



Purpose	Equality Sub-Group
Date/Time	9/3/2021, 4:30-6pm
Attendees	Helen Adams, Rob Sage, Lorraine Mulvaney, Bethan Davies, Tom Cole
Apologies	None
Secretariat	Rob Sage

Key Points/Decisions

- HA formally welcomed RB to the group.
- All previous actions had been confirmed as completed.
- HA thanks RS for the work on the equality submission report and presentation to date.
- RS gave an overview of the format for the official presentation before the 27th March Presentation
- HA raised the need for the inclusion of some additional information around workforce development.
- RS presented the idea of ED&I members creating a small video around why they got involved with the sub-group
- HA gave an EqIA update and suggested bi-annually reviews in March and September. It was also suggested that the added value of EqIA needs to be highlighted to staff
- HA/RS agreed on approaching THL for staff training on the EqIA process and benefits
- HA presented the idea of Sub-group members completing the Governance/Board skills matrix.
- RS added the need for particular skills that cover all areas of diverse thinking.
- BD suggested the requirement of additional sections on the skills matrix that are sub-group specific
- RS agreed to look at ED&I sub-section specific skills to identify potential progression opportunities
- BD notified the group of the early stages of a Pride network being created by CGF
CONFIDENTIAL at this stage
- LM queried roll out of diversity training, is it a prerequisite of coaching courses or just an add on? LM voiced concern that if it is an add on it is likely to be left.
- BD questioned the possibility of a booster course for those that need additional training

Actions	Owner	Due Date
1. RS to gather videos from the group for the presentation	RS	27/03/21
2. HA to send skills matrix	HA	Next meeting
3. Next meeting date TBC and invite sent	TC	TBC

Risks