



**Friday 19 March 2021**

**0930-12:30**

**Via zoom**

**DRAFT MINUTES**

**Attendees:**

Jagtar Singh, Dal Rai, Mohamed Jogi, Farsh Raoufi, Gavin Meisura, Jamie Kelly, Sandy Zavery, Jaqui Gavin, Harjit Singh, Lesley Hayhurst, Bryony Clarke, Saty Nar, Imran Dean

**Apologies:** Saty Nar, Diane Dunlevey, Michael Ogwo, Manjit Singh, Wayne McCollin, Pav Singh, Dennis Moss, Selina Blain, Hannah Sherwood, Jo Harfleet, Nikki Hudson, Diane Dunlevey, Mike Pitney, Maggie Archibald, Karina Gonzalez, Jax Effiong, Joy Thomas, Yasmin Bukhari, Maggie Archibald Hardeep Dale,

**1. Introductions/ Previous minutes**

- **Key points/actions & leads/timescales**  
Previous minutes agreed.

**2. AFSA National & Regional Events**

**Key points/actions & leads/timescales**

- AFSA South Conference – March 26<sup>th</sup>, 2021. Over 100 delegates
- Summer conference in Kent to rearranged for July 2022.
- Winter Conference 2021 – Merseyside
- Online events to have been published and will feature in the biweekly newsletters.
- Three events held in partnership with the NHS – women and leadership, staff networks, and religion and belief fantastic representation from the FRS including speakers and delegates. Three reports will be published under the AFSA brand and a series of JPGs animations capturing the key headlines of the event & will be made available to AFSA members. AFSA will meet the cost as part of the cross-partnership relationship.

### 3. AFSA Awards (DR)

#### Key points/actions & leads/timescales

- Committee to meet and put together a plan for the AFSA Awards in Nov 2021

### 4. AFSA Executive Development Weekend & Next Steps –

#### Key points/actions & leads/timescales

- 16<sup>th</sup> – 18 July 2021 – Littlehampton – Action book places asap
- **Action** - Planning group to agree two-day programme.

### 5. AFSA Finance – (BS)

#### Key points/actions & leads/timescales

- Corporate membership invoices for 2021/22 have been sent request to assist in forwarding a PO to ensure payment.

### 6. AFSA Communications - (MOJO)

#### Key points/actions & leads/timescales

- Biweekly newsletter continues to be immensely popular.
- X 3 toolkits to be made available and plans to undertake a small print run.

### 7. AFSA AGM & ELECTION 2021

#### Key points/actions & leads/timescales

- Due to the cancellation of the Summer Kent Conference to 2022 it was agreed to hold an AGM in July 2021 online

## **8. Regional Feedback**

**North** – A meeting is scheduled for FRS members in the North East, North West, North Yorkshire, West Yorkshire, & South Yorkshire

South Yorkshire – work with strategic champions EDI in particular race and staff engagement activities

**South Region & Kent FRS**– Comprehensive feedback provided by M.Pitney via email - including the following:

- Membership is strong and we welcomed 11 individuals to our November meeting and have recently had a new person join.
- Development of draft TOR (copy attached) awaiting sign off at the South Region meeting on 7 April 2021.
- A working group chaired by Kuldeep Kuner (RBFRS) has been formed and already met, looking simplistic risk assessments and ways of using a softer approach in respect of BAME businesses to enable us to better engage with minority communities, develop our understanding and identify different approaches to what we do
- Sharing of information on a sponsorship programme developed by Greater London and Deloitte, which D&S FRS had put a business case together on why it is important and why it's needed for women.
- Sharing WS FRS' approach to Black Lives Matters including an invitation where South Region members joined a webinar on this topic
- The South Region last met in November 2020. It was due to meet again in February, but the meeting had to be postponed owing to several members being unable to attend due to bereavement, covid and other health related issues. In addition, the Chair, Mike Pitney was and still is heavily involved as the fire service lead at Napier Barracks, the emergency immigration centre in Folkestone, Kent, which had seen civil unrest and a serious fire incident. Secondly the Homeless project that featured in the last inclusion magazine. Finally, the work on Equality of Access and People Impact Assessment

### **East of England**

- Herts FRS – work on mental health/CPD BME Launch/reverse mentoring
- Cambridgeshire FRS – HMI inspection, conversations with staff & BLM/Dyslexia toolkit
- Suffolk FRS – Vaccination/BLM/Allies, refugee week
- Regional meeting planned.

### **Midlands**

- Regional meeting planned.
- Work with shire counties and EDI & Warwickshire FRS