

NAWRA Equality and Diversity working group meeting 5/3/24

Present -

Atif Kaudri (Mind) - chair
Will Hadwen (BTC)
Andreea Braslasu (WoRC)
Bronwen Banner (NEA)
Michael Shanks (Norfolk Community Law Service)
Pamela Carysforth (Jigsaw Housing)
Riley Barthlomew (Beaston Cancer Charity)
Rita Chadha (Advice Services Alliance)
Daphne Hall (rightsnet) - minutes

Apologies -

Alan Markey (Coventry Independent Advice Centre)
Kelly Smith (CPAG)
Jane Eberhart (Salford Council)
Dan Norris (CPAG)
Keith Thompson (Northumberland Council)
Maureen Arthur (Peabody)
Juan Rameriz (Derbyshire County Council)
Sangeeta Enright (Cystic Fibrosis Trust)
Jo Chimes (Advice Services Alliance)

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

Thanks to everyone who has sent stuff in.

Riley Barthlomew (Beaston Cancer Charity) suggested adding

[https://www.scottishtrans.org/wp-](https://www.scottishtrans.org/wp-content/uploads/2017/06/getting_equalities_monitoring_right.pdf)

[content/uploads/2017/06/getting_equalities_monitoring_right.pdf](https://www.scottishtrans.org/wp-content/uploads/2017/06/getting_equalities_monitoring_right.pdf) to the NAWRA website.

Action: Kelly to add a link.

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

- Concern that questions about training/support suggest that it might be provided - suggestion to take it out (questions 13 and 14)
- Long term health conditions (Q6) - 4th doesn't give options for other conditions - suggestion to delete 4th bullet and just keep 5th bullet.
- Q5 - mixed or multiple ethnic groups - all start white except last one which is other box which perhaps isn't ideal - perhaps could add in dual heritage and also option to self-define - also suggested traveller should be included Q6 - question

about whether disability and neurodivergent should be separate questions
Rewordings of Q4 and Q5 agreed.

- Q7 - add 'don't know'
- Have 'other' response for other questions

Action - Rita Chadha (Advice Services Alliance) to redraft survey taking comments into account and send back to Kelly.

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

Action - Reminder to send in details of any other small organisations that might benefit.

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

- Welfare rights officer profile - Will Hadwen is looking at one for careers and also Pamela Carysforth (Jigsaw) is doing one for housing.
- Will Hadwen shared careers document but would like further input from people with different experiences. **Action:** all to contact Will with any further comments.
- Rita Chadha (ASA) said ASA has learning meeting coming up about workforce development in advice sector. **Action:** Rita to take document there for comments.
- Bronwen Banner (NEA) suggested that the lower salary band could be lowered as some of the entry level CAB jobs are paid around £21k. Not necessarily a negative as it shows that there are jobs at that career point. Can we sell the positives on there? - helping to fight poverty, working with and supporting people etc?
- Will Hadwen asked if anyone knows a National Careers Service contact. **Action:** Will to check with Keith Thompson (Northumberland Council)
- **Action:** (carried forward) Bhavani Sarma (Central Bedfordshire Council) to contact course leaders at University of York.

5. Equality and diversity considerations at NAWRA conferences

- NAWRA met at Durham Town Hall on 1 March 2024. The venue highlighted that it could meet accessibility issues on agenda but wasn't able to offer gender neutral toilets. Also, the venue for social evening could have been more accessible.
- Pamela Carysforth (Jigsaw) also raised importance of making the social evening welcoming by giving more information in advance and putting sign on table. Also to make sure people knew what options were for lunch.
- **Action:** Committee to take forward as considerations for Glasgow conference in Sep 2024.

6. AOB - none

7. **Date of next meeting** – 1pm on Tues 25 June 2024 on Zoom. **Action:** Kelly to circulate link.