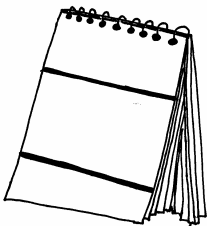


## Social Inclusion Working Group

*(Social inclusion means including everyone in society. The Social Inclusion Working Group has been set up to look at how all different communities in York can be given the same chances to take part in life and be included)*



## MINUTES



**Date of meeting: 20 September 2006**

**Members of the Council who were at the meeting (to be known as 'Members' in these minutes):**



**Ceredig  
Jamieson-Ball  
(Chair)**



**Sue Galloway**



**Ken King**



**David  
Livesley**



**Janet  
Greenwood**



**Ruth Potter**



**David Scott**

**Members of the Council who were not able to come to the meeting:**



**Ian Cuthbertson**



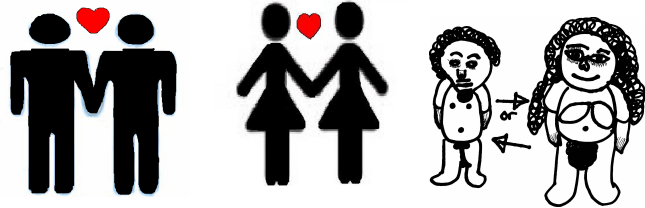
**Bill Fairclough**

## People who were at the meeting representing community groups:

- Jack Archer and Sue Lister from the Older People's Assembly



- Peter Blackburn from the LGBT Forum (LGBT stands for Lesbian Gay Bisexual and Transgender)



- Lynn Jeffries from the Disabled People's Forum



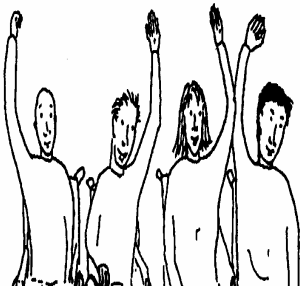
## 1. Adult changing places



Gavin Harding from York People First talked to the Group about the importance of adult changing places for disabled people. He said there was a need in York for public toilet facilities for people with profound and multiple learning difficulties.



He told the Group about the Changing Places Campaign which is working for the installation of Changing Places toilets in all city centres, arts venues, shopping centres, hospitals, motorway service stations, large railway stations and airports. Members of the Working Group were given a copy of a 'Changing Places, Changing Lives' leaflet and told about the website [www.changing-places.org](http://www.changing-places.org).



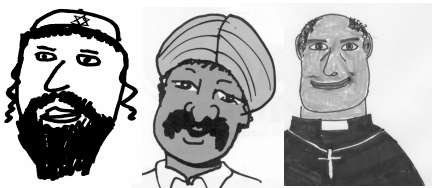
Gavin explained that adult changing places toilets which specifically cater for the needs of people with learning difficulties and their carers, ought to be provided in addition to the standard accessible toilets. A Changing Places toilet differs from more standard accessible toilets by providing height adjustable changing benches and hoist systems amongst other things.

The Group agreed that there was a need for Changing Places Toilets in York. Council officers were asked to speak to other councils who have done this and come up with some ideas for doing it in York. This would be discussed again at another meeting.

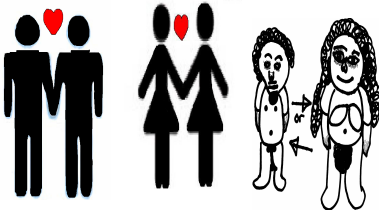
## 2. Improving the diversity of the council's workforce



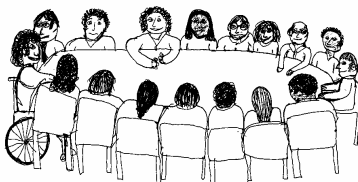
The Group were given a report that said how many disabled people, women and people from Black and Minority Ethnic Communities work for the Council and whether they were on higher or lower wages.



There was no information about sexual orientation or religion because it was felt that people may not want to be asked about this because it is private.



The big Group split into small groups to discuss the information. The main points discussed by each group were:



### Group 1

1. Learn from what other organisations are doing to employ more disabled people and Black and Minority Ethnic people.



2. Encourage everyone to apply for jobs by using positive pictures and words.
3. Ask disabled staff to help with checking the access of council buildings.
4. Better training for managers who decide who gets a job with the council.



### Group 2

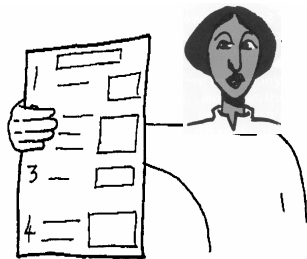
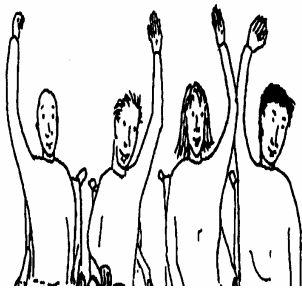
1. Make sure that disabled people, women and BME groups know about jobs at the council.
2. Allow different people to do jobs in different ways.
3. Help staff to get more skills and more confidence so they can get better jobs working for the council.
4. Ask staff about the problems they face.
5. Learn from what other directorates are doing to employ more disabled people and Black and Minority Ethnic people.

### Group 3

1. Adapt training to local needs.



2. Help disabled staff to be open about their disability at work.
3. Learn from what other directorates are doing to employ more disabled people and Black and Minority Ethnic people.
4. Recruit jointly with other big organisations locally such as the NHS.
5. Be flexibility around places of work.

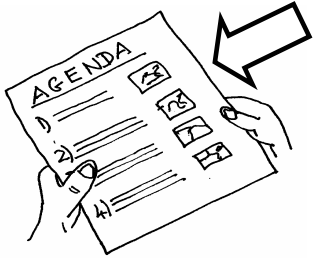


The Group agreed that it should look at the number of disabled people, women and people from BME groups working for the council again.

The Council should listen to what the Group said when writing its plans to employ more people from these groups. The Group would like to see these plans when they are finished so it can say how well it thinks the council is doing.



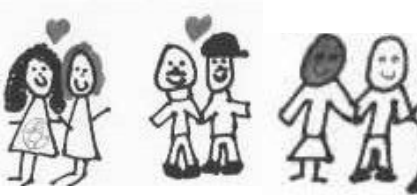
### 3. Future Meetings



The Group thought about other things it would like to talk about at future meetings.



- What the council is doing to stop age discrimination and to employ more older and younger people.



- The views of the LGBT Forum about whether the Council should ask staff about their sexual orientation.



- The community forums to bring issues that they want to talk about.