

Equality and Diversity Working Group Minutes

15th July 2021, 7.30pm

Present: Cllr Perkin, Cllr Hook, Cllr Rowlands, Cllr B J Martin

In attendance: Louise Bareham (Town Clerk)

1. Election of a Chair and Vice Chair

It was proposed by Cllr B J Martin, seconded by Cllr Rowlands and on being put to the meeting it was **RESOLVED to elect Cllr Perkin as Chair**

It was proposed by Cllr Rowlands, seconded by Cllr Hook and on being put to the meeting it was **RESOLVED to elect Cllr Rowlands as Vice Chair**

2. Apologies for Absence

None

3. Terms of Reference

Deferred to next meeting

4. Complaint Regarding Sales of Goods

A discussion took place regarding a complaint for the sale of items which were considered to be of an inappropriate racial nature.

RECOMMENDATION: The Chair of the Equality and Diversity Working Group writes to the shop owner to offer a meeting and provide the complainer with a copy. Cllr Hook to draft the letter on behalf of the Chair for approval.

It was agreed to wait for a response, but to consider writing to the landlord if none was received.

5. Disability Forum

Two meetings had taken place, the first with Adam Littlefield from Engaging Kent and Donna Francis from Centre for Independent Living (CiLK) and the second with the Arden Theatre who are looking to refurbish the building to ensure inclusivity. A group visit will take place to the Arden, which will be live cast to Facebook.

An election for the chair had been deferred to the next meeting. Cllr B J Martin asked whether the Pools had been in contact.

It was suggested that BSL might be included in videos, as it was the 4th language in Swale, signing at meetings could be an option. It was noted that

an accessible Word version of the newsletter was available on the website, where the print could be enlarged. Cllr Rowlands will look into a talking version of the newsletter, also having a section of braille was discussed.

It was agreed that access to CAMs needed to be speeded up and the group should write to KCC.

6. Pay Equality

A discussion took place regarding the Living Wage, which would be a reputational benefit to the Council, help maintain staff and reduce staff turnover.

RECOMMENDATION: A joint meeting with the Staffing Committee takes place to consider that Faversham Town Council becomes an Accredited Living Wage Employer

7. Any Other Business

None

8. Date of Next Meeting

Thursday 16th September 7.30pm