment policies and practices are non-discriminatory and compliant with equalities legislation as a minimum standard.
2. To work towards a more representative workforce within the City Council.

Report to follow.

8 THE SINGLE EQUALITIES SCHEME REPORT UPDATE *(Pages 17 - 36)*

The purpose of this item is to update the Panel on the Single Equality Scheme. The Council published a new three-year Single Equalities Scheme in January 2012, which sets out six objectives for the Council's work to advance equality and diversity.

Each year the Council reports on the progress it has made and outline actions for the coming year.

The annual report, which was approved by the Strategy and Resources

Committee on the 17th of March 2014 is attached and reports on progress against actions for the second year of the scheme (2013/14); highlights some additional achievements during the year; and proposes a number of actions for the third year of the scheme (2014/15).

9 FUTURE WORK PROGRAMME OF THE EQUALITIES PANEL

To agree items for future meetings of the Panel.

At the last two Panel meetings we discussed older people's issues and hate crime. There was a discussion about potential areas of interest for future meetings. These are listed below:

The following items were suggested as areas the Panel would like to consider at future meetings:

- Young Peoples Issues, including:
 - The restructure of the Children and Young Peoples Participation Services.
 - Romsey Mill
 - Centre 33
 - Voluntary Sector Youth Work
- Students, including:
 - The work of the Student Union
 - Student Equality Issues
 - Council engagement with both Universities
- Low income groups, including:
 - Credit Unions
 - Food Banks
 - Voluntary Sector Advice Agencies
 - Welfare Reform
- Traveller Communities
- Learning Disability Groups

The Panel may also like to consider calling in an Equality Impact Assessment for discussion and review. There are a number of EqlAs which are due to be completed in the autumn which may be of interest to the Panel:

- Anti-Poverty Strategy
- Discretionary Housing Payments update report
- Use of new Anti-Social behavior tools once national legislation has

been implemented

- Review Neighbourhood Community Development Projects in Abbey, Arbury and Kings Hedges
- Ditchburn Care Contract with Cambridgeshire County Council
- Temporary Housing Contract with Cambridgeshire County Council
- Renewal of the corporate interpreting contract.

10 DATE OF NEXT MEETINGS

The next Equalities Panel meeting will be on the 17th November 2014.

Information for the Public

Location The meeting is in the Guildhall on the Market Square (CB2 3QJ).

Between 9 a.m. and 5 p.m. the building is accessible via Peas Hill, Guildhall Street and the Market Square entrances.

After 5 p.m. access is via the Peas Hill entrance.

All the meeting rooms (Committee Room 1, Committee 2 and the Council Chamber) are on the first floor, and are accessible via lifts or stairs.

Public Participation Some meetings may have parts that will be closed to the public, but the reasons for excluding the press and public will be given.

Most meetings have an opportunity for members of the public to ask questions or make statements.

To ask a question or make a statement please notify the Committee Manager (details listed on the front of the agenda) prior to the deadline.

- For questions and/or statements regarding items on the published agenda, the deadline is the start of the meeting.
- For questions and/or statements regarding items NOT on the published agenda, the deadline is 10 a.m. the day before the meeting.

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meeting can be found at;

<https://www.cambridge.gov.uk/speaking-at-committee-meetings>

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<http://democracy.cambridge.gov.uk/ecSDDisplay.aspx?NAME=SD1057&ID=1057&RPID=42096147&sch=doc&cat=13203&path=13020%2c13203>

Fire Alarm

In the event of the fire alarm sounding please follow the instructions of Cambridge City Council staff.

Facilities for disabled people

Level access to the Guildhall is via Peas Hill.

A loop system is available in Committee Room 1, Committee Room 2 and the Council Chamber.

Accessible toilets are available on the ground and first floor.

Meeting papers are available in large print and other formats on request prior to the meeting.

For further assistance please contact Democratic

Services on 01223 457013 or
democratic.services@cambridge.gov.uk.

Queries on reports If you have a question or query regarding a committee report please contact the officer listed at the end of relevant report or Democratic Services on 01223 457013 or democratic.services@cambridge.gov.uk.

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