

Meeting CORE Equal City	Date Monday 17 December 2018	Time 6-8pm	Location City Hall (BS1 5TR) 1P04
Attendees Chair –Desmond Brown Mins – Holly Mugford Sandra Meadows (Voscur), Esther Deans (Teacher/ SARI), Sandra Gordon (BMV, Rise, UJIMA), Veron Dowdy (Self), Ann de Graft-Johnson (Self)			
Apologies Maya Mate-Kole			
Agenda <ol style="list-style-type: none"> 1. Introductions and apologies 2. Previous minutes agreed 3. Chairman introduction <ul style="list-style-type: none"> Update from the Teach Diverse event including next steps Update from 'Take a village' event including next steps Equality charter launch – how we want to tie that in with the commission 4. Task Group update Please note this should be no longer than 2 mins and a brief overview of the key tasks you are focussing on All groups to provide an update on key objectives <ul style="list-style-type: none"> Employment and Economic Inclusion Education and skills Criminal Justice & hate crime – include BAME Bench prep program Leadership & representation Homes & Communities Health & Wellbeing (Mental Health) 5. Update from other City Groups Please note this should be no longer than 2 mins and a brief overview of the key tasks you are focussing on <ul style="list-style-type: none"> One City Plan - Sumita Leaders Group (Race Manifesto group) - Asher Arts & Culture – Nick HR Leaders group - Sandra Update from any other groups 6. Other task groups Please note this should be no longer than 2 mins and a brief overview of the key tasks you are focussing on <ul style="list-style-type: none"> Budgets & Resourcing - Sandra M & Asher. Update of funding from £30k from the LEP Communication strategy - Sandra G Website & social media/logo & branding - Des/Veron 			

7. Other Agenda items raised

A strategy away day – what are the key objectives and outcomes to be discussed –

A - Review of CORE the first 8 months – personal feedback on the role, challenges, opportunities, review and agree the role Commissioners should be adopting and the time that should be spent in the role

B - Set key objectives for CORE and task groups for the next 3, 6, 12 months (including any quick wins)

C - All task groups and additional projects to produce key objectives and timescales for submission to CORE work plan.

Agree method of communicating activities and actions from the work plan to the rest of the Commissioners. Key objectives to be discussed at the Away Day

D - Communication Strategy – agree approach & activities for the next 3, 6 months

E - How to sustain the work of The Commissioners? Funding, sponsorship, a charging structure for consultation.

- Admin support (role and responsibility)
- Feedback from the 300 stakeholder letters sent out

Items to be covered in the away day(s)

- Marvin's suggestions for key objectives for the commission to focus on, including quick wins
- Review the current TOF - Protocols for commissioners-conflicts of interest
- Expenses for commissioners
- Partnerships - e.g. Merchant Ventures
- Agree a process of sharing contacts across the group

8. AOB

1	Introduction and apologies	
2	Previous minutes agreed	
3	Chairman introduction <ul style="list-style-type: none">• Update from the Teach Diverse event including next steps• Update from 'Take a village' event including next steps• Equality charter launch – how we want to tie that in with the commission <p>ED – Event on 08 Dec had good attendance. It was an inspiring event. Lots of providers (people who do teacher training). 12 BAME salaried teacher positions. Now have a mailing list of 80 people. The report is due out this week. Really positive and good networking. A black teacher group is going to be created. Lots of people involved behind the scenes (REEG), and important to keep the momentum going.</p> <p>Aim is to get 50% more BAME teachers, and it is looking like that will be achieved.</p> <p>AG-J – There is an employment/ recruitment issue...</p> <p>SM – We have a teacher training toolkit to use in school; the next step is to tackle schools themselves. This was to get the route in sorted.</p> <p>ED – Schools are in special measures. Aware of the areas that need to be tapped into.</p>	

	<p>AG-J – Attainment gap not mentioned at all. They need to acknowledge the issues, and look at how the data is presented.</p> <p>SM – They (Unis etc) need to be challenged for not mentioning the attainment gap.</p> <p>DB – Can we identify the gap? It’s not acceptable.</p> <p>ED – Work going on in Bristol re good recruitment. Current numbers will be in flux until the spring. Then they will become more fixed. Then the numbers can be analysed, confirmed, and used to challenge others.</p> <p>SG – There is a lot of data around. It needs to be pinned down/ made our own.</p> <p>AG-J – Numbers of applications which have turned into interviews/ appointments.</p> <p>SM – ‘Share Point’ – each subgroup to have a folder which contains all relevant data, and a summary sheet containing the headlines.</p> <p>Important to have consistent form across whole group, with any additional info at the end. Then numbers can be compared across areas.</p> <p>ACTION POINT 1: Start sorting Share Point folders. Esther (Education) first as data already available.</p> <p>ACTION POINT 2: Query the figures for Education. What is on the ground doesn’t seem to match the figures provided.</p> <p>ED – The report will go out to the mailing list.</p> <p>ACTION POINT 3: ED will speak to SG as to where else it’ll go.</p> <p>.....</p> <p>SM – SM had a meeting with Steve Taylor who is CEO of Cabot Learning Federation. Cabot Learning Federation is a multi-academy trust which represents 15 schools.</p> <p>On a tour of the school where they met, there was no sign of any diversity in any of the meeting rooms they went in (this included teacher training and senior leadership teams). No diversity in the rooms.</p> <p>They are looking at diversity in leadership, but seem scared of getting it wrong. Steve didn’t seem to believe in the strategy proposal that he has written, however he did seem open to conversation and help.</p> <p>ED – would the toolkit benefit Steve? Plus some direct dialogue? To help make the changes.</p> <p>SM – There is none who has BME experience, The toolkit won’t challenge/ change them at a deeper level.</p>	<p>AP1: ED</p> <p>AP2: ?ED & DB</p> <p>AP3: ED & SG</p>
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	<p>ED – Need to make it manageable, achievable & with a want to sign up to things.</p> <p>SM – The ‘want’ is the biggest part, it’s not enough to just be able to say ‘I’m at the forefront...’ it needs to be a deeper need.</p> <p>ACTION POINT 4: SM & ED need to talk this through more, intro Steve? Then DB to also join to talk strategy.</p> <p>ED – Curriculum... Merchants Ventures. Not attended meetings. REEG/ CORE need to be included.</p> <p>SM - There is a lack of coordination about what is happening around the city.</p> <p>ACTION POINT 5: DB to give ED contact details for Edson Burton</p> <p>.....</p> <p>DB – 70 plus people attended ‘Take a Village’. It was a mixed group, and very well attended. Lots of new faces. There was a broad area of focus, and people choses the things that they thought were more important. There were issues around terminology, ‘county lines’, ‘grooming’ & ‘cuckooing’.</p> <p>There was also an event on 21??? With Bristol City Council. The police also attended. Approx. 50 people attended.</p> <p>There has been community feedback and police feedback.</p> <p>ACTION POINT 6: DB to give HM flipchart and audio file to circulate from Take a Village.</p> <p>SG – Good to get such a mix of so many people in the same room. All had the same agenda, no arguing.</p> <p>Needed to tell them who CORE is... good engagement.</p> <p>VD – Need to enforce the credibility of CORE. People are starting to accept.</p> <p>DB – Looking to hold another event at end of Feb 2019. Also to get involved in the parents’ group, who are meeting at the end of Jan 2019.</p> <p>3-4 weeks ago asked ??? to be involved. A negative reply was received. This will be circulated. We need to make sure that we are engaging with as many community groups as possible.</p> <p>ED – Regarding publicity, will we have business cards? Now that we have CORE website? One place to direct people to...</p> <p>DB – Aiming to get one point of contact, using email/ calendar/ poss FAQ, categories...</p> <p>ACTION POINT 7: DB to chat to HM re setting things up.</p> <p>.....</p> <p>DB – Equality Charter Launch – CORE were not invited to this. They didn’t mention CORE or Woman’s commissions, and it was felt that it was a very ‘internal’ event.</p>	<p>AP4: SM, ED & DB</p> <p>AP5: DB & ED</p> <p>AP6: DB/ HM</p> <p>AP7: DB & HM</p>
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	<p>SM – North Bristol Trust gave a talk about the diversity of their workforce, but at senior level, there was no diversity to be seen.</p> <p>ACTION POINT 8: DB to send a letter to Asher Craig asking why the Equality Charter Launch didn't promote their own commissions</p> <p>DB – Rosa ??? on her own, will email to see if CORE can support her.</p>	AP8: DB
4	<p>Task Group update</p> <ul style="list-style-type: none"> • Employment and Economic Inclusion • Education and skills • Criminal Justice & hate crime – include BAME Bench prep program • Leadership & representation • Homes & Communities • Health & Wellbeing (Mental Health) <p>SG - Employment and Economic Inclusion – brief meeting held. Need to get data/ funding from private sector.</p> <p>Couple of meetings with private law firms re diversity already happened, with a couple more planned for the New Year. How should we facilitate these meetings? Commission need to agree a way forward (consultations/ priorities)</p> <p>Had talk, ticked box, see you in 6 months – is not engaging with the issue</p> <p>DB – we need accountability, need to chase up with follow up questions</p> <p>SM – What we're here to do, as a commission, could/ can drift. We need to be clear on our role. Are we consultants or do we signpost to others?</p> <p>Possibly need a BME Voice (like Bristol Woman's Voice). We do, it's now part of VOSCUR.</p> <p>ACTION POINT 9: DB to look into City Fund</p> <p>ACTION POINT 10: DB to check structure of BME Voice. What relationship it will have with the commission. BME doesn't stand alone, so not able to apply for other funding.</p> <p>DB – need to have leads for each subgroup</p> <p>ACTION POINT 11: SM to sort this out</p> <p>AG-J - Homes & Communities – Research... self-directed housing, affordable housing, rental sector not diverse...</p> <p>Issues with - regeneration/ gentrification and community lead housing (no BAME lead organisations).</p>	<p>AP9: DB</p> <p>AP10: DB</p> <p>AP11: SM</p>

	<p>ACTION POINT 12: DB/ SM to find details of the locality meeting that was held this summer, Paul Hussain involved.</p> <p>AG-J – 2 things we need to know about: 1 – What is going on currently and 2 – Future work (research)?</p> <p>There is not much leverage via housing associations. Need to look at use of space high rise/ high density. Marvin is very keen on high rise.</p>	AP12: DB/ SM
5	<p>Update from other City Groups</p> <ul style="list-style-type: none"> • One City Plan - Sumita • Leaders Group (Race Manifesto group) - Asher • Arts & Culture – Nick • HR Leaders group – Sandra <p>Update from any other groups</p> <p>No one at meeting to talk about the above.</p>	
6	<p>Other task groups</p> <ul style="list-style-type: none"> • Budgets & Resourcing - Sandra M & Asher. Update of funding from £30k from the LEP • Communication strategy - Sandra G • Website & social media/logo & branding - Des/Veron <p>SG - Communication strategy – 300 letters have been sent out to stakeholders (letters sent from the Mayor's Office). We need to get a list of who the letters went out to.</p> <p>.....</p> <p>SG – 5 boxes under the Equality charter – companies have signed up, and want to tick those boxes. Should we not, as a commission, have a list of actions/ of how they will achieve this?</p> <p>Aspirational is different from doing.</p>	
7	<p>Other Agenda items raised</p> <p>A strategy away day – what are the key objectives and outcomes to be discussed</p> <p>DB – away day on 16 Jan 2019.</p> <p>SM – Work/ Life balance, don't have the away day at the weekend.</p> <p>Work plan needs to be decided, there is prep work to be done in advance of the away day.</p> <p>SG – Bristol 24/7 have shown an interest. Various meetings/ interviews/ sets of questions to be answered in New Year Interviews with the sub groups</p> <p>SG trying to connect with the Coms group, but having difficulties.</p>	

8	AOB ACTION POINT 13: ALL to DB – need to send biographies and photos, to be put on the new website.	AP13: ALL to DB
9	Dates of future meetings Feb – away day	