

**Chairs of Equality Staff Networks (via Teams)  
Thursday 20 July 2023**

**Attendees**

Emma Doubooni	Cleveland Fire
Katie Sharrow	Cleveland Fire
Marty Allen	Cleveland Fire
Claire Holt	Durham County Council
Rebecca Brown	North Tyneside Council
Jane Garnett	Redcar & Cleveland Council
Sammy Jackson	Redcar & Cleveland Council
Stephanie Myers	Redcar & Cleveland Council
Amanda Baxtrem	Redcar & Cleveland Council
Angela Roper	Redcar & Cleveland Council
Caites Nendick	Stockton Council
Kimberley Edwards	Stockton Council
Jane Webb	Stockton Council
Gail D'Arcy	Sunderland City Council
Lisa Elliott	Together for Children
Kate Ainger	Hartlepool

**Apologies:**

Ruth Anderson	Cleveland Fire
Peter Scott	Newcastle City Council
Suzanne Duncan	North Tyneside Council
Susan Clennell	South Tyneside Council
Amy Norton	South Tyneside Council
Holly Gallagher	Stockton Council
Louise Deer	Stockton Council
Nela Korczyk	Stockton Council
Rachel McKnight	Stockton Council
Lynn Stoneley	Together for Children
Millie Roberts	Together for Children
Katie Love	Cleveland Fire
Gladys Mante-Nyadu	Durham
Adam Harland	Redcar & Cleveland Council
Catherine Grimwood	Hartlepool Council
Lee Cawkwell	Newcastle City Council
Karen Donaldson	Sunderland City Council

**1 Welcome and Introductions**

**2 Minutes & Actions for Last Meeting**

Minutes of the last meeting were accepted as a true record.

**3 General Information Sharing**

Redcar & Cleveland Council

- 5 staff networks were established in May 2023
- Staff are providing ideas which will be added to the agenda for the next meeting of the Menopause and Women's Network

- The Disability and Long-Term Health Conditions Network has been promoting Disability Awareness Month
- The LGBTQ+ Network organised Rainbows for Pride Day on 20 June 2023 and the group keen to review the Transitioning at Work Policy

#### Stockton Council

- 5 staff networks are established.
- A health network and a sports and social network are currently being established. The health network will work closely with the Health Advocates and Domestic Abuse Champions
- Signed up to Stonewall, initial set-up meeting has been arranged.
- Corporate Director sponsors each staff network.
- The Youth Network have been to see the new office accommodation and will continue to be involved in this project.

#### Fire Brigade

- 5 staff networks, each supported by a member of senior management.
- The disability network is trying to increase the group's membership and are reviewing the groups action plan and priorities.
- Three ED&I Boards – the staff networks report into the EDI Employee Engagement Board
- The women's network are currently reviewing the Menopause Policy, they are also looking at the kit provided to female fire fighters.
- The LGBTQ+ network have liaised with Hart Gables, who delivered some free awareness session. The network have also promoted Pride.
- The cultural diversity network attend Ede festival and will be attending Middlesbrough Pride and the Mela.
- Arrangements are being made to bring the network chairs together to collaborate on events.

#### Together to Children

- The carers network is currently reviewing the Carers Policy
- Employability for SEND
- The veteran network is currently working on preparation for Remembrance Day.

#### North Tyneside Council

- 4 staff networks
- Chair of networks group meeting to promote cross collaboration.
- Promoted Staff Networks Day in May
- Attendance at Council celebration events
- Various Pride events leading up to Newcastle Pride
- Dignity at Work Policy review – development of a leaning guide with 'real life' stories.
- Considering signing up to Stonewall
- EDI Information Hub is being developed.
- Updating employee equality data

#### Durham Council

- 6 staff networks
- The disability network have been working on disability training and awareness, reviewing the recruitment and selection documentation and the implementation of a buddy scheme (with appropriate terms and conditions)

- LGBTQ+ network attended Durham Pride
- The Carers and Menopause network are coffee and chat groups.
- Happy to share any documentation.

#### Hartlepool Council

- One overarching network has been established; the network currently has 15 member 4-5 of which are actively involved.
- Event were organised for Pride month.
- Hart Gables have delivered some lunch and learn sessions.
- Looking to establish individual networks in the longer term.

#### Sunderland Council

- One overarching network has been established; a short questionnaire has been issued to members to seek their view on the network.
- Review of the recruitment and selection documentation

### **4 Events and Activities for future collaboration**

- Cleveland Fire will be attending Middlesbrough Pride and the Mela
- Consideration to be give to face-to face collaboration event for the Chairs of Equality Networks

### **5 Forward Plan**

- Work with NEREO to ensure the Chairs of Equality Group Teams channel is update and all members have access.
- General Information Sharing
- Stonewall Presentation
- Update the ED&I page in collaboration with North East Job

### **6 Any Other Business**

None

### **7 Date of Next meeting**

The next meeting will be held on **Wednesday 18 October 2023** at **10:00** via **Microsoft Teams**