

# Northampton Borough Council- Northampton Diverse Communities Forum

Thursday, 19 January 2017 at 6:30 pm – 8:30pm

## Agenda

1. Welcomes, introductions and apologies (18:30 - 5 mins)
2. Code of Conduct (18:35 - 5 mins)
3. Minutes and matters arising (18:40 - 10 mins)
4. Diana Belfon - Reverse Commissioning Project Manager (18:50 - 20 mins plus 10 mins questions)
5. Rukhsana Bashir - Hate Crime Northants Police (19:20 - 10 mins plus 10 mins questions)
6. Forum priorities for 2017 (19:40 - 20 mins)
7. Action plan (20:00 - 20 mins)  
(A) One Day Without Us Event
8. Community Information Exchange (20:20 - 10 mins)
9. Date Of Next Meeting

Thursday 30<sup>th</sup> March, 6:30pm, The Holding Room, The Guildhall

Map and directions at: [www.northampton.gov.uk/guildhall](http://www.northampton.gov.uk/guildhall)

For more information about this meeting please contact:  
Alice Morgan, Community Development Officer



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Tel: 01604 837795



More information about the Forum generally is at: [www.northampton.gov.uk/forums](http://www.northampton.gov.uk/forums)



Facebook page: [www.northampton.gov.uk/dcf](http://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

## **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](mailto:vrockall@northampton.gov.uk) or on 01604 837074

## NORTHAMPTON BOROUGH COUNCIL- NORTHAMPTON DIVERSE COMMUNITIES FORUM

Thursday, 24 November 2016

### 1.WELCOMES, INTRODUCTIONS AND APOLOGIES

**Present:** Cllr James Hill (Co – Chair), Pauline Woodhouse (Co- Chair), Karolina Zalewska (KZ Voice), Debbie Samwell (Northants Fire and Rescue Service DS), Hazel Gray (Northants Fire and Rescue Service, GH), Alaa Abouzanad (ANSS AA), Jenny Campbell (Inspiration FM JC), John Rawlings (Northampton Quakers JR), Nisha Mejer (NBC NM), Alice Morgan (NBC AM), Rutendo Nyatsine (Zimwomen RN), Luisa Jepson (Northampton Inter Faith Forum LJ), Rachel Packman (Northants Police RP)

**Apologies:** Neelam Aggarwal-Singh, Matthew Torresen, Rukhsana Bashir, Rufia Ashraf

### 2.MINUTES AND MATTERS ARISING

Minutes – page 3 – Inspiration FM broadcasting for 20 years.

ACTION: Reschedule for Rukhsana Bashir to attend.

Matter arising:

AM: Supporting ANSS – ongoing progress.

### 3.ELECTION FOR CO CHAIR

Cllr Hill proposed for PW to be elected as Co-Chair. This was seconded and accepted.

RN was thanked for Chairmanship.

### 4.RUKHSANA BASHIR - NORTHANTS POLICE HATE CRIME CO ORDINATOR

Could not attend. Will be rescheduled to attend for a later date.

### 5.NORTHANTS FIRE AND RESCUE

DS and GH gave a presentation about the Northants Fire and Rescue Service and the Draft protection Plan. NFRS are contacting the communities and asking for feedback.

NFRS has become more proactive rather than responsive and educating people as to how to prevent fires. Fire calls have now reduced by 50%.

92% of people have a smoke detector. There is lots of collaboration with Police and Ambulance services and knowledge is being shared.

NFRS has to save £1.5 million. Consultation from Nov 9<sup>th</sup> – December 21<sup>st</sup> 2016.

Ring 999 for emergency calls. Ring 01604 797000 for Fire Safety Check.

**ACTION:** NM to send out presentation.

JH: The Fire Service was dominated by male and white people as the work force. Has this improved?

DS: Not massively. The number of recruits from the BME community is still quite low. There are more plans to recruit in regards to minority and gender. The Force wants to be more reflective of the community for which it serves.

JC: How are you dealing with making the Fire Service more transparent?

DS: The organisation is looking into this eg – procurement. Every service buys the same equipment. So will look into how much each section is paying to make it more cost efficient. The public can see this. This will make us more transparent.

The First Service has lost a third of its staff force. This has made a massive impact. Recognise we have to change the way we work. Have achieved a lot over the last 10 years.

AA: Somebody I know who is from the ethnic minority community found it very difficult to work for the Fire Service. Applied for full time and part time positions.

**ACTION:** DS to look into this. Would like to use this forum as a focus group.

RN: Are you directing the consultation to all groups?

JH: Can help with directing the Fire service to the right people.

AM: We can share the consultation through our networks.

DS: The consultation is open until 21 Dec and we are collating lots of responses. If something does not work it will go back to consultation.

## **6.KAROLINA ZALEWSKA - VOICE.**

KZ gave a presentation on the work that Voice does. Voice supports victims who have been impacted by crime, whether or not they choose to report the crime to the police. The support is free and confidential to anyone affected by crime in Northamptonshire.

**ACTION:** NM to send out presentation via email.

JR: Are there difference of understating of Domestic Abuse within different cultures?

KZ: There are different types of abuse – psychological, emotional and not always physical. Only 12% of rapes reported were “stranger rapes”. Research shows that 3 out of 4 rapes – the victim knew the person who raped them.

Everyone experiences crime differently. Committed to diversity, equality and inclusion.

LJ: There was work being done on mental health where videos were supposed to be created. Do you know the outcome of this project?

KZ: Not aware of this. Will look into this.

LJ: Is there special training given on Hate Crime to your team?

KZ: Yes volunteers are trained and CRB checked.

LJ: Is there any training given as to how people communicate with people with disability? Can you deal with issues based around transgender?

KZ: Yes

JC: How many staff do you have?

KZ: Approx 26 and the contract is until 2017.

## **7.LUISA JEPSON - NORTHAMPTON INTER FAITH FORUM - HATE CRIME**

Northampton Inter Faith Forum (NIFF) is working in partnership with Northamptonshire Rights and Equality Council (NREC) to deliver a Hate Crime project. I am leading on Faith and Disability Hate Crime.

In the process of setting up points of contacts in places of worship where reports are taken.

LJ sits on the strategic panel countywide and looks at how to make the service better.

NBC won an award for Hate Crime and NIFF was part of the Hate Crime Week where there were a series of coordinated events and 8 champions were recruited. These included two ladies who are taking reports on Sunday nights at the Langar Seva where there are homeless and vulnerable people. NIFF also hosted a cake and debate evening and discussed the issues around Hate Crime.

Would like to use this Forum as a reporting centre where information can be captured to take to the Police or use part of the data collection to inform national bodies.

Victims tend to report and they can remain anonymous. Can also take 3<sup>rd</sup> hand information. Idea is to get people to talk.

JR: People may look for Hate Crime where it is not intended.

LJ: Perhaps in some cases but not many. Some things are obvious Hate Crimes.

JC: This project has credibility if NREC and NIFF are doing this. However can you do this?

LJ: I am using a programme called Ecins which is used for reporting anti-social behaviour. Now used for Hate Crime. Also sits on strategic board. Can go to schools with this data and the Police. Can influence the action plan on the strategic board.

Going to access locations where there is public transport.

A discussion took place as to how to engage more people from the Eastern European communities. A number of communities are on the distribution list and trying to engage with representatives from the Supplementary Schools to attend.

**ACTION:** Forum members would like to be made aware of which organisation is attending beforehand. Questions can then be sent to the organisations before they attend the meeting and they can be better prepared to answer.

## **8.ACTION PLAN**

Diwali – delivered.

Hate Crime – delivered Hate Crime Week

ESOL- on going work being done.

Hate Crime Survey – copies handed out.

## **9.COMMUNITY INFORMATION EXCHANGE**

1<sup>st</sup> Dec- World Aids Day – civic ceremony 12pm, The Guildhall.

3<sup>rd</sup> Dec – International Day for People with Disability.

26<sup>th</sup> Jan – Holocaust Memorial Day – evening event.

27<sup>th</sup> Jan – Civic ceremony for Holocaust Memorial Day.

## **10.ITEMS FOR DISCUSSION AT THE NEXT MEETING**

Hate Crime Officer from Police to attend.

Reverse Commissioning representative to attend next meeting.

## **11.DATE OF NEXT MEETING**

January 19<sup>th</sup> 6:30 -8:30pm. The Guildhall.

Forum Action Plan					
<b>Chair:</b>	Cllr James Hill and Pauline Woodhouse		<b>Responsible Forum:</b>	Diverse Communities Forum	
<b>Outcomes identified within the Corporate Plan:</b>	<ul style="list-style-type: none"> <li>Empowered local communities with a greater capacity to become involved in community life</li> <li>Promote integration and cohesion</li> <li>Appropriate support provided to those in most need</li> <li>Services are fair, accessible and responsive to individual needs residents and customers feel informed and engaged in service quality and design</li> <li>Future developments informed by the views of local people</li> <li>Delivery of events to celebrate and enjoy the Town’s heritage and culture</li> </ul>				
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>Bringing together statutory and voluntary organisations, diverse community groups and residents</li> <li>Promoting and encouraging equality</li> <li>Promoting partnership working by statutory and voluntary sector organisations and diverse groups and communities</li> <li>Identifying gaps in provision for diverse communities</li> </ul>				
<b>Actions:</b>					
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"> <li>• Awaiting figures from NCC regarding whether there is a further breakdown in performance between different ethnicities – <b>update: figures provided, but require someone to attend the forum to talk through them.</b></li> <li>• Work with NCC on the development of a strategy for working with EAL students.</li> <li>• AM working with ANSS to develop a bid for adult education ESOL classes.</li> </ul>	2016		
Engaging with young BME people 7	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><b>Hate crime survey results collected. For circulation at Hate Crime Awareness week event.</b></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 <sup>rd</sup> 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 ∞	Forum	<ul style="list-style-type: none"> <li>- Northampton Faith Communities Profile and Places of Worship – Audit and needs assessment</li> <li>- Other topics to be agreed</li> </ul>	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