

# Minutes – NE Equalities Network

## Tuesday 26 March 2024 - Teams meeting (virtual)

### Attendees

Durham CC	Claire Holt
	Mary Gallagher
Hartlepool Council	Kate Ainger
Gateshead Council	Rachel Mason, Stephanie McGuiggan
North Tyneside	Anne Foreman, Leslie Plant
Northumberland CC	Julie Stewart
Northumbria Police	Rena Chopra
South Tyneside Council	Susan Clennell, Aisling Crane
Together for Children Sunderland	Ola Tony-Obot

### Apologies

Ruth Anderson	Cleveland Fire and Rescue Service
Catherine Grimwood	Hartlepool Council
Hamid Motraghi	NHS North East and North Cumbria ICB

#### 1. Welcome and apologies for absence

Attendee introductions.

#### 2. Minutes of previous meeting

Previous minutes agreed.

#### 3. Matters arising from minutes

N/A

#### 4. **Positive Action Initiatives/Share Best Practice – Rena Chopra, Northumbria Police**

Presentation

Northumbria Police has a positive action strategy. Priority areas include:

- **Attraction** - community groups, attending mela, places of worship, working with educational providers, career events, partnerships with other organisations (sports clubs), bring potential candidates into police station, family days, online drop-in sessions around A level result day.
- **Recruitment** - host information events for underrepresented groups, delivering recruitment themed workshops, providing one-to-one support, monitoring process to remove any barriers.
- **Retention** - provide DE&I training, buddy support for student officers, work closely with staff networks.
- **Development** - positive action routes PC-Inspector, CDP on positive action and misogyny, women's development programme, black Asian minority ethnic programme.

Focus is on women and ethnic minorities as underrepresented currently. Positive Action is different to Positive discrimination.

Strategy in place for 5 years. Positive action champions in place across the force.

#### 5. **Collecting Data on Gender – Anne Foreman, North Tyneside Council**

North Tyneside - looking at sex and gender questions / systems recording / reporting across the council and guidance for services. Link to census question wording on sex and follow up gender identity. At Northumbria police, sex linked to payroll, then gender identity question matched census. Gateshead – also need to be mindful of questions on gender wording as can deter some groups from completing.

Census question wording - sex, and follow up gender identity (self-describe not pre-set answers).

## **6. Work of Recruitment and Retention Network – Claire Holt, Durham CC**

Claire and Susan to be the link to the Recruitment and Retention network, and feedback any relevant areas of interest. The next meeting will take place on 19 April.

## **7. A.O.B/Regional Updates**

### **Northumberland CC**

- Family hubs - inclusion work, sensory resources provided, work in supporting neurodiverse colleagues.

### **Durham CC**

- Gender Pay Gap report.
- Issue with face-to-face interpreters - particularly in care home settings.
- Therapy dog – developing guidance as there are increasing requests from service users.
- Developing reasonable adjustment guidance and online module.

### **North Tyneside Council**

- Therapy dog inclusive guidance.
- Technical accessibility - projects / developments.
- Exploring with LGA peer reviews EDI - no longer funded, cost is likely £20k plus expenses.

### **South Tyneside Council**

- Gender Pay Gap report.
- Digital accessibility - NDD network support.
- Colour blind policy presented by Sellafield.
- Trans Ally training (Unison).

### **Gateshead Council**

- New corporate EDI policy.
- EHRC consultation response published to DFE guidance on gender questioning children, available online.

### **Sunderland Together for Children**

- Fair treatment policy - monitoring policy feedback.
- Community engagement activities - black and ethnic minority communities.

## **Hartlepool Council**

- Ran Trans Ally training - excellent session.
- Single impact assessment work - combine 2 separate assessments, toolkit (9 protected characteristics and local priorities - armed forces, people in care and care leavers, socio-economic).
- Staff equality groups - HR support going forward.

### **8. Date of Next Meeting**

Tuesday 11 June 2024 1.30-3pm, MS Teams