**Chairs of Equality Staff Networks (via Teams)**

**Wednesday 24 April 2024**

**Attendees**

Jane Garnett Redcar and Cleveland BC,

Emma Doubooni Cleveland Fire Brigade

Katie Sharrow Cleveland Fire Brigade

Ola Tony-Obot Together for Children

Caites Nendick Stockton Council

Julie Stewart Northumberland County Council

Victoria Perkins Northumberland County Council

Stephanie Myers Redcar & Cleveland BC

Kimberley Edwards Stockton Council

Claire Holt Durham County Council

Rebecca Mundill North Tyneside Council

Roisin McKenzie Stockton BC

**Apologies:**

Louise Deer Stockton Council

Rachel McKnight Stockton Council

Jane Webb Stockton Council

Mick Brodie NEREO

Jane Hibberd City of Sunderland

Gail D'Arcy City of Sunderland

Angela Roper Redcar & Cleveland BC

Amanda Baxtrem Redcar & Cleveland BC

Adam Harland Redcar & Cleveland BC

Catherine Grimwood Hartlepool Council

Suzanne Duncan North Tyneside Council

Rebecca Brown North Tyneside Council

Mark Colman Durham County Council

Gladys Mante-Nyadu Durham County Council

Kate Ainger Hartlepool Council

Julie Wilson Hartlepool Council

Susan Clennell South Tyneside Council

Katie Love Cleveland Fire

Ruth Anderson Cleveland Fire

|  |  |  |
| --- | --- | --- |
| **1** | **Welcome and Introductions** | **Action by** |
| **2** | **Minutes & Actions for Last Meeting**  The minutes from 18 January 2024 need to be amended to correct the spelling of Ola Tony-Obot forename. | **Jane G** |

|  |  |  |
| --- | --- | --- |
| **3** | **Discussion Topic**  How to maintain the momentum of staff networks  Northumberland advised that they have eight staff networks some are more successful than others, the PRIDE Network are struggling. Northumberland advised that they:   * Offer training for the staff network chairs. * Have staff network terms of reference. * Executive Sponsors * Share Point page. * Dedicated Staff Network Coordinator * Budget Provision   Together for Children advised that they staff networks meet monthly.  Durham County Council advised that they have six networks and have a dedicated staff network webpage which includes videos they also have staff network pop-ups and undertake depot visits. They also advised that they are struggling to attract employee from frontline services.  Cleveland Fire Brigade advised that they have a Microsoft Teams Channel and digital action plan.  Stockton Borough Council advised that they have changed the names of their staff networks chairs to leads.  Collection of ED&I Data  North Tyneside advised that they have established a data collection project, which as been endorsed by the SLT. They have various events with laptops and paper forms to encourage staff to provide their data.  Redcar & Cleveland Borough Council advised ED&I data collection was raised in the managers and staff conferences.  Durham County Council advised that they have put processes in place to capture the ED&I data for new starters.  Northumberland County Council advised that their HR/Payroll system can set tasks for staff, this has been trailed in the HR Team | **All to note** |
| **4** | **Information Sharing**  Redcar and Cleveland Borough Council   * Issues with attendance/manager buying for the staff networks. * Group members are not taking responsibility for the actions. * Promotion of Stroke Awareness using real life stories.   Durham County Council.   * Disability Support Network have implemented a Buddy Support System * LGBTQ Network are supporting Durham Pride   Stockton Borough Council   * Network Planning Day * Videos and banners to promote the networks. * Attendance at employee engagement days * The sports, leisure and social staff network are organising events for employees. * Promotion of national carers week * Staff Carers Passport   Northumberland County Council   * PRIDE network needs to be reinvigorated.   North Tyneside   * Promotion of National Staff Network Day on 8 May 2024 * Transition Toolkit   Cleveland Fire Brigade   * Disability Network need the chair to drive the agenda.   Together for Children   * Racial Equality Group – Ede Celebration * Prayer Room * The PRIDE Network are struggling with membership. * Promotion of National Staff Network Day on 8 May 2024 | **All to note** |
| **5** | **Forward Plan**  Discussion topics for future meetings   * ED&I Training | **Jane/Emma** |
| **6** | **Any Other Business**  None | **All to note.** |
| **7** | **Date of Next meeting**  Date to be agreed. | **All to note** |