

Northampton Borough Council- Northampton Diverse Communities Forum

Thursday, 30 March 2017 at 6:30 pm – 8:30pm

Agenda

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|----|---|----------------|
| 1. | Welcomes, introductions and apologies | 5mins |
| 2. | Minutes and matters arising | 10mins |
| 3. | Inspiration FM - Jenny Campbell | 20 mins |
| 4. | IAPT Nayla Mahmood | 20 mins |
| 5. | Refugee Week | 10 mins |
| 6. | Action Plan | 10 mins |
| 7. | Community Information Exchange | 10 mins |
| 8. | Items for Discussion at the Next Meeting | 10 mins |
| 9. | Date Of Next Meeting | 10 mins |

May 11th 6:30 -8:30pm, The Guildhall

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

For more information about this meeting please contact:
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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

Agenda Item 1

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, 19 January 2017 6:30 -8:30pm

1. WELCOMES, INTRODUCTIONS AND APOLOGIES (18:30 - 5 MINS)

Present: Cllr James Hill (Co – Chair NBC CH), Pauline Woodhouse (Co – Chair NBC PW), Nick Stephens (Northants Police NS), Christian Buckenhan (Northants Police CB), Rukhsana Bashir (Northants Police RB), Nisha Mejer (NBC NM), Christopher Fray (NRFC CF), Diana Belfon (NHFT DB), Jenny Campbell (Inspiration FM, Parent JC), Balbir Grewal (SCCYC BG), Rutendo Nyatsine (Zimwomen RN), G N'Tandau (GT United African Association)

Apologies: John Rawlings, Pauline Woodhouse, Alaa Abouzanad, Anjona Roy

2. CODE OF CONDUCT (18:35 - 5 MINS)

CH highlighted the code of conduct to the Forum.

3. MINUTES AND MATTERS ARISING (18:40 - 10 MINS)

Alice Morgan will be moving on to the museum to work as Activity Coordinator. Alice thanked for her hard work for the Forum.

It is also NS last meeting before reitirement and wished the best of luck for the future.

New Police Engagement Officer, Christian Buckenham introduced to Forum and welcomed.

4. DIANA BELFON - REVERSE COMMISSIONING PROJECT MANAGER (18:50 - 20 MINS PLUS 10 MINS QUESTIONS)

DB carried out a presentation on the work carried out on the Reverse Commissioning Project.

The project was created as there appeared to be discrimination.

A steering group was created and an Action Plan was put together. Working with Universities and training BME communities to help achieve high positions in the workforce.

Questions and Answer:

Q: We are now in 2017. Why aren't we seeing BME in management roles?

A: The research indicated institutional racism. There were more development opportunities for white people.

Q: Do you have evidence in Northampton?

A: NHFT have their own stats. They are displayed on the website.

DB: working with various members in community including community centres and GPs.

ACTION: DB email address and presentation to be circulated to forum.

5. RUKHSANA BASHIR - HATE CRIME NORTHANTS POLICE (19:20 - 10 MINS PLUS 10 MINS QUESTIONS)

RB has been Hate Crime Coordinator since last September. Steve Bedford now has a Sergeant post. RB is based at the Guildhall.

RB is building links with the Police and partnerships with communities to protect vulnerable people.

Question and answers:

Q: After Brexit there was a national spike in Hate Crime. Is this trend on going?

A: After Brexit there was a small spike. After Hate Crime Week the reporting went up slightly. After the Paris attacks there was an increase in reporting.

Q: Do you have statistical data which looks at breakdown of religion and ethnicity of people who report?

A: Not yet. Can return to the forum to give specific stats.

JC: Not happy with the Police force – has asked for this information on previous occasions.

JH: When specific data is available the Forum can decide what further steps can be taken.

NS: It is the responsibility of every police officer to engage with communities and are interested in tensions. This forum is used to take feedback and the feelings are taken seriously. Hate Crime is a particular issue. The Hate Crime Unit was disbanded without consequence to the community which was a shock to the Police too.

There are Hate Crime victims across all communities – Black, Asian, Eastern European.

AM: The forum can be an influence to the Police. AM and Luisa Jepson created a survey which indicated that there was a lack of confidence in reporting.

There has been partnership working with NBC, NREC, Police and NIFF.

Q: Do you have access to the Eastern European communities?

A: Local police teams have been visiting shops, Resident Associations. Groundwork has been carried out.

JC: These communities may not know that they can report. There are language barriers.

**6. FORUM PRIORITIES FOR 2017
MINS)**

(19:40 - 20

Forum wanted to achieve the following:

Greater contact with the Eastern European communities.

Need stats for Hate Crime.

Education – chase NCC for data. (Forum has already asked for GCSE results for Black Caribbean students).

**7. ACTION PLAN
MINS)**

(20:00 - 20

Part of Forum priorities.

ONE DAY WITHOUT US EVENT

Event to be held in Court Room Feb 20th. 6-8:30pm.

Forum agreed to support this.

ACTION: NM to circulate the event to forums.

**8. COMMUNITY INFORMATION EXCHANGE
MINS)**

(20:20 - 10

4 consultations to be emailed to forums.

Partnership Grant application open 16th Feb. VIN giving support.

Holocaust Memorial Day – 26th Jan and civic ceremony 27th Jan.

Chinese New Year – 12th February.

Zimwomen Health and Wellbeing event 24th March.

New Crime Commissioner is in post. The Forum has tried to make contact with him.

9. DATE OF NEXT MEETING

March 30th The Guildhall. 6:30 -8:30pm.

Forum Action Plan					
Chair:	Cllr James Hill and Pauline Woodhouse		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
Diwali Lights Celebration 2016	IHWO – Neelam Aggarwal and Alice Morgan	Forum workshop and presence. Diwali Dance workshop delivered in partnership with Indian Hindu Welfare Organisation and Voluntary Impact Northamptonshire’s School of Life, Participants invited to have presence at Diwali Lights parade	October 2016	Workshop delivered and no of attendees participating in parade	November 2016
Hate Crime Awareness Week	NBC/ Northampton Rights and Equality Council / NIFF/ VIN	Week of activity held including Inter Community Forum event for recruitment of Hate Crime Champions, NIFF debate, and NREC vigil.	October 2016	Event held, no. of attendees	November 2016
Supplementary Schools and	ANSS/ NBC/	Support Supplementary schools and communities	January		July 2016

education	NCC	<p>where English is an Additional Language. (EAL)</p> <ul style="list-style-type: none"> • Awaiting figures from NCC regarding whether there is a further breakdown in performance between different ethnicities – update: figures provided, but require someone to attend the forum to talk through them. • Work with NCC on the development of a strategy for working with EAL students. • AM working with ANSS to develop a bid for adult education ESOL classes. 	2016		
Engaging with young BME people ∞	Inspiration FM	<p>Young people volunteering with Inspiration FM have acquired the skills to create 'packages' and 'public service announcements' for the Teen Show. Key issues – mental health and self-harm, and talking about 'Diversity'. AM to link with Cllr King and the Youth Forum, to explore opportunities for a joint project.</p>	To be agreed	To be agreed	Sept 15
Hate Crime survey	LJepson/ AMorgan	<p>Work with Disabled Peoples and LGBTQ Forum on a Hate Crime Survey, finding out about the communities experience of Hate Crime.</p> <p>Hate crime survey now live! All organisations to share with wider networks.</p> <p>Hate crime survey results collected. For circulation at Hate Crime Awareness week event.</p>	September 15	Online surveys completed, results collated, report created.	October 2016
Hate Crime actions	LJespon/	<p>Forum to be set up as a Third Party Reporting Arena, where information can be captured to take to the Police or use part of the data collection to inform</p>	Ongoing	Nil	November 2016

	AMorgan	national bodies. Can also take 3 rd hand information. Idea is to get people to talk.			
Increase awareness of the forum	All	Distribute leaflets at events Community cohesion celebration event? Explore opportunity to hold a partnership event to encourage people to come together. E.g. more diverse young people for the youth forum etc.	Ongoing	Event held	July 2016
Revisit past consultations that have come to the forum 6	Forum	<ul style="list-style-type: none"> - Northampton Faith Communities Profile and Places of Worship – Audit and needs assessment - Other topics to be agreed 	To be agreed	Updates provided	Sept 15

Other issues to discuss

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