

NAWRA Equality and Diversity working group meeting 25 June 2024

Present -

Atif Kaudri (Mind) – chair
Will Hadwen
Bhavani Sarma (Central Bedfordshire Council)
Riley Barthlomew (Beaston Cancer Charity)
Michael Shanks (Norfolk Community Law Service)
Daphne Hall (rightsnet)
Bronwen Banner (National Energy Action)
Kelly Smith (CPAG & NAWRA Secretary) – minutes

Apologies -

Keith Thompson (Northumberland Council)
Juan Rameriz (Derbyshire County Council)
Pamela Carysforth (Jigsaw Housing)

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

Thanks to everyone who has sent in helpful documents.

Action: Please send Kelly a link to any useful documents. Kelly will add them to the NAWRA website at <https://www.nawra.org.uk/about-nawra/equality-and-diversity/>

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

Thanks to everyone who has made comments on the draft.

Action: Kelly to send to working group for sign off.

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

- Will Hadwen and others would like to improve the job profile for a Welfare Rights Officer on the National Careers Service website to make it more accurate: <https://nationalcareers.service.gov.uk/job-profiles/welfare-rights-officer>

Action: Will to continue to try to contact the National Careers Service.

- The National Careers Service website may not be a particularly good way to reach people who might be interested in a career in welfare rights.

Action: Kelly to send university members to Will so that we can make contact with university careers advisers.

- Another route into the sector could be through graduate placements and apprenticeships, perhaps through partnerships with larger organisations who are hosting a placement. NAWRA could put together a sample pack that member organisations could adapt for use at careers fairs locally?
- **Action:** Will to contact Dan Manville (Greater Manchester Law Centre) and Alan Markey (Coventry Independent Advice Service) about work going on in this area.
- **Action:** (carried forward) Bhavani Sarma (Central Bedfordshire Council) to contact course leaders at University of York.

5. Equality and diversity considerations at NAWRA conferences

- **Action:** Committee to take forward access considerations for Glasgow conference on 6 Sep 2024. This will be discussed at the Committee meeting on 11 July 2024.

6. AOB - none

- 7. Date of next meeting** – 1pm on Tues 10 Sep 2024 on Zoom. **Action:** Kelly to circulate a calendar invitation with link.