

Northampton Borough Council - Northampton Diverse Communities Forum

Thursday, 2 June 2016 at 6:30- 8:30 pm

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

Agenda

1. **Welcomes, introductions and apologies**
2. **Minutes and matters arising**
3. **Action Plan**
(A) Future plans for the forum
4. **Items for Discussion at the Next Meeting**
5. **Community Information Exchange**
6. **Date Of Next Meeting**
14th July, The Holding Room, The Guildhall

Map and directions at: www.northampton.gov.uk/guildhall

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



alicemorgan@northampton.gov.uk



Tel: 01604 837795



More information about the Forum generally is at: www.northampton.gov.uk/forums



Facebook page: 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.



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 or on 01604 837074

Northampton Borough Council

Northampton Diverse Communities Forum

Thursday, 21 January 2016

Present: Cllr Malpas (Chair CM), Rutendo Nyatsine (Zimwomen - Co Chair) RN, Nick Stephens (NS – Police), Pauline Woodhouse (PW – BMESRP), Steve Bedford (Police), Alaa Abouzanad (AA – Supplementary Schools), Jonathan Lewis (JL – NCC), Bethel Tadesse (BT – Hidden Scars), Alice Morgan (AM – NBC) Nisha Mejer (NM – NBC)*

*Took minutes

1. WELCOMES, INTRODUCTIONS AND APOLOGIES

Apologies: Cllr Ashraf, Cllr Hill, Anjona Roy, Jenny Campbell

CM welcomed everyone to the meeting.

2. MINUTES AND MATTERS ARISING

Minutes agreed as true record

3. JONATHAN LEWIS - ASSISTANT DIRECTOR FOR LEARNING, SKILLS AND EDUCATION

JL gave a presentation explaining the role of the Local Authority and teaching, in particular in communities where English is an Additional Language (EAL).

Northamptonshire has experienced a 20.3% increase in the number of pupils starting school in the county since 2005 (Northampton town - 38.8%).

JL outlined the key education priorities and gave details of achievements of EAL pupils in Primary and Secondary schools.

JL is in the process of developing an EAL strategy for Northamptonshire. This will include the following:

- To improve progress and attainment of all EAL pupils and enable every school to meet their needs
- To share good practice and develop system wide EAL capacity across the country
- To develop a city-wide workforce with EAL knowledge, skills and understanding in relation to both classroom practice and leadership through a major professional development programme.
- To engage with families, communities and supplementary schools, in order to improve progress and attainment of EAL pupils

There is enthusiasm to work with the Diverse Communities Forum. JL will put

together a strategy and will ask the Forum for feedback in May meeting. JL stated he would also like to engage parents, teachers, families and supplementary schools.

ACTION: Presentation to be sent out to Forum members

ACTION: To put strategy on Forum Action Plan

PW: Last year black children were progressing much better than children in Eastern European communities. Is that still the case?

JL: In secondary school this is the case but not in primary schools.

ACTION: JL to provide further information. Every child needs support and would be able to provide an overview.

AA: There is no funding for supplementary schools and parents find it difficult to access certain schools due to location. Is there any support on this?

JL: There is very little or no money at County Council. Can look at ways of getting funding and will look into this. There may be an option to train members of the community.

AA: Supplementary Schools are looking into ways to help children under achieving in white communities. Would like to look into ways of helping children in this sector too.

JL: Supportive of this.

CM: Went to Supplementary Schools awards ceremony. concerns were also raised regarding the issues that are surrounding the ANSS and following discussions it was agreed that a letter will be drafted from the forum members prospect in support of the issues that was raised, the issues of concerns affecting the ANSS in line with the need for appropriate support /access to reasonable space centrally.

JL: Happy to help, support and speak to head teachers on this matter. Can also review access to county council buildings.

ACTION: AA: Will send information to JL regarding this issue.

ACTION: JL pulling together a strategy and returning to present this to the Forum.

4. SERGEANT STEVE BEDFORD - HATE CRIME AND INCIDENTS PROJECT

SB gave his work history and explained that he is supporting Gary Ashton to take the lead in developing a Hate Crime strategy.

They have used a National Police Model to tackle Hate Crime –

- information intelligence
- threat assessment
- consider power and policies
- consider options
- act and review

Using this model, the victim is always in the centre. In order to tackle Hate Crime

the Police would like to work in partnership with organisations eg NBC, Fire Services. There is a need to work with the Voluntary and Community-Sector as well as regional and national services.

SB explained the difference between Hate Crime and a Hate Incident:

Hate Crime – where a crime has occurred which has been motivated by hate eg assault.

Hate Incident- there is a situation where no actual crime has taken place. Eg dispute between neighbours. The Police will still get involved if needed but will debate whether other organisations should get involved to provide a better outcome.

The Police have Community Engagement Officers working with minority groups. The focus is around race and religion. However there is not enough resource to work with other groups eg LGBT, Disability groups. County council have engagement officers too and there is a lot of work in statutory -organisations. Voluntary and Community Sector groups have information too. But there is no flow of information. Need to fill in the gaps. There is no strategy to deal with this.

The Police are now devising a strategy and carrying out a consultation. The strategy will cover 6 strands – race, religion, sexual orientation, disability, transgender and individual characteristic. The latter strand was added following the Sophie Lancaster case.

The impact on victims needs to be assessed. A risk assessment will be carried out for Hate Crime and this will tailor response.

The aims of the strategy are to raise awareness, reduce under reporting, encourage partnership activity, ensure a victim led response, ensure appropriate justice outcomes, prevent through education and build and maintain trust.

There should be a way to report anonymously to obtain a better picture. Victims may want to inform community groups instead and the Police want to open up channels of reporting. Only 1 in 7 victims report. Schools are under no obligation to report Hate Crime. But Police may want to know about the perpetrator.

Northamptonshire is a restorative county, which helps to increase understanding as well as building and maintaining trust.

SB referred to E- CINS and would like organisations to sign up to this. It is a vehicle to manage Hate Crime incidents.

CM: Community members may ask “Why should we trust you this time?”

SB: The difference this time is that organisation and statutory partners want to work together on this. Police don't always have to be involved. The organisation can get involved and the problem can be resolved at this stage.

PW: 18 months ago the Hate Crime Unit was disbanded. Now there is a strategy.

What level of engagement have Rachel Packman and Nick Stephens had in this as Community Engagement Officers? Have OFBCI and PCC had engagement in this?

SB: Gary Ashton and myself have talked to partners eg Lowdown, Guide Dogs. We receiving feedback from these organisations. Will also be asking for feedback from an event on 25th January.

PW: Concern that there is a duplication of work. You need to engage in more diverse communities.

SB: There will be a growing network of champions and want there to be a mix of special constables. A new sergeant role will be created and will be approaching communities.

NM: (spoke as a volunteer) Volunteers already do many tasks and are often busy. They also have work and family commitments. They may not have the capacity to help. At the moment faith groups look to Nick and Rachel for support on Hate Crime as the process is quick and simple. How would you be able to work with the volunteer sector if they already have commitments?

SB: We need to find an easy, effective and simple way for volunteers to work with us, we have found that volunteers are motivated and we need to ask for help.

AM: There is a gap to fill the needs of people with disability and the LGBTQ community. Will the new role engage with these communities in a similar way that Nick and Rachel are engaging with Diverse Communities?

SB: Yes and will review this. Hate Crime is a huge issue in the LGBTQ sector and want to support this.

ACTION: AM / NM to email consultation.

CM: Advised SB to get in touch with Inspiration FM to reach communities and younger generations.

AM: Worked with Luisa and created a Hate Crime survey.

ACTION: AM to send responses to SB.

5. ACTION PLAN

Project Diversity – still on hold. Victoria Rockall has returned to work and this can be revisited.

Black History Month – BMESRP and Zimwomen Association carried out events which were successful.

Diwali – intergenerational workshop and Diwali light switch on went very well.

HIV – This project was lead by Solar, however Solar are no longer operational as a charity. Matthew Toreson is working to develop a new support system. This is being developed with previous Chair and volunteers.

Hate Crime surveys – AM to send completed surveys to SB. Need to build on how to liaise with schools. SB worked with Sheila Stevens and would like to work with AM on this.

Race relations and Hate Crime – NREC carried out events for this which went very well.

Two actions to add on action plan

Supplementary schools to support EAL

Hate Crime – to penetrate schools. Develop a strategy for next academic year.

6. COMMUNITY EXCHANGE

NS: Training on Human Trafficking and Modern Slavery on 2nd Feb.

AM: Partnership Grant Showcase event. Training given focussing on partnerships – 25th Jan. 3.30 – 6.30pm

Holocaust Memorial Day – Civic ceremony in courtyard 12pm. Event in evening at 6.30pm at Great Hall in Guildhall.

NM to send out Health & Wellbeing and NCCG consultations.

PW: NGH/BME Usergroup Meeting, this Thursday 28th January 2016, 6.00pm-8.00pm, Area R-The Boardroom, NGH.

17th Feb – BMESRP meeting. Harold St 6-8pm

AA: Supplementary School concert 21st May. High School. 2.30-5.30pm.

SB: Hate Crime strategy event – 25th January

BT: Hidden Scars community event 1st April.

RN: Zimwomen Events:

30th April - Health & Wellbeing 11-3pm

Providing information on BME health and wellbeing in Northamptonshire.

Venue – Christ Church

2nd July - Multicultural festival 11 - 4pm

Celebrating the cultural diversity of Northampton.

Venue – Market Square

8th October - Strictly come dancing for Africa 7 – 11pm

A spectacular and exciting African themed dances.

Venue – Deco

29th October - Young Black Achievers Awards

To mark the end of Black History month

Venue – Cripps Centre NN1 5BD

6. ITEMS FOR DISCUSSION AT THE NEXT MEETING

Action Plan to be discussed

School if Life – Liz Carroll Wheat will be attending next meeting to talk about her intergenerational project.

7. DATE OF NEXT MEETING

March 24th 6.30-8.30pm. The Guildhall

Forum Action Plan			
Chair:	Cllr Christopher Malpas and Rutendo Nyatsine	Responsible Forum:	Diverse Communities Forum
Outcomes identified within the Corporate Plan:	<ul style="list-style-type: none"> Empowered local communities with a greater capacity to become involved in community life Promote integration and cohesion Appropriate support provided to those in most need Services are fair, accessible and responsive to individual needs residents and customers feel informed and engaged in service quality and design Future developments informed by the views of local people Delivery of events to celebrate and enjoy the Town’s heritage and culture 		
Objectives:	<ul style="list-style-type: none"> Bringing together statutory and voluntary organisations, diverse community groups and residents Promoting and encouraging equality Promoting partnership working by statutory and voluntary sector organisations and diverse groups and communities Identifying gaps in provision for diverse communities 		
Actions:			

Action	Owner	Activity (intelligence led)	Timescale	Measure	Last Updated
Project Diversity	NBC – Suzanna Storey/Pauline Woodhouse	<p>Opportunity to increase the attendance at the forums, by engaging community groups, this will also provide research for the film/play. 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>Currently on hold until lead available again.</p>	Summer 2015	Film produced, Play produced, No of community groups engaged, representation at the forum	October 2015
Black History Month	BME SRP – Pauline Woodhouse	<p>Workshop and performance by Three The Hard Way.</p> <p>Black History Month Calendar to be developed in 2016</p>	30 th October 2015	Event and workshop delivered – number of attendees BMESRP and Zimwomen carried out	October 2015

				events. Successful and well attended.	
Diwali Lights Celebration 2015	IHWO – Neelam Aggarwal and Alice Morgan	Forum workshop and presence. Festive road delivered arts workshop, in partnership with Indian Hindu Welfare Organisation, Northampton Interfaith Forum, Voluntary Impact Northamptonshire’s School of Life, and Festive Road. Participants invited to have presence at Diwali Lights parade	26 th October 7 th November 2015	Workshop delivered and no of attendees participating in parade	October 15
<p>calry</p> <p>R U + UR NOT +</p> <p>Testing awareness and sessions in Northampton</p>	Solar-Northamptonshire Wendi Buchanan	<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 tested and maintain your status. Including with local media and statutory partners.</p> <p>Currently on hold due to circumstances with organisation. Alice Morgan to provide support and guidance to organisation in interim.</p> <p>Matthew Torreson to look at new support system. Evolving this with previous Chair and volunteers.</p>	August – end December	<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>	July 14

Stop Search	Inspiration FM	Develop method of communicating with local communities about Stop Search	To be agreed	To be agreed	Sept 15
Hate Crime 6	Alice Morgan / Luisa Jepson	Work with Disabled Peoples and LGBTQ Forum on a Hate Crime Survey, finding out about the communities experience of Hate Crime. Hate crime survey now live! All organisations to share with wider networks. Liaise with Schools about how Hate Crime is reported in schools. Send completed surveys to Steve Bedford. Develop a strategy for next academic year.	September 15	Online surveys completed, results collated, report created.	Sept 15
Revisit past consultations that have come to the forum	Forum	- Northampton Faith Communities Profile and Places of Worship – Audit and needs assessment	To be agreed	To be agreed	Sept 15
Race Relations event	Northampton Rights and Equality Council	Event held – ‘Commemorating 50 years of Race Relations Act’ in the Guildhall.	November 2015	Event held, no. of attendees	December 2015
Hate Crime event	Northampton Rights and Equality Council	Event held for Hate Crime Awareness Week.	October 2015	Event held, no. of attendees	December 2015

Supplementary Schools	NBC and SS	Support Supplementary schools and communities where English is an Additional Language. (EAL)			
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Other issues to discuss

- Education and underachievement
- Housing, BME Needs and Strategy, Houses of Multiple Occupation
- Zero working hours
- Northants Police – BME Recruitment Drive

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