

Northampton Borough Council- Northampton Diverse Communities Forum

Thursday, 24 November 2016 at 6:30 pm - 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. Election for Co Chair**
- 4. Rukhsana Bashir - Northants Police Hate Crime Co ordinator**
- 5. Northants Fire and Rescue**
- 6. Karolina Zalewska - Voice.**
- 7. Luisa Jepson - Northampton Inter Faith Forum - Hate Crime**
- 8. ACTION PLAN**
- 9. Community Information Exchange**
- 10. Items for Discussion at the Next Meeting**
- 11. Date Of Next Meeting**
January 19th 2017 6:30 – 8:30pm

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

For more information about this meeting please contact:
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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

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

Agenda Item 2

Northampton Borough Council - Northampton Diverse Communities Forum

Thursday, 15 September 2016 at 6.30 – 8.30pm

Agenda

1. Welcomes, introductions and apologies

Present: Cllr James Hill (Co Chair NBC), Steve Bedford (Police), Neelam Aggarwal – Singh (IHWO, NAS), Luisa Jepson (NIFF, LJ), Nick Stephens (Police, NS), Cllr Danielle Stone (DS), Jenny Campbell (Inspiration FM JC), John Rawlings (Quakers JR), Nisha Mejer (NBC, NM), Alice Morgan (AM, NBC), Abade Ahmed (Somalian Community, AA), Cllr Rufia Ashraf (RA)

Apologies: Nayla Mahmood, Anjona Roy, Pauline Woodhouse, Rutendo Nyastine

2. Minutes and matters arising

Minutes recorded as true to record. No matters arising.

3. Nominations for Co Chair

Pauline Woodhouse would like to stand as Chair. Other forum members were also invited to stand.

ACTION: NM to email forums members to put themselves forward if they wish to do so. Deadline is 18th November. If more than one person stands, there will be an election at the next meeting.

4. Action Plan

Black History Month in October – if anyone is holding events and would like the details on a shared calendar; please send the details through to AM.

NAS: Diwali – 2 events

9 day festival 2nd -10th October Northampton College 8pm until late.

29th October – 10am onwards - performances and stalls in day with parade in the evening.

Diwali Workshops – 24th October. “Strictly Diwali” Dancing Workshop. Opportunity to learn Bollywood and Bhangra and then dance on stage.

JC: Inspiration FM has been forecasting 20 years. Will be holding 2 events for Black History Month.

AM: Offer of support has been given to ANSS regarding development of ESOL classes. Ongoing work.

5. Hate Crime

SB gave an update on Hate Crime. Rukhsana Bashir Hate Crime coordinator has been appointed. Her role is to work with partners to deliver objectives. Rukhsana will be working closely with Nick Stephens and Rachel Packman.

SB clarified that there is no specific Police strategy. The Police are part of a shared strategy and working in partnership with other organisations. The Police have internal policies on how it is reported.

Any agency can deal with Hate incidents.

Police will be dealing with Hate Crime.

Hate Incidents are issues which occur that don't actually amount to a crime.

There is a concern about number of incidents reported – all forms are under reported. The strategy is in place to do something about this. Some good work is happening.

Post Brexit, there has been a rise in Hate Incidents and but not Hate Crime. There was a definite increase on the weekend of Brexit.

We have monitored an increase in Hate Incidents since March 2016. This suggests that there is more confidence to report. Information is being collected more accurately.

SB presented Police data to the Forum. Week commencing 20th June data suggests that was a dip in Hate Crime.

SB gave examples of partnership working – Police have signed an agreement with Tell Mamma to take direct reports.

Cllr Hill: What is the main reason why people don't report?

SB: Variety of reasons. Sometimes people don't understand what a Hate Incident is. There is a misunderstanding that people think that the Police don't want to know about this.

People need to ring 101 and record with the control room. The Police can refer to Victim Support.

However, this is not just a Police issue. There is lot of work being done in the county. Martin Hammond is the lead contact in the County Council.

LJ: Used to work in the Hate Crime Unit and is currently working as a freelance officer for Northampton Inter Faith Forum.

LJ shared that there is lots of fear and confusion in communities. Thanked NBC for funding the Hate Crime Crane project.

LJ is in the process of setting up facilities for places of worship and disability groups to become third party reporting centres. Reports are coming in and statistics will be available soon.

Cllr Ashraf: Reporting through ringing 101 can be a barrier for some people. How do we get communities to find out how to report? There is a language barrier and people get lost in the phone system.

SB: 101 is not an emergency number. Appreciate not best method. Cuts have been made. If people are not comfortable with this, online reporting can be done.

NAS: When presenting data, it would be better to use terminology that is public friendly.

It is no longer mandatory for schools to report Hate Crime. Children are vulnerable and this type of incidents/crimes can leave a huge impact on them.

Cllr Stone: It used to be mandatory for schools to report. When Hate Crime occurs it is not always known who the perpetrator is. It wears you down and eventually people get used to it. It shouldn't happen in the first place and people shouldn't get used to it. There is not enough citizenship training.

SB: Behaviour challenged in schools but not in homes. Have to work across the board.

JR: Have been a Chair at schools. They are a breeding ground on race incidents. Youth services are based in schools to work with staff.

Is it in the remit of Community wardens to deal with Hate Crime?

AM: There is Hate Crime training with frontline staff. Staff have a responsibility to report incidents and Hate Crime.

NS: Have links with wardens, fire services etc. They are asked to look out for sign of Hate Crime – eg Nazi flags etc. They will then feed this back to the Police.

RA: There needs to be reassurance that something is being done.

SB: Aims of partners is to encourage a partnership approach. By reporting everyone gets the best picture of what is happening. Police can then focus their resources. Lots of enquiries can be done. Can check CCTV cameras and individuals can be dealt with.

AM: Who deals with the investigation of hate crime and incidents now within the Police, following the change in structure and loss of the Hate Crime Unit?

SB: Had Hate Crime Unit which dealt with only 25% of Hate Crimes, the majority of cases were investigated by other staff. Now, a named officer will deal with the report.

AM: Do they provide ongoing support to the victim?

SB: The victim is referred to Victim Support.

JC: When will strategy plan be ready?

SB: It is already. Email has been sent.

JC: The statistics are in the public domain – how are they being communicated? People won't report if they don't understand.

SB: Statistics are always in the public domain. There is a Home Office website.

JC: Is there simple process to access information?

SB: The information is there. You can go to a search engine. However you represent data, people want it in a different format. There is a police website and people can insert their postcode in to find out information local to them.

JR: The figures are irrelevant on their own.

SB: Best to contact Martin Hammond.

JC: The stats are too complicated.

NAS suggested that the Police could have regular slots on the community radio stations to reassure communities.

LJ: Are front line officers receiving training?

AM: Hate Crime Awareness Week – partnership working with NREC and NIFF. There will be an Inter Forum Community Event to recruit Hate Crime champions 4.30-6:30pm.

There will be a training session for staff.

6.Community Information Exchange

Screen Northants will be filming on 2nd October in town. There is an opportunity to be an extra.

RA is organising a food collection to be sent to refugees in Calais. NM to circulate email.

PSPO consultation is live, and ends 23rd Sept.

National Living Wage Campaign information to be shared via email.

Chief Constable Supper 10th November.

7. Items for Discussion at the Next Meeting

Not discussed.

8.AOB

9.Date Of Next Meeting

November 17th 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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Forum Action Plan					
Chair:	Cllr James Hill 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
Diwali Lights Celebration 2015	IHW0 – 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 and MT to meet with AA to look at the possibility of developing 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	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 – going forward	TBC	To be discussed	Ongoing	TBC	November 2016

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	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