



**Independent Community Inclusion Board (ICIB)  
Friday, 25 January 2019, 10.00 am – 12.00 noon  
Ascot Drive Community Fire Station**

**In attendance:**

Lukasz Gazda	Inclusion Officer	LG
Marc Redford	WM Prevention and Inclusion	MR
Rachel Salmon	Positive Action Officer	RS
Philip Mitchell	AM Prevention and Inclusion	PM
Angela Bell	Prevention and Inclusion Co-ordinator	AB
Zoe Wilson	Prevention and Inclusion Admin	ZW
George Mighty	Derby West Indian Community Association	GM
Tania Thomas	Derbyshire LGBT+	TT
Joe Kupranec	Ukrainian Community Association	JK
Marcin Amroz	Polish Community	MA
Lee Williams	Ascot Drive Red Watch	LW

**Apologies:**

Didier Matamba	African Caribbean Partnership	DM
Ray Gumbley	Age UK	RG
John O'Brien	Hearing Help UK	JOB
Ed Duay	Filipino Association	ED

<b>1</b>	<b>WELCOME AND APOLOGIES</b>	<b>LG</b>
1.1	LG welcomed the attendees and accepted apologies.	
<b>2.</b>	<b>REVIEW OF MINUTES OF 14.11.18</b>	<b>MR</b>
2.1	The community room at Ascot Drive is now being utilised each Sunday by the community youth group from the Filipino Community. MR indicated that Jane Perry should be notified of community events but contact should also be made with the station.	
2.2	PSED report has been circulated to all members.	
<b>3.</b>	<b>POSITIVE ACTION UPDATE</b>	<b>RS</b>
3.1	Discussion as to the role of PA and what the network could bring to the table. RS ran through the recent initiatives and those planned for 2019. Awareness days have increased diverse engagement; we are looking to broaden this further by engaging in events such as tough mudder & race for life, and targeting gyms, as well as engagement with ethnic minority community events. Job Train currently tracks registration of interest which	

	currently stands at 280+ and we can target those for the awareness days. Moving forward we are looking at engaging with people who have applied before and have dropped out at various stages of the recruitment process. RS to work with HR regarding this. RS to link with Derby College regarding online test, increasing skills, personal statement interview and presentation skills.	
3.2	The use of social media and the inclusion of short video clips has shown success with recruitment targeting with considerable overall interest being shown.	
3.3	Some On call awareness days to be station specific, Glossop and Clay Cross being the first. <b>MR</b> encouraged anyone whose interested should attend the awareness days if possible and raise awareness within their communities.	<b>ALL</b>
3.4	It is proposed that as part of the school talks, a recruitment letter be sent home with children.	
3.5	Positive Action now have an appointed task group, which includes collaboration with the police in order to share best practice. MR/RS have attended at other FRS to oversee their Positive Action work.	
3.6	We have an LGBT event at Derby Uni scheduled for June. We are also looking to hold a Women in the Fire Service event at the Joint Training Centre.	
3.7	Inclusion Team have started booking station visits to raise awareness and discuss aspect of Positive Action and Inclusion with crews.	
3.8	LW confirmed crews attended Derby Pride and this was a good experience for all. He reiterated that crews would wish to get involved in PA events and this could help with getting over the threshold on SWC. It was suggested that PA work could be added to dashboard for measurement purpose. PA calendar to be added to fire view to allow access all watches.	
<b>4.</b>	<b>DIVERSITY CALENDAR AND EVENTS 2019</b>	<b>LG</b>
4.1	LG provided a diversity /community events/notable dates' calendar and invited the board to highlight any gaps or to let us know if any proposed community events. The campaigns	<b>ALL</b>

	calendar to be put onto Fire view. GM suggested the inclusion of Wind rush day on the 22/6.	<b>LG</b>
<b>5</b>	<b>ATTENDANCE AT HE INCLUSION AND EQUALITY FORUM</b>	<b>MR</b>
5.1	MR enquired if there was anyone who would specifically like to represent the group at the IEF. TT expressed her interest.	<b>TT</b>
<b>6</b>	<b>ACCESSIBLE COMMUNICATION AT DFRS</b>	<b>LG</b>
6.1	Our external website to be improved in line with UKFRS providing ease of access to those deaf or dyslexic or ENFL. We now have a deaf action plan and signed up to the charter with Nott's and Leics. However there is a lack of awareness to the 999 SMS service and awareness needs to be raised and pushed out to communities.	
<b>7.</b>	<b>INDIVIDUAL UPDATES</b>	<b>ALL</b>
7.1	GM updated that the summer school will take place again this year with funding secured from BBC Children in Need. There is an opportunity to engage with young people via station visit. LG to link with and Nazreen. This year's Caribbean Carnival will take place on 21/7 at Osmaston Park.	<b>LG</b> <b>LG</b>
7.2	LW will encourage crews to become involved in any community event and Positive Action initiatives.	<b>LW</b>
<b>8.</b>	<b>ANY OTHER BUSINESS</b>	<b>ALL</b>
	N/A	
<b>9.</b>	<b>DATE AND TIME OF NEXT MEETING</b>	<b>LG</b>
9.1	Friday, 10 <sup>th</sup> May 2019	