



**The Equality and Diversity Forum**  
**Minutes of Meeting held on Thursday 12<sup>th</sup> August 2010**  
**in The Committee Room**

<b>In attendance</b>	
Stuart Bray	Pinke/ Core Assets
Mary Collett	Bromsgrove Disabled Access Group and Worcestershire Association of Service Users
Debbie Corns	CSM Barnardos Sunfields Children's Centre
Kevin Dicks	Joint Chief Executive Bromsgrove District and Redditch Borough Councils
Rebecca Dunne	Senior Policy and Performance Officer ( Community Engagement ) Bromsgrove District Council
Claire Felton	Head of Legal, Equalities and Democratic Services, Bromsgrove District and Redditch Borough Councils
Patricia Hackett - Chair	MENCAP and Bromsgrove Resident
Joan King	The Gender Trust
Art Lavelle	Bromsgrove Resident ( Fair Trade )
Chris Lewis	Bromsgrove District Housing Trust
Elaine Mortimore	The Basement Project for Young People
Claire O'Gorman	Padstone Day Centre, Worcestershire County Council
Councillor Dave Pardoe	Elected Member for Sidemoor
Councillor Stephen Peters	Diversity Champion for elected Members, Bromsgrove District
Jayne Pickering	Executive Director of Finance – Bromsgrove District and Redditch Borough Councils
Liz Rouse	CSM Barnardo's Pear Tree Children's Centre
Steve Moralee	Bromsgrove resident and Fresh Winds
Fiona Scott	Equality Officer, Bromsgrove District Council
Ann Sowton	Chief Officer, Bromsgrove and Redditch Network
Sonia Spurr	Community Engagement Manager – Primary Care Trust
Balbinder Kular-Taylor	West Mercia Police
Julie Wright	Community Support Officer, West Mercia Police

<b>Apologies</b>	
Mr B K Chaudhari	Bromsgrove Indian Community Forum
Gill Christison	Health Improvement Manager
Cllr Geoff Denaro	Elected Member and Executive Cabinet Portfolio Holder for Legal, Equalities and Democratic Services
Mark Eastwood	Bromsgrove resident and Worcestershire LGBT Forum
Jeff Edwards	Bromsgrove and District Older People's Forum
Nigel Godwin	Bromsgrove resident and Disabled Users Group
Sonia Hambidge	Citizens Advice Bureau, Bromsgrove
Gina Harris	HMP Hewell
Anne Jeffs	HMP Hewell
Luke Mallett	Bromsgrove resident
Eileen Mulhall	Bromsgrove Disabled Access Group and Worcestershire Association of Service Users
Jackie Murrall	Droitwich Spa and Rural Council for Voluntary Service
Trevor Rigg	Chair – Bromsgrove Black History Society
Hazel Robinson	Community Engagement Officer, Worcestershire County Council
Nishad Searle	Bromsgrove Muslim Community Trust
Jim Smith	North Worcestershire Disability Information Line
Mr G S Virk	Bromsgrove Indian Community Forum
Lynn Ward	Pertemps Disability Consultancy

### **1. Introductions and apologies**

Everyone was welcomed to the meeting including new members from Barnardo's and from the community.

**Apologies** – as above.

### **2. Minutes of meeting held on 10<sup>th</sup> June 2010**

The minutes were agreed as accurate.

### **3. Items from the Forum Chair**

It was recognised Ramadan started yesterday although the exact date does vary round the country and the world. General apologies were assumed from all members of the Bromsgrove Muslim Community as they had not joined the meeting of the Forum on this occasion.

It was announced with great sadness that Sat Aggarwal, a member of this Forum, passed away earlier this week and the Bromsgrove Indian Community Forum have sent their apologies as the funeral will be tomorrow.

A letter of condolence to the Bromsgrove Indian Community Forum will be sent from the Equality and Diversity Forum to be passed on to Sat's family in recognition of his support and contribution to the cause of equality in Bromsgrove through his support for our Forum.

There was a positive item to report, the Council has been contacted by a family who are travelling on holiday from the North West to the South West and were looking for a place to stop on route where there is a Changing Places Toilet. They looked this up on the National Changing Places Consortium website and contacted the Council to arrange access. Someone from Padstone Day Centre has arranged to meet them there.

This is a great success for Bromsgrove as we have been hoping to attract people who need the use of our Changing Places toilet when travelling using the nearby motorway networks. We hope that this will be just the first of many and that this family have a good experience and tell everyone else they know about the facilities in Bromsgrove.

#### **4. Draft Cancer Strategy – Sonia Spurr, Community Engagement Officer, Worcestershire NHS**

**Sonia** introduced this item and asked “Has anyone been touched by cancer services?” The usual answer is that most people have, or know someone who has been. What these people will know is that this is a complicated service area.

The purpose of this presentation was to give an understanding of the current arrangements for cancer treatment in the County of Worcestershire. The presentation also aims to give an insight into the changes that are going to take place.

People from Bromsgrove and Redditch needing cancer treatment would come from the Arden Cancer Network. If you live in the South of the County you would go to Cheltenham for your treatment from the Three Cancers Network and people in Wyre Forest receive treatment from the Greater Midlands Network.

To form a network you have to have a certain number of people within a geographical area and Worcestershire is not big enough to be a network in it's own right.

This makes accessing cancer services in Worcestershire quite difficult. The Worcestershire NHS commission and purchase cancer services on the behalf of the patient. Childrens cancer services are purchased and provided in Birmingham and this would not be effected by this strategy.

Breast screening is generally offered to all women although men can get breast cancer too, is offered by one provider and if someone is classed as "symptomatic", for example they have a lump or pain they would be referred to a hospital for treatment from another provider.

It is agreed nationally that these should be provided by one provider.

Radiotherapy – there is none provided in Worcestershire as we don't have the very expensive equipment needed. If you live in Redditch you have to go to Coventry every day, for example, for six weeks on a daily basis. This can be a big strain for families as well as for the patient. The cumulative effect of radiotherapy can make the person feel quite ill towards the end of the treatment. It will likely be 1½ hrs each way travelling for 5 minutes of treatment. In addition it may be difficult to park when you get there. If someone is using hospital transport that can make a very long day from 9.00 am to 5.00 pm.

Treatment for cancer can be in the form of surgery and/or non surgery, oncology. The majority of surgery is provided in Worcestershire and some is provided out of County. This is not likely to change. The surgery on offer has to fit certain guidelines, for example, the provider must be able to say that they carry out certain procedures on a regular basis – they must be "IOG" ( Improving Outcome Guidance ) compliant.

Chemotherapy in Worcestershire is done at the Royal Worcester, the Alex, Redditch and Kidderminster Treatment Centre. Due to the network arrangements in Worcestershire clinical staff are having to work with 3 different drug protocols and this makes things quite complicated. There are also issues relating to access to patient information when a patient is unwell and taken to hospital. It often leads to patients needing to be transferred from one hospital to another to receive urgent treatment.

## Proposal in the Cancer Strategy

The National Cancer Reform Strategy seeks to integrate the Breast Screening and Symptomatic services and offer one provider for the whole County and be able to provide radiotherapy and one provider of chemotherapy.

To put a “LINEAC” (radiotherapy machine) into a hospital means that it has to have very thick walls and this very sensitive machinery is prone to breaking down. Building units to house one lineac is not cost effective or efficient. Ideally, there should two units with space for a third.

The need for radiotherapy is increasing – we know that we have to increase the number of radiotherapy units so this is a good opportunity to get a unit for this County.

It will need to be on a hospital site with in patient beds so this would have to be the Alex or Royal Worcester but not the Kidderminster Treatment Centre as they don't have the inpatient beds or the appropriate medical cover.

The idea is to have as much radiotherapy treatment being done in the County as possible. The capital cost would not be provided by NHSWorcestershire, but the revenue costs would be.

To build the unit will cost £14 million with an annual running cost of £4 million which we are already paying. The revenue costs would not be greater than this. The whole project would have to go out to tender.

If all goes to plan, the spend will be in 2012 but the units would not be up and running until 2014.

In the main travel times would be reduced, this would be much greener, would reduce the stress for patient and family and be less expensive all round. But NHS Worcestershire do recognise that some people may have to travel further but feels that provision of services in county for the majority is of greater importance when reviewing services as a whole.

In relation to staffing it would be one unit with one provider. This would need less staff than two units each with one machine. It will also be easier for clinicians in the county.

Surgical oncology wouldn't change as there is a need for a centre undertaking this form of treatment to be IOG compliant.

Most counties will have some cancer strategy of some sort as cancer strategy as cancer services are very complicated.

NHS Worcestershire feel confident that this has got to go ahead.

Figures suggest that the need for cancer treatment is on the increase. Currently the time limits for treatment are being extended so that people are getting more treatment. Treatment is changing. Cancer increases with age and we are an ageing population. We are detecting cancer earlier so people might be treated differently than in the past.

In relation to the justification for the decision on where the services will be based, Worcestershire NHS will be setting up a Stakeholder Reference Group. **Sonia** and colleagues will be tasked with getting this group together and will be looking at a non financial assessment process using a scoring system.

Although the consultation formally closed on 6<sup>th</sup> August, **Sonia** is still writing the report so can include any last minute comments and views. **Sonia** can come back to a future meeting of the Forum with the outcome of the consultation.

## **5. Community Engagement Toolkit – Rebecca Dunne, Senior Policy and Performance Officer, Bromsgrove District Council**

The Council currently has a Customer First manual which is for staff to tell them what messages we give to customers, what voice mail messages should say and so on.

The Council is proposing to create similar manual for staff to refer to for any Community Engagement activities they may be considering. This manual can be developed with experience and will include comments and results from Community engagement activities to help other officers.

It will not give answers but give options. Community engagement is not just about asking questions, it is about how we respond to the answers we get. The engagement with the Equality and Diversity Forum is a good example.

Sometimes a focus group can give as much information or more as a questionnaire. A questionnaire is limited as to what people can tell us. A questionnaire with a small response may not tell us anything – a focus group might have been more useful

On line questionnaires gives opportunities for people to post comments

Other examples are Street theatre, having a stall at the Farmer's market, and using events at the TRUNK to engage with community members.

The Budget Jury is a longer term focus group which needs a deeper understanding of what we, as a Council have to spend money on. They will be at the real Council Budget in the Autumn of this year.

Another example is "U Decide". This was from a government initiative which we adopted as "U Decide" and it was something that gave young people ownership and developed their confidence in standing up and presenting their ideas.

The joint Senior Management Team for Bromsgrove and Redditch is now undertaking a "Walking the Wards" exercise and another "Back to Floor" exercise similar to that undertaken two years ago.

Another way of engaging is to go along to "Say and Play" young mothers events and talk to them while the play event is happening.

Members of the Equality and Diversity Forum have helped us with Equality Impact Assessments and have been involved in the setting up of Community Transport i.e. BURT. This is real engagement.

There are other things we could do, such as electronic graffiti boards to take round to community events but these are very expensive and we can't afford this in the current changing times.

All these things make the services better.

The workshop this evening is for the Forum to tell the Council how do you want us to engage with you?

And for Partners, what has worked well for you? What could we do together? We need to think about pooling our resources to get a more meaningful response.

The Forum broke into workshops groups and reconvened after the mid meeting break.

**Rebecca** will put all the ideas into a paper and feed this back to a future meeting of the Forum.

**Rebecca** thanked everyone for their input. If anyone has any other thoughts or ideas drop **Rebecca** a line to [r.dunne@bromsgrove.gov.uk](mailto:r.dunne@bromsgrove.gov.uk)

## **6. Questions from floor for the Chief Executive – Kevin Dicks, Chief Executive for Bromsgrove District Council and Redditch Borough Council**

No questions had been tabled in advance and there were no questions from the floor of the meeting.

**Kevin** stated that like most public authorities we are still trying to work out the how to respond to the new Coalition Government's Housing Strategy as there is no specific guidance as yet.

In relation to budget planning, it was felt that the savings of 25% could be delivered through Shared Services. However, if the required savings go up to 40% this would mean a completely fresh look needing to be taken at how this could be achieved.

The Town Centre redevelopment is progressing – the roof is on the new GPs surgery. The Council have bought George House and Sainsbury's are due to come into the town subject to planning permission. We think that we've got enough funding to resurface the High Street which has always been one of the main priorities for people in the Town for all sorts of reasons, disability, parents with children and so on. The Cabinet have also agreed to further funding for a Shopfronts project.

## **7. Equality Highlight Report, Fiona Scott, Equality Officer, Bromsgrove District Council**

**Fiona** drew everyone's attention to **Item 1, the Equality and Human Rights Commission's Formal Inquiry into Disability related harassment and hate crime**. Forum members were urged to pass on questionnaires to anyone they knew that might want to submit evidence.

## **Item 3. Lesbian, Gay, Bisexual and Trans History Month 2011**



Some planning for the event has already taken place as it is hoped to have an advance flyer ready for the Worcester Pride event on 18<sup>th</sup> September. The Worcester Pride event has not been cancelled, only reduced in size because the change in the economic climate reduced the number of sponsors but an event will still go ahead and the three North East District Councils will have a presence there, possibly in partnership with Worcester City Council.

A new community group, "Proud 'n' N.E.W. is developing in Redditch which hopes to create something across the North East of Worcestershire and to carry on the good work of Redditch Rainbow and Finding a Voice. It is early days but they have had a meeting with officers from Redditch and Bromsgrove Councils who have provided some advice and guidance on bidding for funds and progressing their aspirations.

#### **Item 4. The Equality and Diversity Forum**

The date shown for the October meeting is incorrect – it should read 9<sup>th</sup> October, not the 1<sup>st</sup>.

All those who were present on the 12<sup>th</sup> who had been involved in the original Equality Impact Assessment working group are interested in reconvening on 7<sup>th</sup> September. The choice of Equality Impact Assessments to review has already been made and the papers will go out sometime at the end of next week.

#### **Item 6. Bromsgrove Black History Society**

There was a small presence at the Bromsgrove Carnival. The same puppet theatre activities will be undertaken this year with one performance to be at the Bromsgrove library as an extension of this activity.

The Positive About Mental Health event on the 6<sup>th</sup> October maybe be classed as part of Black History Month as the story line is about a black person with mental health problems who becomes homeless. A response on this is awaited.

#### **Item 13 International Older People's Day 2010 – 1<sup>st</sup> October 2010**

There will be a tea dance on Wednesday 29<sup>th</sup> September but there will also be a separate event on the Friday, which is 1<sup>st</sup> October. Co-incidentally, this is the same day as the next Disabled Users Group meeting.

The new Guide to Facilities and Services will be launched on the 1<sup>st</sup> October, not the 29<sup>th</sup> September as stated in the Equality Highlight report.

Further details of the event on 1<sup>st</sup> October will be issued as soon as they are available.

## **8. Update on the proposed Disabled Access Awards Scheme for Bromsgrove**

Distribution of the Consultation Questionnaire started on Monday 2<sup>nd</sup> August.

All members of the Equality and Diversity Forum and the Disabled Users group have been sent copies by post or by email. In addition, so far, it has been distributed to

- All Councillors for Bromsgrove
- Bromsgrove Parish Councils
- All Bromsgrove Libraries have had a supply
- Batches have been posted or delivered to
  - The Bromsgrove Disabled Access Group
  - Wendron, Bromsgrove
  - Chadsgrove School ( on holiday at the moment )
  - Padstone Day Centre
  - Amber Support Services
  - The TRUNK, Charford
  - Bromsgrove District Housing Trust
  - Citizens Advcie Bureau, Bromsgrove

Questionnaires have been issued at Street Theatre and Keep Active events and are being distributed to shops, petrol stations, cafes, pubs and restaurants, GPs surgeries, vets surgeries and dentists, nurseries, estate agents, solicitors, insurance agents, car dealerships and taxi companies.

Many have been sent by post and by email and will be including visitor attractions, sports and social clubs e.g. golf clubs.

A contact has been made with Best of Bromsgrove who are very interested in the idea and would like to be involved at the awards stage with a view to including details on their website. This will help publicise good services to disabled people and should help make the awards more popular year on year.

A shop by shop distribution has been carried out on foot so far for part of Bromsgrove High Street, Alvechurch and Hopwood and Hagley, Belbroughton and Clent will be done over the coming weekend.

Arrangements are being made to deliver the questionnaire to the rest of Bromsgrove High Street, Wythall and Rubery High Streets and Catshill over the next 2-3 weeks.

Approximately 70 replies have been received so far – summary of results attached at the end of these minutes. The responses have all, bar one, been very positive and the top choice of name of the award has varied with each batch of replies that come in.

### 8. Agenda items for future meetings:

<b>Inter Faith Week 2010</b>	<b>To be included in Equality Highlight Report</b>
<b>Trips and Falls</b>	<b>Amanda Wheeler from the PCT</b> <b>An alternative speaker may have to be found.</b>
<b>Guide to Services – “Together Bromsgrove Plus” (Older People’s Directory of Services)</b>	<b>Ann Marie Darroch - Communications and Customer First Manager, Bromsgrove District Council</b>
<b>International Older People’s Day</b>	<b>to be included in Equality Highlight report</b>
<b>Future meetings</b>	
<b>The Equality Act 2010</b>	<b>Speaker to be identified</b>
<b>Hate Crime Reporting</b>	<b>Update on new publicity materials when available</b>
<b>Outcome of Equality and Human Rights Commission Formal Inquiry into Disability related harassment and Hate Crime</b>	<b>Speaker to be identified</b>

**The meeting closed at 8.15 pm**

**Time, date and place of next meeting –**

**6.15 to 7.30 pm**

**Thursday 23<sup>rd</sup> September 2010 – Community Bids meeting**

**6.15pm to 8.30p.m**

**Thursday 7<sup>th</sup> October 2010 – next regular meeting**

**Both meetings will be held in the Committee Room**



## Disabled Access Awards – Analysis of replies – as of 16<sup>th</sup> August 2010

### 1. What should the scheme be called?

No barriers”	15
DAME (Disabled Access Made Easy)	13
Freedom Awards (Use Dove as symbol)	4
BAB (Bromsgrove Against Barriers)	17
Access and Attitude	8
Disabled Friendly	10
Other	
Access To All	
AccessAble	

### 2. What would you like to see awards for?

Accessible public house or restaurant	17
Accessible place of interest or tourist attraction	14
Accessible retail outlet	18
Good employment Opportunities for disabled people	16
Accessible transport	15
Accessible public building	27
All of the above	33
Other	
Accessible Sporting venues	
Accessible toilet facilities	
Accessible business	
Disability project	
Innovative solutions	
Staff awareness training	
Accessible professional services e.g.	
Solicitors, Accountants	
Places of Worship	

**3. Which of the following should be used as criteria for the awards? The criteria must be things that the business or service provider has control over.**

Access for Wheelchair Users (independently or with assistance)	62
Assistance Dogs Welcome	31
Assistance for Visually Impaired People	32
Hearing Loop available	27
Accessible Toilet	37
Means of requesting staff assistance	55
Disabled parking facilities ( nearby )	20
Other –	
Good employment recruitment policies and practice	
Innovative solutions	
Breast feeding facilities	
All of the above	
All of the above would be great, some would be good	
Mobility aids provided e.g. wheelchairs, electric trolleys	
Staff awareness training	
Helpful staff	
All of the above if possible	

**4. What will the award be?**

Certificate of Recognition with year with the right to display in premises or on website	44
Publicity in local media and in Together Bromsgrove	41
Logo or sticker with year of Award for shop window	37
Logo to use own publicity material	18
Other- Please specify	

Ask the business what they would like/ prefer

All of the above

Do you realise the lack of dropped kerbs on one side of Austin Road

Bromsgrove towards the A38. Trying to cross the A38 to reach Morrisons

Is a nightmare for able bodied people. For those in wheelchairs or pavement mobility scooters it is ny on impossible.

My award would go to the employer who employs more people with slight (should read sight) disabilities between the ages of 21-60 years who seem to get very little help

List of premises who meet the criteria available perhaps through the Hub and Shopmobility

Another waste of tax payers money – get a life