



AGENDA ITEM NO. 12

STOCKWOOD, HENGROVE & WHITCHURCH NEIGHBOURHOOD PARTNERSHIP

17 SEPTEMBER 2014

Report of: Hayley Ash - Area Neighbourhood Manager
Title: NP Members Equalities Training

Officer presenting report: Ariaf Hussain – Neighbourhood Partnership
Coordinator

Recommendation:

- a) To **decide** when your NP equalities training will take place and to **nominate** equalities champions for your NP.

1. Equalities

- 1.1 As part of the review of Neighbourhood Partnerships we looked at NPs' equalities practice – how we make sure NPs welcome everyone and make the best decisions possible when allocating resources.
- 1.2 Addressing inequality only happens when we take proactive and positive steps to tackle it. This is why the Equality Act 2010 exists. This places a duty on all public authorities to have 'due regard' for:
 - Eliminating discrimination, harassment and victimisation,
 - Advancing equality of opportunity
 - Fostering good relationsAs NPs make devolved decisions on behalf of the council, this means that this legal duty applies to Neighbourhood Partnerships.
- 1.3 As the equality duty is a legal duty, there is a requirement for all NPs to have equalities training. The training lasts 1.5 hours and NPs are asked to decide when they would like to do this training. You might want to extend an NP meeting to incorporate the

training, or have a separate session. Please could you try to fit in this training by March 2015. We can run follow up training for new NP members if your membership changes in future.

- 1.4 Currently there is a system of equality representatives – volunteers from the citywide equalities forums who are willing to represent equality communities and issues of concern at the NP. This system has worked for some NPs but has been inconsistent across the city.
- 1.5 It is proposed that instead of equality representatives, each NP nominates two or more 'equality champions' from within the NP membership. The role of the equality champions would be to ensure that the whole NP is genuinely engaged in considering equalities issues when making decisions. Equality champions are not experts, nor do they have to be people from an equalities group, but are people within the NP who are committed to addressing equality issues.
- 1.6 **The NP is asked to decide when their training will take place, and to nominate two or more equality champions for their NP.**