

# Northampton Diverse Communities Equalities Forum

on Thursday, 18 September 2014 at 6:30 pm until not later than 8:30 pm

in The Holding Room, The Guildhall, St. Giles Square, Northampton, NN1 1DE

## Agenda

1. **Welcomes, introductions and apologies**
2. **Minutes and matters arising**
3. **Simon Favell (NBC) - Community Wellbeing**
4. **Lee Johnson (NHFT) - Learn 2 B**
5. **Action plans**  
**(A) Project Diversity - Suzanna Storey**
6. **Community Information Exchange**
7. **Items for Discussion at the Next Meeting**
8. **Date Of Next Meeting**

Thursday 27<sup>th</sup> November, 6:30-8:30pm, The Holding Room  
Thursday 15<sup>th</sup> January, 6:30-8:30pm, The Holding Room

Map and directions at: [www.northampton.gov.uk/guildhall](http://www.northampton.gov.uk/guildhall)

For more information about this meeting please contact:  
Alice Morgan, Community Development Officer



[alicemorgan@northampton.gov.uk](mailto:alicemorgan@northampton.gov.uk)



Tel: 01604 837795



More information about the Forum generally is at: [www.northampton.gov.uk/forums](http://www.northampton.gov.uk/forums)



Facebook page: [www.northampton.gov.uk/dcf](http://www.northampton.gov.uk/dcf)

Please note that this Forum is supported and funded by Northampton Borough Council. The Forum may work in partnership and collaboration with other community groups, councils and local services from time to time. The views expressed and decisions taken by the Forum are not necessarily those of Northampton Borough Council.

## **Code of Conduct for the Forums**

This Code of Conduct sets out the standards that the Forums expect of its members. It aims to provide members with an effective ethical framework in which to do business. It is not intended to be exhaustive, or to cover every eventuality, but sets out some common sense requirements to enable the forums to function smoothly and successfully.

It is the responsibility of the Chair to encourage and enable input from forum members, to ensure all voices are heard.

### **1. Meeting Etiquette**

As an attendee you must comply with the following requirements and any others that may be stated from time to time:

- 1.1** Contribute positively to discussions concerning the issues of the meeting
- 1.2** Be friendly, polite, courteous and respectful at all times to fellow members, and others present
- 1.3** Not insult, abuse or use offensive language or behaviour
- 1.4** Comply with Northampton Borough Councils Equal Opportunities Policy
- 1.5** Demonstrate actively that you are interested in and care about the issue that you are discussing and want to make a positive difference
- 1.6** Show respect for buildings, facilities and equipment being used
- 1.7** Speak only through the Chairman of the meeting and not interrupt, heckle, make distracting noises or gestures
- 1.8** Speak clearly into any microphone provided and comply with any instructions given about its use

### **2. Being Objective**

- 2.1** Your own experience and views should inform, but not dominate or dictate how you participate.
- 2.2** If you have a specific issue with regards to a service matter to raise these can be discussed with a member of staff at the end of the each meeting or you can ask for the appropriate officer details. Meetings attended by other residents are not the place to raise any issues of this nature.
- 2.3** Be Fair
- 2.4** You must have and show respect for the people you deal with, and take their circumstances and personal differences into account. This is about putting equality into practice. The key is simply to respect differences fairly, so that you do not exclude anyone, or treat anyone inappropriately or unfairly because of their particular circumstances.

### **Breaching the Code of Conduct**

If any person's behaviour breaches this Code of Conduct, they will be required to leave the meeting and vacate the premises where it is being held. They will not be permitted to attend future meetings unless they provide satisfactory evidence to Northampton Borough Council that they will comply with the Code – e.g. a letter of apology.

If you would like further information or if you would like to discuss the Code of Conduct please contact Vicki Rockall, Partnerships and Communities Manager at [vrockall@northampton.gov.uk](mailto:vrockall@northampton.gov.uk) or on 01604 837074

## Northampton Borough Council Northampton Diverse Communities Equalities Forum

Wednesday, 30 July 2014

**Present:** Cllr. Malpas (Chair, NBC), Sue Ward (NIFF), Nick Stephens (Police), Rachel Packman (Police), Neelam Aggarwal-Singh (IHWO/NIFF/BME SRP), Pauline Woodhouse (BME SRP), Robert Henry (Nubiwise), Wendi Buchannan (Solar), John Rawlings (Quakers), Chris Fray (NREC), Anne Wankiiri (Zimwomen Association), Dmitri Antipin (Northamptonshire Eastern European Community Centre), Natalia Antipina (NBA), Abade Ahmed (Somali Community), Rutendo Nyatsine (Zimwomen Association), Anjona Roy (NREC), Mick Stamper (Police), Vicki Rockall (NBC), Alice Morgan (NBC, took minutes)

### 1. WELCOMES, INTRODUCTIONS AND APOLOGIES

Apologies received from Matthew Toresen (VIN), James Kitchener (NBA), Sarah Hughes (Bellinge Community House), and Ivor Agbemenyale (Northampton Ghanaian Union)

### 2. MINUTES AND MATTERS ARISING

The minutes were agreed as a true record.

With reference to the Stop Search item, AR circulated the NREC report on Stop Search to forum members. Actions from last meeting for AC regarding stop search, AM will ask for a response for the next meeting. Other matters arising regarding the Hate Crime unit will be addressed during this meeting.

### 3. ELECTIONS FOR COMMUNITY CO-CHAIR

Voting papers were circulated and collected by NS and RP (impartial, Northants Police). Rutendo Nyatsine was elected as Community Co-chair.

### 4. ACTION PLANS

Each of the action plans was discussed in turn, in relation to the forum's agreed outcomes. The action plans are a starting point to agree forum work and projects. The forum discussed the financial element to the action plans, with some projects requiring a modest amount, and others asking for a lot more without any in-depth budgetary information. VR explained that there is not an unlimited amount of money to fund these projects, and that the funding will come from the forum submitting an application to the NBC small grants pot, which is administered by NCF. It was requested that Rachel McGrath is invited to a future forum meeting to give an overview of how the NBC small grants pot is administered. **ACTION:** AM to send an invitation.

### Multi-cultural festival – Zimwomen

AR raised concerns about far right activity at the same event in 2013 – need to promote positive messages of anti-racism. Need to minimise risk. Forum **agreed** in

principle for this event to be on action plan

VR explained that each project will be on the agenda as the time comes closer, for planning etc. Ownership will still sit with the lead organisation; however the planning process will be more inclusive etc.

### **Platform for all community information to be promoted and published.**

NA told the forum that there she has experienced poor communication for BME community groups, especially from NCC. In terms of connecting with BAME groups, NA suggested that BMESRP are in good position to do this. AR added that another key body for connecting with BAME groups is Inspiration FM. The forum **agreed** that they are in support of this action plan.

The forum then discussed further issues they face with communication with organisations. NA felt that the three organisations she represents (IHWO/BMESRP/NIFF) have experienced improvements in engagement and communication since AM and VR have been in post. JC told the forum that she still has experienced difficulties with volunteers from Inspiration FM contacting NBC's Communications team. **ACTION:** VR to pass on JC's concerns, and to follow up a way to improve the dialogue

### **Play/film**

Suzanna Storey, lead on this activity, was not present at the meeting to discuss the action plan. JR felt that this project would be a good way of bringing groups together. However, it was felt by others in attendance that this project could not be discussed until the person leading the activity is present. It was agreed 'in principle' this would be accepted onto the action plan for future development, and would be discussed at a later date.

### **Diwali**

The forum discussed this item, and agreed that it would be good if the forum can help facilitate and support all celebrations. This type of project is a celebration of diversity, and an opportunity to show that NBC want to support BAME celebrations. The forum agreed that it would be a good idea to have a calendar of multi-cultural events, which will raise awareness of all that goes on. This will link to the action plan for a communication platform. It was suggested that in the future the forum look for funding to support BAME celebrations, and to facilitate collaborative working. In principle, the forum **agreed** that they were happy for Diwali to sit on the action plans.

### **WW1 commemoration.**

RH (Nubiwise) as lead on this project, explained that this activity would be an evening event, focused on World War One and recognising the contribution made by the commonwealth. WB suggested that story telling would be a good element to

this type of project; providing other people with the opportunity to talk about personal stories of local people and their families, reinforcing their historical link with this country and sharing their experience of the wars and how they effected them. RH confirmed that he is also part of the Northampton Black History project. Again, in principle, the forum **agreed** for this project to sit on the action plans, to be discussed further at a later meeting.

### **HIV testing awareness.**

WB outlined this proposal (see action plan table for detail). This project is focused on awareness and reducing stigma. To be discussed at a later meeting.

### **Suggestions for Forum focus**

JC raised a number of issues for forum focus, including:

- Stop and search for recording when stopped.
- Public service announcements to publicise local events supported by the forum
- Housing – BME needs/strategy
- Schools – underachievement / hate crime
- Zero working hours contracts
- Northants Police – BME recruitment drive
- HMO's
- Northampton Faith communities profile and places of worship – audit and needs assessment
- Northampton Carnival – changes to venue etc.

## **5. NORTHAMPTONSHIRE POLICE - HATE CRIME UNIT**

Northants Police made a decision it would not have a hate crime unit; MS holds this portfolio for Northampton. The force is happy to look into this decision in another 6 months' time and will continue to review the service as they do for all other areas.

MS gave an overview of what used to be the Hate Crime unit – which was a team of individuals who would deal with a percentage of hate crimes and incidents crime. However the force is in a position where it has budget constraints. They have tried to maintain the service provided, and looked at a number of small dedicated teams and asked whether they could afford to keep team, and thought of how the service could be improved. Previously, an officer would attend a crime, and if was classed as a hate crime this would be passed on to the unit. Now, if a 'serious' crime is suffered, this is dealt with by detectives and CID, and other crimes are dealt with directly by Police officers. Through this change, MS said that they now have a local oversight of hate crime.

MS told the forum that the force understand that this change will bring challenges, and that some may not have the same service that they had six months ago, however they will deal with these incidences as they arise. MS advised the forum that he has attended NIFF, this forum, and will also be attending LGBTQ forum in September, and is happy to talk about issues with everyone.

Questions:

AR – felt that this decision has eroded trust in communities, specifically how the decision was made with the lack of communication, equality impact assessment, and anything else to pay due regard to statutory responsibility for equality. AR asked about Hate incident review groups that were in place previously and haven't met since April. How and when will these groups meet? AR said that NREC have facilitated more complaints in last 2 months than last 4 years around hate crime.

MS advised that HIRGs will keep meeting. MS is ensuring they are in place in Northampton and Andy Cox will put in place elsewhere. MS has written to Luisa Jepson, the new Hate Crime Coordinator, about this and they will be up and running ASAP. **ACTION:** MS will send the dates for these through.

JR – How do we make clear than BME needs are being taken care of, and how much savings are really being made?

MS advised that the Hate Crime unit was just one of a number of areas of cuts. MS said that he believes the service will be maintained at an acceptable level; if you report an incident to Northamptonshire Police, an officer will investigate the issue, resolve with you and put governance in place to ensure this is dealt with properly. MS said that he hadn't seen a large amount of dissatisfaction since the change, but will look into this to confirm. With regards to the needs of BME communities and their perception of the Police as a result of the change, the Force did anticipate the issues with perception, but also have similar concerns as other cuts are made. However there is a commitment in Northampton to maintain and improve the hate crime service.

WB – took a lot of time for communities to be active with reporting, officers have not in past reported crimes did not take responsibility and did not ensure crimes were investigated. To have someone to speak to who understood issues and would follow through was really important. WB said that she would like to see a commitment to BME communities and to communities who are affected disproportionately by hate crime. WB asked that this is taken back to PCC.

MS explained that this was a decision made operationally by the chief constable, rather than the PCC. MS himself was not involved in the direct decision making so cannot comment on the way the unit was closed.

AR raised that she believes the communication from the Police happened a week after the unit was closed, and that NREC had 2 weeks to run petition campaign, of which that haven't had any communication from the Police since it was handed to the Police. On the day of closure, AR does not believe that there were any announcements made to the press. AR felt that this implies a lack of transparency.

MS said that he would be surprised if the petition would have made any difference as other factors made the decision financially. MS advised that he will ask the question about the Community Impact Assessment and whether or not this was

conducted. MS added that the Chief makes a lot of operational decisions every day, and that it would be difficult to consult all communities on every decision.

JC asked whether officers have received training. MS advised that training has been completed around risks and vulnerable victims, and the Force will now look at officer's skills, and will implement ongoing training over the coming months. MS advised that there are safeguards in place – Officers are aware of all categories of hate crime; if they fail to identify this will be picked up by an auditor in control room.

AR asked what the Force wants the review results to look like. The forum agreed to invite a representative from the Police for the January meeting to discuss further what has/hasn't worked, which gives the 6 month window for review.

MS advised the forum that he stands by the force decision as the right thing to do. However, MS will go back to the Chief regarding the Community Impact Assessment. MS also advised that he will look at complaints they have received and keep an eye on this. If any problems are experienced, please send through to MS either through AR at NREC or through the forum – all feedback appreciated.

## **6. ITEMS FOR DISCUSSION AT THE NEXT MEETING**

- Action plans – further develop

## **9. COMMUNITY INFORMATION EXCHANGE**

- AW - Zimwomen wellbeing day Saturday 2<sup>nd</sup> August
  - Umbrella festival Saturday 16<sup>th</sup> and Sunday 17<sup>th</sup> August
  - IA - Northampton Ghanaian Union Big Picnic Saturday 16<sup>th</sup> August.
  - NA - NBA Eid celebration Sunday 3<sup>rd</sup> August.
  - Cllr. Malpas – group of 17/18 year olds at umbrella fair promoting Guide dogs.
  - RN – thanked the forum for voting for her to be community co-chair
- With reference to the annual refresh of the equality strategy, AR asked VR whether SMART objectives have been included. VR to discuss with AR after the meeting.

## **7. AOB**

JC told the forum about a tour organised by NBC for young people who volunteer for Inspiration FM. They felt that this was really useful and they left with more knowledge about the Guildhall and the democratic processes.

VR and AM are going to organise a series of visits through local democracy week, with NBC democratic services – details of this to follow.

## **8. DATE OF NEXT MEETING**

Thursday 18<sup>th</sup> September, 6:30 – 8:30pm in the Guildhall.

The meeting concluded at 8:50 pm

Forum Action Plan						
<b>Chair:</b>	Cllr Christopher Malpas and John Rawlings		<b>Responsible Forum:</b>	Diverse Communities Forum		
<b>Outcomes identified within the Corporate Plan:</b>	<ul style="list-style-type: none"> <li>Empowered local communities with a greater capacity to become involved in community life</li> <li>Promote integration and cohesion</li> <li>Appropriate support provided to those in most need</li> <li>Services are fair, accessible and responsive to individual needs residents and customers feel informed and engaged in service quality and design</li> <li>Future developments informed by the views of local people</li> <li>Delivery of events to celebrate and enjoy the Town’s heritage and culture</li> </ul>					
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>Bringing together statutory and voluntary organisations, diverse community groups and residents</li> <li>Promoting and encouraging equality</li> <li>Promoting partnership working by statutory and voluntary sector organisations and diverse groups and communities</li> <li>Identifying gaps in provision for diverse communities</li> </ul>					
<b>Actions:</b>						
Action	Owner	Activity (intelligence led)	Timescale	Cost	Measure	Last Updated
Develop a platform for all community information to be promoted and published, ensuring its reaching all our communities	NVC – Matthew Toresen/Northampton Borough Council/Alice Morgan	NBC and NVC to work with the forum to look at existing communication methods, ensure these are fit for purpose and widely promoted.	September 2014		Number of communication methods, numbers of groups receiving information	June 14
Diwali	IHW Neelam Aggarwal-Singh	On the day workshops, marketing, insurance, volunteers expenses etc	18 <sup>th</sup> October 2014	£15,000	Deliver a successful Diwali event with workshops to attract maximum participation.	June 14



<p>We were there World War 1 centenary Celebration</p> <p>∞</p>	<p>NubiWise</p>	<p>The planning and delivery of a big event and several smaller ones on a road show in Northampton to celebrate contribution from commonwealth people to the war efforts.</p>	<p>Early July. Road show afterwards</p>	<p>£6,000</p>	<p>Improved social cohesion through shared history</p> <p>Increased awareness of contributions commonwealth people made in WW1</p> <p>Creation of links so young people can learn from elders through oral history</p>	<p>June 14</p>
<p>cHIValry</p> <p><b>R U + UR NOT +</b></p> <p>HIV Testing awareness and sessions in Northampton</p>	<p>Solar-Northampton hire</p> <p>Wendi Buchanan</p>	<p>To train 4 volunteers to be 'Rapid HIV testers', including Lee G from DeafConnect LGBT, Stella O – student at University of Northampton and two other regular volunteers.</p> <p>To purchase sufficient Rapid Testing kits and resources, pay for centre/ room use to set up a twice weekly testing sessions (1 evening and one on demand – facilitate local groups) for 6 months</p> <p>To pay for resources to improve and extend our display. 'Pocket info cards' with info about HIV and local testing and anti-stigma messages.</p> <p>Organise two events in Autumn to raise awareness of the increasing number of transmission in Northampton and how to get</p>	<p>August – end December</p>	<p>£5,900</p>	<p>Number of groups and individuals engaged. Online surveys completed, register of attendance.</p> <p>Visitor number at stands at events</p> <p>Report and feedback</p>	<p>July 14</p>

		<p>tested and maintain your status. Including with local media and statutory partners.</p> <p>Leading in to National HIV Testing week at the end of November and then to our annual events with NBC and partners for World Aids Day 2014.</p> <p>Create a positive message and dynamic spectacle with 'Flashmob' event and online viral ad.</p>				
<p>Play and film to celebrate diversity – active culture of celebrations – focus groups/documentary to be produced actively promote the forum by engaging and visiting existing community groups</p>	<p>NBC – Suzanna Storey/Pauline Woodhouse</p>	<p>Opportunity to increase the attendance at the forums, by engaging community groups, this will also provide research for the film/play</p>	<p>March 2015</p>	<p>£30,000 (bid to be submitted to the Arts Council)</p>	<p>Film produced, Play produced, No of community groups engaged, representation at the forum</p>	<p>June 14</p>
<p>Multi-Cultural Festival</p>	<p>Zimwomen – Rutendo Wyatsine</p>	<p>To deliver multi-cultural festival – involving all diverse communities, to be planned and developed through the forum, encompassing Viv Dixon's visual platform for black artists into the event</p>	<p>May 2015</p>	<p>£3,000</p>	<p>Event delivered – number of attendees</p>	<p>June 14</p>