**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

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| **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**  |

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| **3** | **Discussion Topic** How to maintain the momentum of staff networksNorthumberland 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**  |