

# Meeting of the Equalities Network

Committee Room 1B, County Hall, Durham, DH1 5UL

Wednesday 20 September 2017, 1pm  
(refreshments will be available at start of meeting)

## A G E N D A

1. Welcome and apologies for absence
2. Minutes of the last meeting held on 11 June 2015 (attached)
3. Matters arising from the minutes
4. Identity-based bullying in schools; identifying schools that are doing good things in preventing and tackling bullying in schools – **Mark Wright, EHRC**
5. Gender Pay Gap Reporting – **Durham CC**
6. Equality Training – Employee and Elected Members – **Durham CC**
7. Equality Governance – **Durham CC**
8. Stonewall Top 100 Employers and Staff Networks – **Durham CC & Keith Thompson, Northumbria Healthcare**
9. Any Other Business
10. Date of Next Meeting

**Map attached**

# Meeting of the Equalities Network

Thursday 11 June 2015

## Action Notes

### Attended

EHRC – Mark Wright  
Gateshead Council – Jane Bench  
Hartlepool Borough Council – Angela Read  
NEREO – Jill Rouse  
Newcastle City Council – Rachel Archbold  
Newcastle City Council – Edward Bewick  
North Tyneside Council – Anne Foreman  
Northumberland County Council/Northumbria Healthcare – Keith Thompson  
Stockton-on-Tees Borough Council – Satnam Singh  
Sunderland City Council – Kirsty McNally

### Actions

#### 1 Welcome from Chair and Apologies for Absence

No actions

Darlington Borough Council – Deena Wallace  
Hartlepool Borough Council – Catherine Grimwood  
Middlesbrough Council – Pip Schofield  
North Tyneside Council – Julie Gullon

#### 2 Minutes of Meeting held on 20 November 2014

Keith Thompson represents Northumberland County Council, not Northumbria CC. The notes to be amended to reflect this.

Jill

#### 3 Matters Arising from the Minutes

- The group welcomed the Welfare Reform report. Keith Thompson has a contact with direct links to ANEC Welfare Reform Activity
- Provision of Disabled Access to Council Buildings – Satnam has an officer doing access audits
- Assessing the Impact of Budget Proposals – to be included as standard item on future agendas
- The Invisible Workforce – Mark provided copies of the summary report and gave a brief update. Cleaners are being targeted in the EHRC campaign to understand their employer rights. Mark will send materials for NEREO and NEPO to circulate

Jill

Mark

#### **4 Procurement and equality legislation – approach to meeting public sector duty requirements/ identifying ways forward – development of an equality toolkit for SME businesses**

- Rachel circulated a handout
  - Times have changed since the Equalities and Procurement Conference in 2012
  - We are commissioning and procuring more
  - How can we apply the PSED general duty to services we commission?
  - What is a proportionate approach?
  - How can these messages be communicated most effectively?
  - How can we show this adds value?
  - Monitoring is also an issue – contracts not being monitored regularly
  - Can we link it to the Social Value Act? And Living Wage?
- 
- Kirsty explained what Sunderland has been doing. They re-considered their procurement process in parallel with the Social Value Act
  - Stonewall are keen that local authorities support suppliers in their journey to becoming more focused on equalities issues
  - It's not about saying some organisations can't get contracts, but that they will be expected to improve their practice in a proportionate way if they are awarded contracts. This will be monitored closely
  - They have looked at low risk services and high risk ones
  - There will be 3 levels contained within an extra module in the procurement documents
  - Very basic questions in the ITT, but more specific in the service specification (e.g., training)
  - Procurement are working much more closely with Kirsty to make this happen. She will be involved in supplier briefs

Kirsty invited comments:

- Northumberland are rotating with social care ones, but recognise the need to look at the bigger stuff
- Mark observed that a start is E&D officers at least talking to procurement, and to other areas of the organisation
- Also, SMEs are beginning to understand the issues and will appreciate support. There is greater scope for engagement

Kirsty is looking at commissioning now

- Ed (Newcastle Procurement Officer) commented that

what Kirsty is doing sounds like a useful and practical approach. There are similarities with what Newcastle is trying to do. Procurement and Commissioning have merged at Newcastle

- Rachel advised that NEPO is reviewing their procedures soon and it would be good to be able to influence that. Can we approach them and offer to run a joint workshop. Newcastle could host. Invite suppliers as we did at the last event.

Two **actions** were agreed:

- Sharing of information – have a working group, by August, first meeting **Jill/Rachel**
- Workshop session with NEPO. NEPO have someone who can do the administration for this (Sinead). If not, NEREO would do it **Jill/Rachel**

## 5. Public Procurement and Human Rights

Mark explained the duties and responsibilities of businesses in terms of human rights – 3 pillars. There are a set of guiding principles set by the UN. Duty to Protect includes public procurement

### Action

- Mark to send the paper for circulation to the group **Mark**

Stonewall Award – part of the requirements is to consider procurement.

The group discussed Stonewall awards and the new standard.

This can be shared at future meetings. **All**

## 6. Assessing the Impact of Budget Proposals

Rachel asked if any budget proposals were going to have an impact, e.g., changes to cashier service at Newcastle.

- Gateshead – home to school transport for SEN pupils being discussed
- Northumberland – also has transport issues. Free parking/cut concessionary bus fares
- Sunderland – consulting on cutting front-line services

Equality Impact Assessment forms – almost everyone is revising them. Please share ongoing work. **All**

**7. Any Other Business**

Mark circulated two documents.

**Mark**

Andrew Goldsby, Relationship Manager, Equality Advisory and Support Service (EASS) will be invited to the next meeting to raise awareness of EASS.

**Jill**

Translation/Interpretation Services to be added to next agenda.

**Jill**

**8. Date of Next Meeting**

To be confirmed

**Rachel/Jill**