

Co-production, Equalities and Human Rights Steering Group

Thursday 16 June 2016,

Present

Ossie Stuart
Kevin Minier
Bilgin Musannif
Ju Gosling
Ann Macfarlane
John Evans
Laura Able
Matt Langsford
June Sadd
Margaret Ogden
Pete Fleischmann
Michael Turner
Stephen Goulder
Steve Palmer

Apologies

Tina Coldham
Sid Jeewa
Caroline Bennett

1. Ground rules

The ground rules were agreed.

There was a discussion about whether to include something about starting meetings on time but it was agreed that this is best left flexible.

2. Notes of previous meeting

The notes were agreed for accuracy.

Points from the notes:

- Terms of reference: we will add the point about having representation as an item on the agenda of all meetings.

- We are working on how can structure agendas around the aims and objectives – we may need to use the approach of ensuring that we cover each objective at least once a year and possibly planning agendas for the year.
- The discussion of the UN Convention in the Rights of Disabled People has been put back to the next meeting.

3. Updates, progress report and list of activities network members are involved in

a. Unconscious bias training

We have two proposals for providing in-house unconscious bias training.

We will need to think about whether to mix staff and steering group members. It may be useful to train steering group members to be trainers in unconscious bias.

Steering group members who are interested in doing the training are: Ju Gosling, Matt Langsford, June Sadd, Kevin Minier, Laura Able, Margaret Ogden, and Ann Macfarlane.

Ossie has had a lot of experience of unconscious bias training.

Action: Pete and Michael to investigate further with a view to training happening in the autumn.

b. Application forms for SCIE recruitment

The forms have just started being used for three posts that SCIE is currently recruiting.

Matt Langsford is on one of the panels for these posts and said there had been a question about what happens with people who do not use the form to apply.

It was suggested that people who do not use the form should not be shortlisted but there should be some flexibility about this, particularly if there is an access issue.

Action: Michael to check that the form includes a note about accessibility and get feedback from co-production representatives in panels about how the forms are working.

c. Co-production Evaluation working group

At the last meeting of the group the staff involved were keen that the evaluation form should be for all projects and be presented as a reflection tool.

It will be enforced for larger projects with budgets over £30,000.

It would be useful for the form to be recognised as part of quality management and could help SCIE register for the Total Quality Management system which is useful for bidding for projects/contracts.

Action: circulate forms to the steering group for information after approval from Executive Management Group.

d. Equality Impact Assessments

The Assessments are at the same stage as the co-production evaluations/reflections. But they will be for projects over £30,000.

e. Update on Co-production Week

The introduction to co-production training has sold out – it was suggested that training could stress how co-production can show how services can be maintained for lower costs. This would be a good selling point.

At the Co-production Festival the workshops/discussion groups will now be about a co-production promise rather than a manifesto.

There was a discussion about the use of the word reciprocity as it is not plain English and may be difficult for many people to understand. Some members agreed with this but others thought it is good to give people a new word to discuss and challenge as this can be empowering.

Ann offered to facilitate a workshop.

It will be important to follow up on the co-production promise and contact people after the event. It might be useful to could use a postcard. We will need to maintain the momentum of co-production week for the rest of the year, including the blogs

Actions:

Michael to send Ju information about reciprocity.

Michael to send Ossie details of the graphic facilitator.

The festival have posters with explanations of the principles.

Steering group members to confirm whether or not they are coming to the festival.

Action: send link to blogspot to steering group members.

Action: Check with John about event he is doing on 7 July

f. Members activities

- Matt has done another Westminster briefing session.
- Need to add the participants at the SCIE/MJ roundtable on co-production.
- Kevin and Biligin have done further work on the carers employment project.

4.Feedback from the Board meeting

Points from discussion:

- Ossie commented on the atmosphere of the board being very welcoming and feels valued.
- There was good discussion of equality and diversity and this is seen as important for staff development
- Discussion of co-production report was very useful and stressed the need to go further.
- Staff should also go to meetings to observe.
- Forewords to the reports were particularly useful to the discussions.
- SCIE should be working to promote equality and diversity and human rights and particularly on raising awareness of amongst disabled people and service users – the government should be supporting this as part of their commitment to the UN Convention.
- The board should have training on the social model – this has been discussed before but has not happened

5. Ideas for projects around co-production and possible funders

Pete reported on the Big Lottery bid which has not gone to the second stage but they have asked us to talk to an advisor with a view to resubmitting the bid.

The Disability Research and Independent Living and Learning, based at Disability Rights UK, has a call for proposals at present. SCIE is talking to Start Ability about a bid for work around supporting disabled people in employment. Ossie may have other contacts who would be interested in being involved in this.

The board is keen for us to develop work with network members as well as getting their involvement in the work SCIE develops.

Looking at the suggested criteria, people said:

- Partnership needs to say health and social care and doing work co-productively. Be clear about partnerships being with disabled people's organisations and user-led organisations.

- Expand the role section for what SCIE does to cover specific roles - research, evaluation, dissemination.
- Use the LGBT project with Regard as an example.

6. Any other business – LGBT project

SCIE is working with Regard, the national organisation run by LGBT disabled people, and Stonewall on this project. It is looking LGBT and self directed care at home.

There is an online survey and follow up interviews. SCIE needs to help to promote the survey.

Action: tweet and send to the network and include in SCIE bulletin.

Next Meeting: Thursday 14 July.