

Northampton Diverse Communities Equalities Forum

on Wednesday, 30 July 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. **Elections for Community Co-chair**
4. **Action Plans**
5. **Northamptonshire Police - Hate Crime Unit**
6. **Items for Discussion at the Next Meeting**
7. **AOB**

The annual refresh of the Equality Strategy is now available here:

<http://www.northampton.gov.uk/downloads/file/4630/equality-strategy-2014-refresh>

8. **Date Of Next Meeting**

Thursday 18th September, 6:30-8:30pm.

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: <https://www.facebook.com/NorthamptonDiverseCommunitiesForum?ref=hl>

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, 5 June 2014

Present: Cllr. Malpas (Co-chair, NBC), John Rawlings (Community Co-Chair), Nick Stephens (Police), Sue Ward (NIFF), Robert Henry (NubiWise), Wendi Buchanan (Solar), James Kitchener (NBA), Weekes Baptiste (Theatre), Alaa Abouzanad (ANSS), Godwin Kativu (ROHR Zimbabwe), Martin Kelly (Inspiration FM), Jenny Campbell (Inspiration FM), Matthew Toresen (NVC), Abade Ahmed (Somali Community), Abdi Yusuf (Northamptonshire Development Society), Chrisptopher Fray (NREC), Pauline Woodhouse (BME SRP), Louise Musson (NBC), Vicki Rockall (NBC), Alice Morgan (NBC)*

*took minutes

1. WELCOMES, INTRODUCTIONS AND APOLOGIES

Apologies received from Ann Timson (Spring Boroughs Residents Association), Anne Villegas (Healthwatch), Anjona Roy (NREC), Tendai Ndongwe (NHFT), Neelam Aggarwal (BME SRP, IHWO, NIFF), Rutendo Nyatsine (Zimwomen Association), and Rachel Packman (Northants Police).

2. MINUTES AND MATTERS ARISING

JC – page 3 of the minutes state that “JC suggested there is no age restriction on Stop and Search which was concerning”. JC felt that this is not accurate reflection of what was said at the meeting. However, AC confirmed that there is not an age restriction on Stop and Search - this will be picked up later in the meeting

Other than the above, the minutes were agreed as a true record.

3. NOMINATION OF THE COMMUNITY CO-CHAIR AND ELECTION

Nominations received for community co-chair

- Neelam Aggarwal – BME SRP, IHWO and NIFF
- Rutendo Nyatsine – Zimwomen Association
- Anjona Roy - NREC

It was agreed that as all three nominations were not in attendance and unable to speak, elections would be deferred to the next meeting.

ACTION: VR will ask that the nominees send an overview, explaining what they are going to bring to the forum as a chair and this information will be circulated before the meeting. It was agreed that at the next meeting we will hold anonymous elections as people come into the room.

4. STOP SEARCH UPDATE - SUPERINTENDENT ANDY COX, NORTHAMPTONSHIRE POLICE

A copy of the Stop and Search form was circulated to the forum to look at. Cllr. Malpas asked for a copy of the form to be circulated with minutes. **ACTION:** AC agreed this would be sent to be circulated with minutes.

Andy Cox outlined Teresa May's (Home Secretary) statement. This statement can be found here: <https://www.gov.uk/government/speeches/stop-and-search-comprehensive-package-of-reform-for-police-stop-and-search-powers>. Stop search powers remain, and in the last 12 months (April 2013 to end of March 2014) there have been 1270 successful stop search April-end March by Northamptonshire Police.

There are now no targets for officers to deliver a number of Stop and Searches. At Northamptonshire Police, every officer has received training input on conducting Stop and Search and its impact. Furthermore, there is now national training for Stop and Search from National College of Police which will be rolled out to all forces. There is a commitment to continuous professional development of officers, and if concerns are raised around the way stop search is used by an officer, their powers can be restrained.

Around concerns about the disproportionality of the way Stop and Search is used within ethnic minority communities, there is a system in place which measures any disproportionality. If a level of disproportionality is between 5-10% plus, this is flagged for investigation. No ethnic group have been flagged as more than 5% disproportionate in the use of Stop and Search across all ethnic groups. Another forum member raised concerns around the disproportionate use of Stop and Search on males. AC advised that guidance and support is now given to officers to stop search females. However, it is important to remember that the proportionality of Stop and Search incidents on different communities and gender is worked out in relation to the offending population, not the population as a whole.

Picking up the issue that JC raised from the last minutes, it was asked why there is there no age limit on stop search. AC explained that it is very difficult to know where to draw line. Criminality begins at age 10. Stop and Search has been conducted on young people in the county who are under ten. Some under 10s may be carrying things that they shouldn't be, such as someone hiding something in a baby's push chair, or getting a young child to carry stolen goods. This is all based on individual circumstances.

Clarification was requested around what makes a Stop and Search 'successful'. A 'successful' outcome is where an item is found in the possession of the individual that is criminal. There has been a slight reduction in those that are not successful. AC said that it would be unrealistic to have a 100% success rate; however the

success rate in Northamptonshire is significantly better than a number of other forces nationally.

WB asked how many of those who are stopped are repeats – AC advised that the people who are most Stop and Searched are PPO's (Prolific and Priority Offenders). However, this is dependent on individual circumstances.

WB raised that there needs to be recognition of the negative effect that stop search has on a person. AC advised that the Police are soon going to be issuing some guidance around grounds of stop search for officers.

AC is keen to continue to engage with communities, and would like to increase confidence in the BME community about the way that Stop and Search is used, ensuring that it is used proportionally and evenly. A Forum member asked whether there would be a possibility for the public to patrol with Police, observing use of stop search. AC said that he supported this in principle; however it must be carefully thought out and introduced in the right way.

On engaging with BME groups, a forum member raised that many of the young people who won Young Black Achievers Awards have experienced stop search. AC advised that the Police are looking to get these groups involved in delivering training and speak directly to officers about the experience of Stop and Search. People with members in their community who have experienced stop search, please let AC know if they would be interested in speaking to officers about their Stop and Search experience.

Concerns were raised by some forum members around Stop and Searches that are not recorded. AC stated that if searches are not recorded, then this is completely unacceptable and will not be tolerated. The Police will need evidence of who was stopped, where and when – AC said that if anyone has this evidence he would be happy to look into it. JC asked if no form completed, whether this is classed as an illegal search. **ACTION:** AC to look into this.

The forum discussed ideas for solutions the Police could use to educate the public about their Stop and Search rights. Suggestions included:

- WB - A6 cards which tell people their rights and responsibilities, flag up what they should be asking of the police officer.
- Getting the Police and Communities to work together. AY asked whether the police be willing to let young youth have work experience with the police to break down barriers. AC advised that this is already in practice through the Police Cadets, Special Constables and Volunteer programmes. This is a big agenda for the Police and they are interested in taking community working forward to understand the issues that they face and the solutions that they have. NS said that if individuals or groups would like to meet to discuss Stop

and Search or opportunities to work with the Police, please direct enquires to NS (nick.stephens@northants.pnn.police.uk) who will arrange.

- MK raised that he had tried to do a public service announcement about Stop and Search on Inspiration FM, however the survey he had was out of date.
ACTION: AC agreed to share the updated survey.
- AC confirmed that people can video a Stop and Search happening to them – no issues with this. There had been suggestions for body worn video to be used by officers. However practicalities of this have meant that the idea has not been taken forward – the time to download, storage, keeping police off the street. Hopefully something in the future that can be further explored.

A comment was made that the PCC has not attended a Diverse Communities Forum meeting as yet. Cllr. Malpas agreed that an invitation would be sent for a future meeting.

5. CALL CARE - LOUISE MUSSON AND ANJALI NINAWA

Laura Musson spoke to the forum about Call Care - a monitoring service which provides an instant response service for vulnerable people, who may need peace of mind while living independently. Further details around the Call care package can be found here: <http://www.northampton.gov.uk/callcare>, or please phone 01604 230227 for more information.

6. ACTION PLANS - UPDATE

Opportunity for funding for projects within the action plans if the forum all agrees it is a good community project. This is a working document, and responsibility for leading the project will remain with the organisation that put it forward. However, this is a great opportunity for partnership working and support. If anyone had any suggestions for projects to be on the action plan please send through to VR or AM to be included on the list for consideration.

The items on the action plan do not need to be just events, can also put forward ideas for project work that can be used as a solution to the issues raised at the forum. For instance, this could include the Stop and Search card to be given out to young people, as suggested earlier in the meeting.

ACTION: AM to circulate draft action plans to forum members to consider before the next meeting

COMMUNITY INFORMATION EXCHANGE

HATE CRIME UNIT

SW gave an over view of the disbanding of hate crime unit and the decision that has been made by the Police that there is not a unit; one person will coordinate Hate Crime in county, and responsibility has been given directly to officers to deal with hate crime incidences. SW suggested that the forum should monitor the service now to ensure that responses to hate crime incidents are at a satisfactory level.

It was asked why this was not brought to this forum before the decision was made.

AC commented that it may be helpful for someone to present detailed rationale to forum at a later date. AC is now more aware of hate crimes that are happening every day as it has been brought to daily briefing meetings.

ACTION: AC to let us know who Portfolio lead is on Hate Crime, for an invitation to be sent for a later meeting.

ACTION: VR to write letter on behalf of the forum to Chief Constable and Police and Crime Commissioner on this issue to raise concerns about the disbanding of the Hate Crime Unit and to invite someone to come to the forum to discuss.

(This action has now been completed – a letter has been sent to the Chief Constable and Police and Crime Commissioner as requested by the forum)

SW said she is interested in hearing from anyone who knows a victim who hasn't had a response or has lost confidence due to loss of unit.

RESPONSE FROM HMO SCRUTINY PANEL

The response from Cllr. Capstick was circulated for the forum's information.

9. ITEMS FOR DISCUSSION AT THE NEXT MEETING

- Elections
- Development of Action Plans, including;
 - o NubiWise
 - o Project Diversity

10. DATE OF NEXT MEETING

Wednesday 30th July from 6:30-8:30pm in the Holding Room, the Guildhall.

The meeting concluded at 8:30 pm

Forum Action Plan						
Chair:	Cllr Christopher Malpas and John Rawlings		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	Cost	Measure	Last Updated
Multi-Cultural Festival	Zimwomen – Rutendo Wyatsine	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	May 2015	£3,000	Event delivered – number of attendees	June 14
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
Play and film to celebrate diversity – active culture of celebrations – focus groups/documentary to be produced actively promote the forum by	NBC – Suzanna Storey/Pauline Woodhouse	Opportunity to increase the attendance at the forums, by engaging community groups, this will also provide research for the film/play	March 2015	£30,000 (bid to be submitted to the Arts)	Film produced, Play produced, No	June 14

engaging and visiting existing community groups				Council)	of community groups engaged, representation at the forum	
Diwali	IHWOW Neelam Aggarwal-Singh	On the day workshops, marketing, insurance, volunteers expenses etc	18 th October 2014	£15,000	Deliver a successful Diwali event with workshops to attract maximum participation.	June 14
We were there World War 1 centenary Celebration ∞	NubiWise	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.	Early July. Road show afterwards	£6,000	Improved social cohesion through shared history Increased awareness of contributions commonwealth people made in WW1 Creation of links so young people can learn from elders through oral history	June 14
cHIValry R U + UR NOT + HIV Testing awareness and sessions in Northampton	Solar-Northampton hire Wendi Buchanan	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. To purchase sufficient Rapid Testing kits and resources, pay for centre/ room use to set up a twice weekly testing sessions (1 evening and	August – end December	£5,900	Number of groups and individuals engaged. Online surveys completed,	July 14

		<p>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>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>register of attendance.</p> <p>Visitor number at stands at events</p> <p>Report and feedback</p>	
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