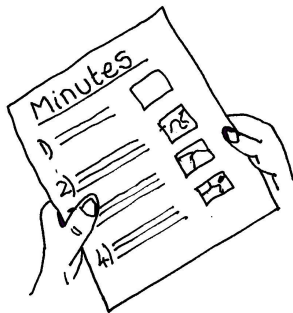
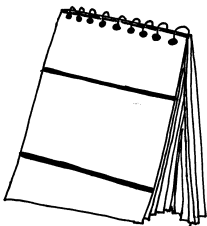


Social Inclusion Working Group

(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: 17 February 2010

Members of the Council who were at the meeting



**Nigel Ayre
(Chair)**

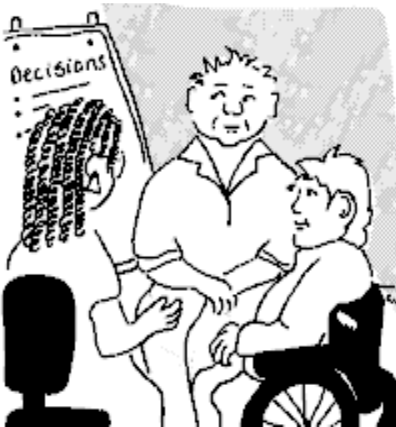
**Sonja Crisp
(Vice-Chair)**

Keith Aspden

Jenny Brooks

Julie Gunnell

People who were at the meeting representing community groups and as expert witnesses:



David Brown (York Access Group)

Sarah Fennell (LGBT Forum)

Sue Lister (York Older People's Assembly)

Maureen Ryan (Valuing People Partnership)

Rita Sanderson (York Racial Equality Network)

Carolyn Suckling (York Access Group)

Fiona Walker (Valuing People Partnership)

George Wright (Humanist)

1. Minutes



The Group agreed that the minutes of the meetings of 2 December 2009 and 28 January 2010 were correct.

Details were given of the actions taken following the last meeting.



SIWG Display Boards

The SIWG boards would be on display at York St John University during International Women's week. If any of the groups wanted further information to be put on the boards they should send this to Sue Lister.

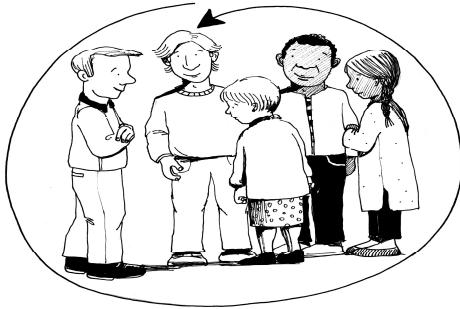


Name of the Group

The Group decided to talk more about the name of SIWG at the Development Day.

At the Development Day the Group would also look at the different roles of members of SIWG.

2. Council Workforce Strategy



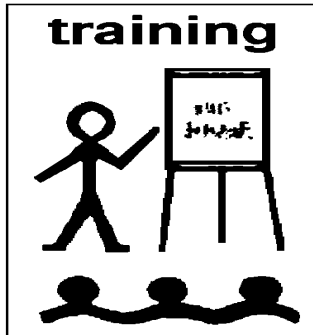
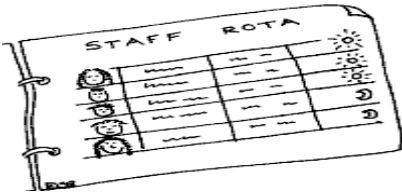
The Group heard about the council's Workforce Plan 2010-12. The Group was asked for their ideas about how the council could:

- Offer job opportunities that were available to all
- Ensure more BME, disabled and young people worked for the council
- Create a more inclusive culture

The Group said:



- As well as encouraging more disabled people to work for the council, more should be done to support people who became disabled whilst working at the council. This would mean that they may be able to keep working.



- Flexible working arrangements should be in place
- Jobs should not be "token jobs" - the level of job is also important
- There should be good training for staff. Diversity training should be given to all new staff.
- Job carving could be useful (the Blueberry Academy could advise on this)
- There is no mention of LGBT in the plan.
- Some people who are disabled or from a minority group may not want other people to know.
- Some people might be more willing to state their sexuality if they were asked about "partnership preference".
- The Council should employ more young people. Government money is available for apprenticeships

The Group's ideas would be taken into account when the Workforce Plan was developed.

3. Progress with the new Council Headquarters Project



The Group heard more about the new council offices and customer centre. They were told how the ideas that they had made at their meeting on 24 September 2009 had been taken into account.

York Investors LLP would have the contract for the new building.



The Group was shown pictures of what the new building might look like. They would be invited to an event giving more details about the design.

The Group made the following comments:



- It was important that the disabled parking bays were not misused.
- Because the building was open-plan it could be noisy. Take advice from an expert - the needs of people with autism have to be taken into account
- Consider how colour and soft furnishings affect behaviour. Make sure there are meditation rooms.
- The Valuing People Partnership worked on "Your Journey to Hospital" and could help prepare a "Your Journey to the York Council Headquarters".
- The council would save money by moving many offices into one building. It was important that people were told that the project was about improving services to the public as well as providing suitable office space for staff.



SIWG would be asked for more views as the project went on.

4. Community Cohesion



Community cohesion is about respect, fairness and inclusion. The Group heard about the work that the council was doing to develop a Community Cohesion Strategy and Action Plan. (A strategy is a plan to get to the long-term aims). The council had started by looking at the work that was already taking place to improve community cohesion.



The Group said that it was important to involve YREN because of their expertise. They had done a lot of work as part of a Local Area Agreement (LAA) partnership bid. The bid had been unsuccessful but their work should be acknowledged.



The Group said that it was also very important that people could report hate incidents and know that they would be dealt with.

It was agreed that an update on community cohesion would be given at the next meeting.

5. More for York Equality Impact Assessments



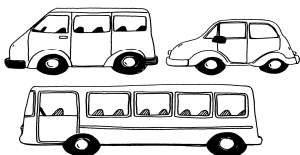
The Group heard more about the More for York Equality Impact Assessments (EIAs). EIAs help council officers make sure that council policies do not have a negative impact on people because of their gender, race, disability, age, religion or belief for sexual orientation.



As part of More for York a staff suggestion scheme had been set up.



The council had listened to the ideas that SIWG had suggested. Parking at St Leonard's was being looked at. The council had signed up to the Plain English Standard. Ideas about debt collection had been included in the policy. New recycling containers took account of comments made by SIWG



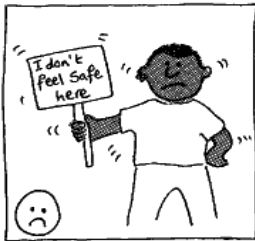
The next EIAs would include fleet management, taxi services/pool cars, housing, property management, children's social care and planning.

6. SIWG Development Day



The Group looked at a report about the next SIWG Development Day. This would be held on 29 March 2010. The Group was encouraged to come to the event.

7. Hate Incidents



YREN would be carrying out a project to help the police understand hate crime better. The work would help the police to improve its service to victims. Copies of a questionnaire on hate crime were given to the group. An easy-read questionnaire would also be prepared.