

DRAFT

Template Scoping Document

Community Select Committee	
Scrutiny Review Title:	Equalities, Diversity & Social Inclusion Review
Background issues to review – rationale for scrutinising this issue:	When Members considered their work programme for the 2024-25 Municipal Year at its meeting on 29 February 2024 it was agreed to include a review item on Equalities and Diversity Social Inclusion, and this was endorsed on 13 June 2024 CSC meeting.
Is this issue covered by Corporate Plans?	Yes, it is one of the Council's Key Performance Indicators in its Corporate Performance suite.
Focus of the review: (State what the review focus will be)	<ul style="list-style-type: none">• What is the Council doing to address community cohesion in the town?• What is the Council doing to help engage all communities? <p>Other issues identified in a scoping discussion with the Chair and lead officers:</p> <ul style="list-style-type: none">• Are the public aware of various cultural events that separate ethnic communities hold? e.g. the Stevenage Barrio Fiesta celebrating the town's Filipino community. People from other communities may not be aware that the event island area is available and could be used for similar events. Perhaps a review might encourage other groups to come forward and put on their own events.• Previously the World Forum had arranged a diversity calendar that was promoted by former Cllr Sherma Batson which had been a good vehicle for breaking down barriers. Could be looked at with the World Forum or the Equalities Commission Legacy Group.• How does the Council celebrate and help promote the 9 Characteristic groups of the diversity Act 2010 throughout the year?• The Council's Strategic Leadership Team be asked to share how planning/regeneration affects people with disabilities as they move about the town. Recent examples to probe could be the

	<p>relocation of the bus station and changes to the Westgate Car Park as examples of challenging design for disabled people. What is movement around the town like for wheelchair users and visually impaired?</p> <ul style="list-style-type: none"> • The review should address the cultural diversity with the town’s LGBTQ+ community. Junction & Creatives have been offered as an example of a good community group who offer a friendly place for LGBTQ+ people. The Council’s role is seen as to support not to lead by arranging events. This year’s Stevenage Day had a specific LGBTQ+ Pride focus. • Is there still inappropriate/derogatory language used towards disabled people or used in a pejorative way to able-bodied people in schools? • Is there still as problem with deep seated racism and what can be done to counter and challenge this? • A possible recommendation could be that there is a cultural event celebrating Stevenage diversity. • Can the information boards around the town centre be used to promote the Council’s own events and social inclusion?
<p>Timing issues: Are there any timing constraints to when the review can be carried out?</p>	<p>None that the Scrutiny Officer is aware of, other than there are 4 formal Committee meetings in the calendar of meetings earmarked for this work. Other work may need to be carried out informally and reported back to the Committee.</p>
<p>The Committee will meet on (provide dates if known):</p>	<p>Dates: Day/Month/Time/Venue</p> <ul style="list-style-type: none"> • 8 January 2025 – CSC consider a draft scoping document and receive an officer presentation from the Corporate Policy and Research Officer, Charlotte Bott, Daryl Jedowski SBC Corporate Policy and Performance Officer on the current position with ED&I and community cohesion in the town. • 8 January 2025 - interview some of the witnesses for evidence gathering – (Errol John, Equalities Commission Legacy Group/ Kate Belinis, Stevenage World Forum / John Prebble, Junction 7 Creatives work with LGBTQ+ community Stevenage Day & Coco Brinda LGBTQ+ Pride community group

	<ul style="list-style-type: none"> • 29 January Date 2025 continue to interview witnesses for evidence gathering. Possible witnesses to be arranged – Age - Youth Mayor & Age Concern, Disability, Mind in Mid Herts CEO Sharn Tomlinson • Date 2025 Sub-group to consider Community Cohesion – Input from local resident Kelly Davis, Police, Inspector Graham, Walsingham, Jess Warren ASB, Herts Welcome Refugees • Date 2025 - Early recommendations and outline draft report to Select Committee • Date 2025 - Final recommendations & report
<p>SBC Leads (list the Executive Portfolio Holders and SD's Heads of Service who should appear as witnesses):</p>	<p><i>Officers have suggested the following people:</i></p> <ul style="list-style-type: none"> • <i>Executive Portfolio Holder(s) for Stronger Communities (covering Equalities and Diversity and Community Cohesion) Cllr Conor McGrath</i> • <i>Daryl Jedowski, SBC Corporate Policy and Performance Officer and lead Equalities and Diversity Officer</i> • <i>Charlotte Bott, Corporate Policy and Research Officer</i> • <i>Gemma Maret, Neighbourhood Warden Manager</i> • <i>SBC SLT lead for Equalities and Diversity – position vacant</i> • <i>SBC SLT lead for a strategic look at the way policy affects/can help when done well the lives of disabled people – AD Planning and Regulation position vacant</i>
<p>Any other witnesses (external persons/critical friend)?:</p>	<p>To be identified by the Committee at the scoping meeting. <i>Possible options identified by officers:</i></p> <p><i>To be advised by the Corporate Policy and Performance Officer regarding representative groups from across the community but could include:</i></p> <ul style="list-style-type: none"> • Errol John, Equalities Commission Legacy Group • Kate Belinis, Chair of Stevenage World Forum & Cllr Nazmin Chowdhury • SBC Youth Mayor and Deputy Youth Mayor – HCC run Youth Council to be invited • LGBTQ+ representative group – (in scoping discussion John Prebble at Junction 7 Creatives has been recommended as a good person to talk to regarding outreach to LGBTQ+ for the area – John Recommended inviting Co-Co Rose

	<ul style="list-style-type: none"> • Age Concern – Lorna Scardifield • Disability umbrella group (<i>Juanita Prescott, Everyone Active to advise?</i>) • Stevenage Interfaith Forum – Cllr Myla Arceno lead contact
<p>Allocation of lead Members on specific individual issues/questions:</p> <p>Any other Questions Members wish to cover:</p>	<p>To be identified by the Committee at the scoping meeting.</p> <p>Members will undertake their own desktop and fact-finding research and ask questions on the following areas (list the issues to address during the interviews):</p> <p><i>To be identified</i></p>
<p>Site visits and evidence gathering in the Community</p>	<p>To be advised if this is possible to arrange for a site visit to meet relevant diverse groups in the community</p>
<p>Equalities and Diversity issues: The review will consider what the relevant equalities and diversity issues are regarding the Scrutiny subject that is being scrutinised</p>	<p>It was agreed that the review would address equalities and diversity issues directly in the review.</p> <p><u>Equalities & Diversity Issues</u> – Are there any E&D issues to consider in this review? –</p> <p>As the review is primarily focused on equalities and diversity and community cohesion this will be covered as the main focus of the review.</p>
<p>Constraints (Issues that have been highlighted at the scoping stage but are too broad/detailed to be covered by the review):</p>	<p><i>To be identified by the Committee at the scoping meeting on Nov/Dec 2024 (These issues can be captured and dealt with via other means – Briefings/email/officer action etc)</i></p>
<p>Background Documents/data that can be provided to the review</p>	<p><i>As identified by the Committee at the draft scoping meeting Nov/Dec 2024:</i></p> <p>Evidence requested:</p> <ul style="list-style-type: none"> • Equalities Commission Report • Equalities Commission - Community Voices Info Pack • Equalities Commission - SBC website pages • Equalities Diversity & Inclusion Action Plan 2023-24
<p>Agreed Milestones and review sign</p>	<p><i>Formal response from Executive Portfolio Holder (Executives have a Statutory requirement to respond to</i></p>

off - To be agreed by Members and officers

Scrutiny review recommendations two months after receiving a final report and recommendations of a review: **Date Executive Portfolio responses are expected** (dependent on the final report & executive portfolio response template publishing date): **DD MM YY**
Date for monitoring implementation of recommendations – final sign off (typically one year from completion of the review): DD MM YY (Close to this date the Select Committee will receive a report at a Committee meeting to agree the final sign off of the review recommendations)