**Chairs of Equality Staff Networks (via Teams)**

**Thursday 18 January 2024**

**Attendees**

Jane Garnett Redcar and Cleveland BC,

Emma Doubooni Cleveland Fire Brigade

Katie Sharrow Cleveland Fire Brigade

Amanda Baxtrem Redcar & Cleveland BC

Angela Roper Redcar and Cleveland BC

Nicola Appleby City of Sunderland

Sadia Middlesbrough Council

Olo Tony-Obot Together for Children

Victoria Perkins Northumberland County Council

Suzanne Duncan North Tyneside

Kate Ainger Hartlepool BC,

Susan Clennell South Tyneside Council

**Apologies:**

Mick Brodie NEREO

Lynn Stoneley Together for Children

Rachel McKnight Stockton

Louise Deer Stockton

Ruth Anderson Cleveland Fire

Mark Colman Durham

Gladys Mante-Nyadu Durham

Adam Harland Redcar and Cleveland BC,

Steph Myers Redcar and Cleveland BC,

Daisy Pope Together for Children,

Lisa Elliott Together for Children

Katie Love Cleveland Fire Brigade

Roisin McKenzie Stockton BC,

Caites Nendick Stockton BC,

Jane Webb Stockton BC,

Clare Holt Durham CC,

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| **1** | **Welcome and Introductions** | **Action by** |
| **2** | **Minutes & Actions for Last Meeting**  Minutes of the last meeting were accepted as a true record. | **All to note** |
| **3** | **General Information Sharing**  **Cleveland Fire Brigade**   * Update on the Disability Network – trying to involve member in projects and the development of manager toolkits. * Staff newsletter articles   **Sunderland City Council**   * Review of Staff Equality and Diversity Network – looking to expand the group and change the focus. * Promotion of national events * E-learning packages   **Middlesbrough Council**   * Staff Networks are ticking over well, but even with allocated facilities time to attend employee are reluctant to attend. * The HR People Strategy – review of the EDI Group and Action Plan * Period Positive Campaign * Flexi Bank Holiday Scheme (once introduced employees will be able to swap back holidays, the team are currently workign on a manager’s toolkit and FAQ’s   **Together for Children**   * 3 Staff Networks * EDI Lead has been appointed. * Review of EDI Policy * Ramadan Guide has been developed. * Prayer Room   **Redcar and Cleveland Borough Council**   * 5 Staff Networks, Parents and Careers and Racial Equality have low membership. * The Long Term Health Condition and Disability, LGBTQAI+ and the Women’s Network are high membership but attendance at meeting is low. * Terms of Reference have been agreed. * Each network had an EMT sponsor. * Women’s Network are looking to change its focus and look to how they can become more inclusive. * Development of a Menopause E-Learning Package   **Northumberland County Council**   * 8 Staff Networks * Issues with the name of the ASD Network. * Armed Forces Network membership is under review. * LGBTQ Network has been rebranded as the PRIDE Network. * Budget has been allocated for the networks.   **North Tyneside Council**   * 4 Networks * Launching a Diversity of Thought Network * Intersectional – Collaboration between the networks * Calendar of equality events   **Hartlepool Borough Council**   * One Staff Network – struggling with membership – Member of the group offered support to Katie.   **South Tyneside Council**   * 5 Networks, a further network will be launched. * Terms of Reference have been developed. * EDI Stall at Corporate Induction * Cares Charter has been awarded. * Working on the Age Pledge * Reasonable Adjustment Policy and Manager Toolkit * Network Launch Event | **All to note** |
| **4** | **Challenges**  The meeting chair suggested that for a future meeting we include a workshop around one of the following challenges.   * How do Staff Network Chairs manage HR issues within their network * How do we make Staff Network more inclusive * How do we encourage employee to provide their EDI Data   It was agreed that an email would be circulated to agree which of the challenges the group would discuss at the next meeting. |  |
| **5** | **Events Activities and Future Collaboration**  Covered in general updates. |  |
| **6** | **Forward Plan**  Workshops and sharing of events |  |
| **7** | **Any Other Business**  None |  |
| **8** | **Date of Next meeting**  Date to be agreed. |  |