

Time commenced - 6.30 pm
Time Finished – 8.25 pm

MINORITY ETHNIC COMMUNITIES ADVISORY COMMITTEE 20 MAY 2004

Present: **Representing Derby City Council**

Councillor Burgess - in the Chair
Councillors Brown, Crosby and Rehman

In Attendance: Councillors Carr and Allen

Representing Communities

Jarnail S. Birring - Indian Community
Nezreen Hudson - Caribbean Community
Ferid Kevric -Derby Bosnia Herzegovina Community
Association
Mohan Singh Manku - Indian Community
Angella Mighty - Caribbean Community
George Mighty - Caribbean Community
Farhad Neghipooran - Persian Cultural Association
Lloyd Newby - Caribbean Community

Community Advisors

Balwant Bubber - Indian Community
Santokh Singh Moar - Derby REC

Council Advisors

Sue Glithero - Director of Policy
Andrew Flack - Director of Education
Mike Moody – Business and Customer Support Manager -
Social Services
Rajesh Lall – Education Officer - Education
Craig Scott – Environmental Projects Officer - Development
and Cultural Services
Yvonne Burrell - Chair of the Black Employees Support
Network
Carol Mee – Public Relations Officer - Policy Directorate

80/04 Apologies for Absence

Apologies for absence were received from Councillors Gupta and HS
Dhamrait, Mr Bali, Mr Butler, Mr Johal and Mr Walsh.

81/04 Late Items to be introduced by the Chair

The Chair said that this would be the last meeting of the Minority Ethnic Communities Advisory Committee before the forthcoming Council elections on 10 June 2004. Members paid tribute to Councillor Crosby for her services to the Committee.

82/04 Declarations of Interest

There were no declarations of interest.

83/04 Minutes of Previous Meeting

The minutes of the meeting held on 18 March 2004 were confirmed as a correct record and signed by the Chair, subject to the resolution in minute no. 68/03 to read 'Agreed to recommend to the Council

1. that a statue of John Claudius Loudon was the most appropriate statue for the Arboretum.
2. that a statue of The Boar be placed in an appropriate place elsewhere in the city possibly the City Centre.'

84/04 Consultation on Council's New Environmental Policy

Craig Scott – Environmental Projects Officer - reported that the Council was reviewing its Environmental Policy and was seeking comments on what environmental issues were not addressed in the current policy and suggestions of any environmental issues which should be included in the new policy. It was anticipated that the draft policy would be consulted upon during the autumn of 2004. A questionnaire had been prepared to seek people's views.

Resolved to circulate copies of the questionnaire to all members of the committee.

85/04 Appointment of a Representative to the School Organisation Committee

A report of the Director of Corporate Services was considered, which sought a nomination for a representative of the Minority Ethnic Communities Advisory Committee to be a representative of the Local Community on the School Organisation Committee for a 3-year term beginning 1 July 2004.

Resolved to nominate George Mighty as a representative of the Minority Ethnic Communities Advisory Committee on the School Organisation Committee for a 3-year term beginning on 1 July 2004.

86/04 Annual General Report – Black Employees Support Network

Yvonne Burrell – Chair of the Black Employees Support Network - presented the annual general report of the network. The network had agreed terms of reference, raised awareness of BESN to managers requesting they allow black employees time to attend meetings, identified departmental contacts, incorporated information on Councils induction course, publicised the network widely throughout the Council and assigned members to attend the regional Black Employees Support Network. The report also set out the networks aims for the forthcoming year. It was noted that employees were not eligible for membership of any of the Council's equalities advisory committees.

Resolved to note the report.

87/04 Religious and Cultural Needs Awareness Training – Social Services

Mike Moody – Business and Customer Support Manager – Social Services gave an update on religious and cultural awareness training in Social Services. Mr Manku was concerned about training needs relating to Sikhism.

Resolved to advise Mr Manku when courses were being held with a view to observers attending to appraise this particular aspect of the cultural awareness element of the training.

88/04 Report on the Attainment of Minority Ethnic Pupils 2003

A report of the Director of Education was considered, which set out the overall levels of attainment of pupils and the attainment of minority ethnic pupils. Mr Moar asked how “mentoring and cultural support for pupils, including dual language resources to raise pupil self-esteem” and “improvement of EAL assessment, targeting of support and tracking of pupil progress” was monitored. It was reported that this was done centrally by the Education Service and that the procedure was rigorous. Schools were also subject to external inspection by OFSTED. Councillor Burgess was concerned about the threat that Government Standards Funding may be withdrawn and what effect this would have.

Resolved to note the patterns of attainment of minority ethnic groups in 2003 and the steps undertaken to narrow the attainment gap.

89/04 Community Cohesion – Education Service

A report of the Director of Education was considered which gave details of the contribution made by the Council to improve community cohesion in the city through the Education Service.

Resolved to note the range of the contribution from the Education Service to promote community cohesion and diversity.

90/04 Equality Grants to Voluntary Groups 2003/04

A report of the Director of Policy was considered, which set out details of grant payments to nine voluntary organisations for 2003/04.

Resolved to note the grant payment of £3,300 to nine voluntary organisations during 2003/04.

91/04 Cultural Diversity Event 2004

A report of the Director of Policy was considered, which stated that Derby City Council would be celebrating Cultural Diversity 2004 during Derby City Partnership week - 28 June – 3 July 2004. The theme for this year's event was 'drumming around the world'. There were two events planned, one with a focus on secondary schools and the other would be a public event. Both events would consist of drumming but the public event would also include other types of performances. Local secondary schools had been contacted and year 7 and 8 pupils had been invited to attend a drumming seminar at Derby Dance Centre, Chapel Street on 29 June 2004. Each school had been allocated up to 20 places giving a total of 140 pupils. The seminar would have six workshops with drumming from different communities, this would give the pupils an opportunity to learn about the history, see a demonstration and have a go at drumming themselves. The public event was to be held on the Market Place on Saturday 3 July 2004 from 6 - 8.30 pm. Details of the programme were set out in the report.

Resolved to note the plans for the event.

92/04 Equalities Complaints Monitoring

A report of the Director of Policy was considered, which gave details of formal complaints received from service users against employees and from employees against each other for the period 1 January – 31 December 2003.

Resolved to note the report.

93/04 Community Cohesion Action Plan

A report of the Director of Policy was considered, which set out a report considered by Council Cabinet at its meeting on 6 April 2004 setting out the

proposals to produce a Community Cohesion Action Plan for the city as a Derby City Partnership document.

Resolved to note the report.

94/04 Forward Plan

Resolved to include a copy of the Forward Plan as an item of future agendas for the Committee and to include where appropriate an item in the Committees Work Plan.

95/04 Update on the Council's Job Tracking Scheme

A report of the Director of Policy was considered, setting out details of the Job Tracking Policy introduced by Corporate Personnel in July 2003. The Equalities Unit was required to check the progress of minority ethnic applicants applying for jobs within the Council. The tracking policy integrates with the Minority Ethnic Job Seekers Register and the recruitment policy, with the monitoring being extended to the interviewing stage. The Job Tracking Policy and the form which was completed by the Recruitment Panel was attached to the report.

Resolved

1. to note the report.
2. to receive a further report in 12 months time.

96/04 Repositioning of the Policy Directorate Staff Services

A report of the Director of Policy was considered, which set out a report considered by Council Cabinet at its meeting on 27 April 2004. Council Cabinet had confirmed that the in principle approval given on 16 March 2004 to mainstreaming equality services within the Council and focusing work on Community cohesion within Derby City Partnership.

Resolved to note the Report.

97/04 Derby Cultural Diversity Group and Easter Celebrations at the Polish Centre

A report was circulated which gave details of egg painting and Easter celebration event held at the Polish Community Centre on 4 April 2004.

Resolved to note the report.

98/04 Derby City Partnership Week

Information relating to Derby Cultural Diversity Events to be held during Derby City Partnership Week were circulated. These included a 'drumming around the world' seminar to be held at Derby Dance Centre on 29 June 2004 and an event celebrating cultural diversity to be held on the Market Place on 3 July 2004.

Resolved to note the report.

99/04 Bilingual Support in Nursery Schools

Mr Moar asked about the employment of staff in nursery schools. Andrew Flack reported that, by law, schools carried out the employment functions themselves, even though the Council was a formal employer. This now included nursery schools for the first time. The Ethnic Minority Achievement Grant, EMAG, was previously held centrally but, in recent years, funding had been devolved to schools and it was the responsibility of the governing bodies/Headteachers to use the grant accordingly. The Council's role was to employ the staff as recommended by the governors, and advise on improving performance but they did not have a line management role. Mr Moar was concerned that some teachers were not aware that the employment function had moved from the Local Education Authority to schools. Andrew Flack reported that the contracts had not changed in that staff were still employed by the Council but what had changed was the line management role. Mr Moar was concerned that teachers had not been consulted when the changes had taken place. Andrew Flack reported that the changes had come about as a result of the Education Act 2002 and there had been wide consultation on the Early Years Strategy and the formula for funding schools, both of which made reference to the impact of nursery delegation. Delegation relating to primary and secondary schools had been implemented during the early 1990s.

Resolved to note the report.

100/04 MECAC Newsletter

The Committee were asked to consider items for inclusion in the next MECAC newsletter. No items were put forward.

100/04 MECAC Work Programme

The Committee considered MECAC's latest work programme. It was reported that the work programme for 2004/05 would be considered at the next meeting.

Resolved to note the report.

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