

Time commenced : 6.30pm
Time finished : 8.30pm

GENDER DIVERSITY FORUM 16 SEPTEMBER 2008

Present: **Representing Derby City Council**

Councillor Winter (Chair)
Councillor Bolton
Councillor Holmes

Community Representatives

Toni Montinaro – Derbyshire Friend
Jasvinder Sanghera – Karma Nirvana
Bernadette Pinnock – Friendship Group
Gill Taylor – Derby Soroptimists
Margaret Broadhurst - Derby Soroptimists
Amanda Warsop – Derbyshire Rape Crisis
Famida Bhatti – Refuge
Joginder Bains – Rights for Non-British Spouses
Susan Rhodes – T Junction
Cherry Henry – Hadhari Nari

Council and Other Officers

Pam Thompson – Consultation Support Officer
Christine Collingwood – Consultation Support Manager
Ann Webster – Equality and Diversity Manager
Kevin Murphy – Acting Head of Service Education Welfare
Sue Richards – Head of Children’s Quality Assurance
Sarah Turner – Constitutional Services Officer

12/08 Apologies for Absence

Apologies for absence were received from Councillor Leeming, Susan Boon, Nasreen Iqbal, Arshia Iqbal, Emma Boyes, Tracy Arnold, Anna Hardy, Shazia Qayum and Shamim Akthar.

13/08 Election of Vice-Chair

The Forum elected Dena Trossell as Vice Chair of the Forum.

14/08 Introductions

The Forum members introduced themselves and welcomed new members.

15/08 Minutes of the Previous Meeting

The minutes of the meeting held on 17 June 2008 were agreed as a correct record and noted.

16/08 Update on Matters Arising from the Previous Meeting

The Committee received an update from Joginder Bains – Rights for Non-British Spouses. An event had taken place which was attended by Mark Todd, MP and Paul Holmes, MP regarding the rights of non-British spouses. Both MPs have shown their support. Also Derbyshire County Council had agreed to help women at income support level. The support in Derby City was very minimal.

Ann Webster suggested introducing a policy for supporting victims of domestic violence with limited leave to remain in Britain and include in the Equality and Diversity Plan. Members asked that Sheila Downey – Senior Assistant Director – Adults Services be invited to the next meeting to respond to the issues that had been raised at the previous meeting and at this meeting.

Agreed to invite the Senior Assistant Director – Adult Services to the next meeting of the Forum to discuss issues raised regarding rights for non-British spouses.

17/08 Work Programme 2008/09

The Forum considered the work programme for 2008/09.

This developed into a lengthy discussion about the Forum and how realistic aims and objectives needed to be set to work on to make a difference to gender and sexuality issues in Derby. Toni mentioned that the Forum needed to change its name, as the current title did not reflect the sexuality issues involved. Ann Webster suggested the Gender and Sexuality Diversity Forum.

The Forum agreed hold a working party meeting at 5.00pm on 15 October to agree items, including objectives and agreed actions, for the work programme for 2008/09.

18/08 Forced Marriage/Honour Based Violence

Jasvinder Sanghera from Karma Nirvana to discuss guidelines for learning establishments on forced marriage and honour based violence, with the Forum. Jasvinder advised members that on 25 November 2008 the Government would be announcing the Forced Marriage Act which would place a statutory duty on agencies to implement the guidelines. Schools will now have to engage with agencies to prevent forced marriages. Posters and leaflets had been designed for schools and would be distributed to schools in the city for display in prominent places. Through the Children and Young People's Department a working group had been set up to look and how this issue could affect children and young people and to look at how support could be provided for a child at risk and support for teachers in identifying a child at risk.

Jasvinder also advised that she had met with Andrew Flack – Corporate Director for Children and Young People to look at how they could engage head teachers in schools. A meet was being arranged with head teachers, the police and Karma Nirvana.

Sue Richards – Head of Children's Quality Assurance advised that revised guidance was out for consultation, this was the first time that multi-agency

guidance had been produced. The Safe Guarding Children's Board welcomed the guidance and would be providing a response to it.

Councillor Winter asked that an update be provided to a future meeting of the Forum

Agreed to ask for an update at a future meeting of the Forum.

19/08 Working for the Council – Employment Statistics

The Forum considered the 2007/08 equality employment statistics. The statistics covered recruitment and selection, workforce profile, training and development, disciplinary, grievances, and improving employee performance and moving forward with equality aims and objectives.

Agreed to note the report and ask for a six month update from departments to be circulated with the next agenda for information.

20/08 Open Discussion

There were no items.

21/08 Next Forum Pre-Meeting – 9 October 2008

The next pre-meeting would be held on Thursday 9 October at 3.00pm, and Pam Thompson asked for volunteers from Forum members representing organisations.

Agreed that Pam Thompson would email Forum representatives to ask for three members to volunteer to attend the pre-meeting.

MINUTES END