

Time commenced - 6.30 pm  
Time Finished - 8.45 pm

## MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 31 JULY 2003

Present: **Representing Derby City Council**  
Councillor Burgess - in the Chair  
Councillors Brown, Crosby, Gupta and Rehman

**Representing Communities**  
Raj Bali, Indian Community  
Jack Butler, Irish Community  
Chander Guru, Indian Community  
Nezrine Hudson, Caribbean Community  
Shokat Lal, Pakistani Community  
George Mighty, Caribbean Community  
Lloyd Newby, Caribbean Community  
Mohammed Sharif, Pakistani Community

**Community Advisors**  
Elaine Jackson  
Santokh Singh Moar, Derby REC  
Jangir Khan, Pakistani Community  
Tony Walsh, Derby REC

**Council Advisors**  
Adrian Flowers, Policy Directorate Personnel  
Sue Glithero, Director of Policy  
Carol Mee, Press and PR Officer  
Mike Moody, Social Services  
Muzar Syed, Head of Equalities  
Rupinder Kaur Dhillon, Derby City Libraries

### 1/03 Apologies for Absence

Apologies for absence were received from Mohan Singh Manku, Javid Ahmed, Angella Mighty, Rajesh Lal.

### 2/03 Late Items to be Introduced by the Chair

There were no late items.

### 3/03 Declarations of Interest

There were no declarations of interest.

## 4/03 Minutes of Previous Meeting

The minutes of the meeting held on 10 April 2003 were confirmed as a correct record and signed by the Chair.

## 5/03 Peer 2 Peer

Suman Gupta gave a presentation on the work of Peer 2 Peer, which was a new project working in Derby. TNG Derby was established in April 2001, and had over 2,000 clients. They were established to deliver the welfare to work agenda and particularly concentrated on mentoring. Their areas of operation included business administration, key skills, specialist counselling and basic certificates. There was a notable lack of minority ethnic participation in programmes of training and Peer 2 Peer targeted unemployed people within their own community, and assisted them with assessments, action planning, peer mentoring, motivation, confidence building and awareness sessions. They also acted as a sign posting service.

**Resolved to thank Suman Gupta for her presentation.**

## 4/03 Community Cultural Diversity Projects

Tony Walsh, Derby REC, reported on various cultural diversity events, including Egg Painting, Ready Steady Cook, Derby Altogether and East Meets West. He also reported on planned future events.

**Resolved to note the report.**

## 5/03 Community Cohesion - Employment

Adrian Flowers, Corporate Personnel Advisor, introduced a report of the Director of Policy, which stated that the issue of employment was broad ranging and affected every member of every community in some way. Discrepancies in opportunity could affect people from a wide range of groups. Core employment opportunities had an adverse impact in many areas in building cohesion. In particular, wide variations in the unemployment level within relatively small areas could breed significant resentment between communities. The report gave details of a number of strategies which could be developed to address particular issues. Issues which the Council had already started to address were set out in the report.

Mohammed Sharif asked, in relation to mentoring teams, where such employees would be found. If there were no role models, mentors would be sought from other authorities. Shokat Lal asked what was happening to encourage people into management roles. It was reported that the procedures put in place to encourage women into management roles had worked well, and that a similar plan would be used for black employees, with a view to encouraging people to develop to their full potential. A question was raised on benchmarking and it was reported that, as the performance

indicator for senior black employees was new, comparative information was not yet available.

### **Resolved**

- 1 To note the report.**
- 2 To ask the Director of Policy to prepare a report on women in management positions for the next meeting.**

### **6/03 Focus Group Consultation with the Panjabi-Speaking Communities by Derby City Libraries**

Rupinder Kaur Dhillon, Community Librarian, introduced a report of the Director of Development and Cultural Services, which stated that the City Libraries employed a community librarian for the Panjabi speaking communities in Derby. The post holder was selected in 2002 as a candidate for the quality leadership programme conducted by the University of North London. The intention behind the programme was to provide staff development, especially in the context of community consultation. Part of the programme involved action research, in the form of a real public consultation exercise, which could be used to improve the service offered to minority communities. The report was based on this particular work. Chander Guru requested that communities be asked what types of books they required. One of the difficulties with supplying books was which books were actually available. Raj Bali reported that Peartree Library did need considerable improvement. He was particularly concerned about a newspaper called Asian Aid, which was not available in the library. It was reported that books were bought approximately every three months in Urdu, Punjabi and Hindu. Shokat Lal welcomed the report but raised particular concern about providing for the needs of asylum seekers. It was reported that specialist books were not provided for asylum seekers but free Internet access was available and there was the possibility of borrowing books from other authorities, by sharing resources.

### **Resolved**

- 1 To endorse the action following the Focus Group consultation with the Panjabi speaking community, conducted by the Library Service.**
- 2 To ask the Director of Development and Cultural Services to consider what proposals could be put in place for asylum seekers and refugees and to bring back a further report.**

### **7/03 Fair Access to Care Services**

Mike Moody presented a report of the Director of Social Services, which gave details of the Fair Access to Care Services guidance on eligibility criteria for

adult social care, which was issued under Section 71(1) of the Local Authority Social Services Act 1970 and provided Councils with Social Services responsibilities, with a framework for determining eligibility for adult social care.

He reported that a review needed to be done for everyone who was receiving a service at 7 April 2003 and those reviewed were to be completed by 31 March 2004. It was reported that there were National Frameworks for mental health, learning disabilities and elderly people and this particular report related to people who fell outside that criteria. Elaine Jackson was particularly concerned about carers being left behind and that service users and their carers should be full partners in this issue. It was reported that care services needed to be provided to people who transferred from one authority to another on the same basis that they received before, until a new assessment / review could be completed. In respect of asylum seekers, Language Line was used for interpretation to make sure they received the care required.

**Resolved to note the revised eligibility criteria.**

## **8/03          Black Employees' Support Network - BESN**

Muzar Syed, Head of Equalities, introduced a report of the Director of Policy which stated that Council's equalities cross-service working group, had recommended the establishment of departmental, as well as the re-establishment, of the Corporate BESN. The Equalities Unit had obtained names and locations of all visible minority ethnic employees. A total of 633 visible minority ethnic employees were sent a questionnaire. 101 employees responded, details of which were set out in the report. The Committee stated that they were interested in receiving feedback from this group.

**Resolved**

- 1          To note the report.**
- 2          To circulate minutes of the black employees' support network to members of MECAC.**

## **9/03          Community Representation on MECAC**

Sue Glithero, Director of Policy, presented a report which stated that representation on the Committee had been considered at the last meeting and the Committee had agreed to the level of representation from the identified minority ethnic communities. There were a number of communities that were not included in the Census 2001, as they arrived in the UK through the asylum system. It was proposed to allocate the five unallocated seats on the Committee, to four new communities in Derby who may be interested in being represented on MECAC. These were Bosnia-Herzegovina Community Association, the Farsi Community Association, Somali Support Association and the Congolese Community Association. It was also proposed that the smaller communities be entitled to nominate one Community Advisor but the

larger Pakistani, Indian and Caribbean communities to continue to have two Community Advisors.

Shokat Lal expressed concern about those communities whose representatives did not attend the meeting and suggested that the Head of Equalities should visit them to try and find out the reasons.

#### **Resolved**

- 1 To invite the four of the smaller minority ethnic communities to join MECAC.**
- 2 To amend the Committee's working protocol to allow the smaller minority ethnic communities to nominate no more than one Community Advisor.**
- 3 To receive an update on emerging communities, on a regular basis.**
- 4 To request a report to the next meeting on the conference to be held in September, relating to asylum seekers.**

#### **10/03 Urban II – Sharing Traditions Community Chest**

Muzar Syed, Head of Equalities, presented a report from the Director of Policy, which stated that the Equalities Unit had received an additional £97,250 match funding through the European Social Fund, following the success of last year's Cultural Diversity Community Chest. The project was under Priority 3 – people owning, celebrating and developing our community and Measure 2 community celebrations. In support of the priority, there were three horizontal themes for the programme; equal opportunities, sustainable development and information and communication technology. Details of grants given were set out in the report.

#### **Resolved to note the report.**

#### **11/02 Equality Standard for Local Government**

Muzar Syed, Head of Equalities, presented a report from the Director of Policy, which gave details of the Equality Standard for Local Government, which had replaced the CRE standard. It was explained that although the Council had almost achieved Level 3 of the previous CRE Standard, it had, in common, with most other councils, had to go back to aiming for Level 1 because of the changes in the new generic standard.

**Resolved to note that the Council had adopted the Equality Standard for Local Government and aimed to achieve level one by 31 March 2004. The target was included in the Council's Corporate Plan for 2003/4.**

## **12/02      Celebrating Cultural Diversity – Saturday 6 September 2003**

Muzar Syed, Head of Equalities, presented a report of the Director of Policy which gave details of events arranged to celebrate cultural diversity of the city.

**Resolved to note the report.**

## **13/03      MECAC Work Programme**

The Committee considered MECAC's latest work programme.

**Resolved**

- 1      To note the report.**
- 2      To request members to consider topics for reports for March and May 2004.**
- 3      To request the following reports for the October meeting:**
  - a report on the asylum seekers seminar**
  - feedback from the Black Employees Support Network**
  - a review of senior women's progress and**
  - staffing of the Equalities Unit.**
- 4      To request reports on SRB funding in Normanton and on library provision for other language speakers and asylum seekers for future meetings.**

## **14/03      MECAC Newsletter**

The Committee were asked to consider items for inclusion in the next MECAC newsletter.

**Resolved to note the report.**

Chair of the next ensuing meeting  
at which these minutes were signed