

NAWRA

Notes from Equality and Diversity working group meeting 12 Dec 2023

Present:

Atif Kaudri – Mind (Chair)

Andreea Braslasu – Work Rights Centre

Riley Bartholomew – Beatson Cancer Charity

Keith Thompson – Northumberland Council

Will Hadwen

Jo Chimes – Advice Services Alliance

Pamela Carysforth – Jigsaw Homes

Kelly Smith – Child Poverty Action Group / NAWRA Secretary (minutes)

Apologies:

Sangeeta Enright – Cystic Fibrosis Trust

Juan Rameriz – Derbyshire County Council

Zaiban Ali – Amina

Daphne Hall – Rightsnet

1. Notes from the last meeting(s)

These can be found on the [Equality and Diversity page](#) of the NAWRA website. Notes agreed.

2. Researching and adopting good practice guides written by other organisations

Thanks to working group members who shared good practice guides and resources. They have been adopted and are now on the [NAWRA website](#). Recently, we have added Stonewall's Ace in UK report.

Action: All members to send good practice guides on protected characteristics to Kelly at kelly@nawra.org.uk for discussion and adoption.

3. To finalise the monitoring form for NAWRA membership on the characteristics of our members

It was decided that the monitoring form would ask about the personal characteristics of the individual advisers working for organisations that are members of NAWRA.

Action: Jo Chimes (ASA) to follow up with Rita Chadha about her offer to draft questions for a diversity monitoring form to be sent to members.

4. Further updates to allow small organisations with little funding to join NAWRA for free

So far, seven organisations have been invited to join NAWRA for free and have accepted this offer. The latest is Amina, the Muslim Women's Resource Centre in Glasgow. Lots of invitations have been sent out recently, especially by Greg Brown (Money Matters) one of our new committee reps for Scotland.

Action: all members to consider nominating any organisation that they feel meets the criteria for free membership by emailing Atif Kaudri (Mind) at a.kaudri@mind.org.uk with the details.

NAWRA offers free attendance at in-person conferences for local organisations who may consider joining NAWRA. **Action:** Kelly Smith (NAWRA/CPAG) to remind the hosts of our future in-person conferences to invite their local organisations.

5. Contributing to work on equality and diversity in the wider rights and advice sector

- Keith Thompson (Northumberland County Council) would like the opportunity to improve the profile of a [Welfare Rights Officer](#) on the National Careers Service website.
- Pamela Carysforth (Jigsaw Homes) has been in contact with the Chartered Institute of Housing (CIH). There is no information on the role of advisers within housing on their website. They have invited us to put forward a role profile as part of planned improvement to their careers page. They also suggested a “day in the life” feature. **Action:** Will Hadwen and Pamela Carysforth to co-ordinate on a first draft.
- Will Hadwen has contacted course leaders at Staffordshire University and Nottingham Trent.
- **Action:** Bhavani Sarma (Central Bedfordshire Council) to contact course leaders at University of York.

6. Equality and diversity considerations at NAWRA conferences

No feedback has been received on recent events. **Action:** Kelly Smith (NAWRA/CPAG) to contact host of in-person meetings in 2024 (Durham County Council and Glasgow City Council) to make plans for accessibility.

7. AOB

- **Action:** Kelly Smith (NAWRA/CPAG) to make sure that social evening venues are accessible and members know what to expect and feel welcome to attend.
- Keith Thompson (Northumberland Council) raised concerns about managed migration to UC. The equality analysis has not been published. Some groups are losing out on transitional protection, especially claimants of both ESA and tax credits (typically disabled people with children) **Action:** Keith to email CPAG and Mind.

8. Next meeting

The next meeting of the equality and diversity working group will take place from 1pm-2pm on Tues 5 March 2024. **Action:** Kelly to circulate the invitation and Zoom link to the working group and the full NAWRA membership.