



## **Notice of a public meeting of**

### **Corporate Services, Climate Change and Scrutiny Management Committee**

- To:** Councillors Fenton (Chair), Merrett (Vice-Chair), Ayre, B Burton, Coles, Healey, Melly, D Myers, Rose, Rowley, K Taylor, Waller and Widdowson
- Date:** Monday, 12 May 2025
- Time:** 5.30 pm
- Venue:** West Offices, Station Rise, York YO1 6GA

### **AGENDA**

**1. Apologies for Absence**

To receive and note apologies for absence.

**2. Declarations of Interest**

(Pages 5 - 6)

At this point in the meeting, Members and co-opted members are asked to declare any disclosable pecuniary interest, or other registerable interest, they might have in respect of business on this agenda, if they have not already done so in advance on the Register of Interests. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

[Please see the attached sheet for further guidance for Members.]

3. **Minutes** (Pages 7 - 10)  
To approve and sign the minutes of the meetings held on 10 March and 14 April 2025. [14 April to follow]

4. **Public Participation**  
At this point in the meeting members of the public who have registered to speak can do so. Members of the public may speak on agenda items or on matters within the remit of the committee. **Please note that our registration deadlines are set as 2 working days before the meeting, in order to facilitate the management of public participation at our meetings.** The deadline for registering at this meeting is **5:00pm on Thursday, 8 May 2025.**

To register to speak please visit [www.york.gov.uk/AttendCouncilMeetings](http://www.york.gov.uk/AttendCouncilMeetings) to fill in an online registration form. If you have any questions about the registration form or the meeting, please contact Democratic Services. Contact details can be found at the foot of this agenda.

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5. **Pre-Decision Scrutiny: Equity, Diversity and, Inclusion and Strategy** (Pages 11 - 72)  
Members will consider the draft version of the final 'Equity, Diversity and Inclusion Strategy' for City of York Council which is brought to the Committee for pre-decision scrutiny.
6. **Monitoring and Tracking of Approved Council Motions** (Pages 73 - 130)  
This report provides information on approved Council motions since this last update was received in March 2025.
7. **Schedule of Petitions** (Pages 131 - 150)  
Members will consider the updated schedule of petitions which was last received by the Committee in November 2024.

**8. Preparing for proposed changes to long-term sickness and disability benefits, Task and Finish Group Review** (Pages 151 - 156)

Members are asked to consider the proposal for a Task and Finish Group Review.

**9. Work Plan** (Pages 157 - 162)

To consider the Committee's work plan and the Scrutiny Overview work plan.

**10. Urgent Business**

Any other business which the Chair considers urgent under the Local Government Act 1972.

Democracy Officer:  
Jane Meller

Contact details:

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For more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting:

- Registering to speak
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Ta informacja może być dostarczona w twoim własnym języku. (Polish)

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یہ معلومات آپ کی اپنی زبان (بولی) میں بھی میا کی جاسکتی ہیں۔ (Urdu)

### Declarations of Interest – guidance for Members

- (1) Members must consider their interests, and act according to the following:

Type of Interest	You must
Disclosable Pecuniary Interests	Disclose the interest, not participate in the discussion or vote, and leave the meeting <u>unless</u> you have a dispensation.
Other Registrable Interests (Directly Related) <b>OR</b> Non-Registrable Interests (Directly Related)	Disclose the interest; speak on the item <u>only if</u> the public are also allowed to speak, but otherwise not participate in the discussion or vote, and leave the meeting <u>unless</u> you have a dispensation.
Other Registrable Interests (Affects) <b>OR</b> Non-Registrable Interests (Affects)	Disclose the interest; remain in the meeting, participate and vote <u>unless</u> the matter affects the financial interest or well-being: (a) to a greater extent than it affects the financial interest or well-being of a majority of inhabitants of the affected ward; and (b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest.  In which case, speak on the item <u>only if</u> the public are also allowed to speak, but otherwise do not participate in the discussion or vote, and leave the meeting <u>unless</u> you have a dispensation.

- (2) Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.
- (3) Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations,

and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.

## City of York Council

## Committee Minutes

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Meeting	Corporate Services, Climate Change and Scrutiny Management Committee
Date	10 March 2025
Present	Councillors Fenton (Chair), Merrett (Vice-Chair), B Burton, Coles, Healey, Melly, D Myers, Rose, Rowley, Waller, Widdowson, Vassie (Substitute) and Whitcroft (Substitute)
In Attendance (for Item 5, Review of Scrutiny Function)	Councillors Douglas (Leader) and Kilbane (Deputy Leader) Councillors J Burton (Chair, Health, Housing and Adult Social Care Scrutiny Committee) and Clarke, (Vice-Chair, Children, Culture and Communities Scrutiny Committee)
Officers Present	Lindsay Tomlinson, Head of Democratic Governance Debbie Mitchell, Director of Finance Ian Cunningham, Head of Business Intelligence

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**52. Apologies for Absence (5.34 pm)**

Apologies had been received from Cllrs Ayre and Taylor, they were substituted by Cllrs Vassie and Whitcroft respectively.

**53. Declarations of Interest (5.34 pm)**

Members were asked to declare any disclosable pecuniary interest, or other registerable interest, they might have in respect of business on the agenda, if they have not already done so in advance on the Register of Interests.

None were declared.

**54. Minutes (5.34 pm)**

Resolved: That the minutes of the last meeting held on 20 January 2025 were approved as a correct record.

## **55. Public Participation (5.35 pm)**

It was reported that there had been two registrations to speak at the meeting under the Council's Public Participation Scheme.

Gwen Swinburn, a local resident, commented on Item 5, the Scrutiny Review. She made several suggestions relating to the Forward Plan, the number of scrutiny committees needed and the topics that should be covered.

Flick Williams, also a local resident, spoke remotely via Zoom in relation to Item 5. She welcomed more training for members and a dedicated scrutiny officer but raised concerns regarding the reduction to the number of meetings, noting a lost opportunity for residents to share lived experiences. She also questioned the timescales relating to the decision-making process on the recommendations and action plan.

## **56. Review of the Scrutiny Function (5.41 pm)**

The Head of Democratic Governance presented the proposed action plan to support the recommendations from the Centre for Governance and Scrutiny in relation to the recently completed review of the scrutiny function. The suggestions from Committee Members would be presented to the next meeting of the Executive, alongside the review recommendations and action plan.

The Leader and Deputy Leader of the Council also attended the meeting to hear Member contributions. They thanked Members for their input into both the review and the action plan.

Following consideration of each action point during which Members sought clarification from Officers and Executive Members and offered their suggestions, a list was made of agreed changes. Members were broadly in support of all the action points, with the exception of action 3 which proposed to limit the use of substitutions to named individuals only. In relation to action 8, there was no consensus as to the number of committees, only that there should be a reduction to the current four scrutiny committees, and that fewer members should sit on the committees.

[7.10-7.13 pm, Cllr Whitcroft left the meeting, 7.15–7.17 pm, Cllr B Burton left the meeting, 7.16-7.18 pm, Cllr Melly left the meeting].

Resolved:



- i. That the action plan be agreed, with the exception of action 3 which related to the use of named substitutes.
- ii. That the suggestions put forward by the Committee be published the following day as a supplement to the 11 March Executive agenda.

Reason: To ensure scrutiny Members contribution to pre-decision scrutiny of the scrutiny review.

### **57. Finance and Performance Monitor 3, 2024/25 (7.35 pm)**

The Director of Finance presented her report, noting that although the financial position was much improved, there remained a forecast overspend and therefore work continued in order to ensure the Council's financial resilience.

Members noted improvements in performance and asked a range questions covering the council wide financial analysis, SEND funding, benchmarking, sickness data, and housing benefit performance.

The DoF was joined by the Head of Business Intelligence in responding to Member questions, reporting that table 1 included the library savings, it did not include the waste savings for 25/26.

SEND expenditure was covered by the dedicated schools grant (DSG) and sat outside the general fund, the statutory override was a national decision and was likely to continue for the foreseeable future. CYC was in receipt of safety valve funding to reduce the high needs deficit which, although there was no guarantee, should be balanced within two years.

Officers used benchmarks where such data was available, and they would look for further benchmarking data where possible. The information contained in the report used the last three data points and a mathematical formula was used for the calculations. LG Inform was used by officers and could be used by Members and residents, officers would share information on how to do this on the open data platform and share with the Committee.

Sickness data was available to the Corporate Management Team and Managers. Sickness levels had risen last quarter, and further analysis would be brought forward in the next report.

The reported housing benefit performance related to Department of Work and Pensions performance, not the Council's.

Resolved: That the report and the work identifying savings needed to fully mitigate the forecast overspend be noted.

Reason: To ensure expenditure is kept within the approved budget.

[7.41-7.44 pm, Cllr Widdowson left the meeting]

### **58. Council Motions (7.53 pm)**

Members considered the Motions report which had been updated and brought back to the Committee. A general discussion took place on the process for Motions, and it was reported by officers that the Democratic Services Team had recently been tasked with improving motion tracking.

Resolved: That the report be noted, and the Chair and Vice-Chair would determine which Motions could be closed.

Reason: To ensure that processes for monitoring and implementing approved Council motion resolutions remain sufficiently robust.

### **59. Work Plan (8.19 pm)**

Members considered the work plan for the committee and the overview work plan for the four scrutiny committees.

Resolved: That the work plans be noted.

Reason: To ensure an overview of the scrutiny work programme.

Cllr S Fenton, Chair

[The meeting started at 5.32 pm and finished at 8.25 pm].



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**Corporate Services, Climate Change and  
Scrutiny Management Committee****12 May 2025**

Report of the Director Housing and Communities

**Pre-Decision Scrutiny: Equity, Diversity and, Inclusion and Strategy****Summary**

1. This is an opportunity for scrutiny committee members to review a draft version of a final 'Equity, Diversity and Inclusion Strategy' for City of York Council and to make any comments or changes to be considered by Executive. The report at Annex 1 will be taken to an Executive meeting on 3 June 2025.

**Background**

1. In April 2024 a report to Executive presented the results of an externally facilitated assessment against the recently refreshed Equalities Framework for Local Government (EFLG).
2. This work has fed into a Draft Equity, Diversity and Inclusion (EDI) Strategy. At the Executive meeting of April 2024 Members approved a recommendation to consult on the draft strategy which would inform a final document for adoption, with a linked action plan. Public consultation ran from January to March 2025 and a sample of the feedback is included at Annex A.
3. The draft report at Annex 1 will ask Executive to approve both the final strategy and annual action plan.

**Consultation**

4. Public consultation ran from January – March 2025 and more detail on the results is included in paragraphs 23-24 of the report at Annex 1, and in Annex A to that document.

## **Council Plan**

5. The Council Plan 'One City, For All 2023-2027' states: Equalities and Human Rights - Equality of opportunity 'We will create opportunities for all, providing equal opportunity and balancing the human rights of everyone to ensure residents and visitors alike can benefit from the city and its strengths. We will stand up to hate and work hard to champion our communities'.
6. The impact of this work will affect every element of the Council Plan and associated policies.
7. This work will contribute to the council's core commitments around:
  - a) Equalities & Human Rights – this report is fully focussed on meeting this core commitment.
  - b) Affordability – inequity and exclusion can impact on access to jobs, skills development and economic opportunity and so any improvements made will have direct benefits of the financial and economic wellbeing of the community.
  - c) Climate & Environment– there are no likely direct impacts on the Environment of this report although celebration of diverse cultures will bring a positive contribution to our community places and spaces.
  - d) Health – there are known health disparities for people from all groups with protected characteristics, both nationally and as seen in data on the health of people in York, and any improvement in opportunity impacting on health and wellbeing will have a positive impact on communities.

## **Implications**

8. All implications are covered in 'Organisational Impact and Implications' at paragraph 26 of the report at Annex 1.

## **Risk Management**

9. Should the actions contained in the Executive report not be delivered, the council will fail to make progress and to be taken seriously with regards to

any and all aspects of equity and inclusion. As such the council will remain unrepresentative of its communities and will not be seen as a fair and inclusive employer. It will also fail to achieve in its ambition to be Excellent against the EFLG. Management of resources, capacity and close monitoring of action plans will need to be in place to mitigate these risks.

10. Impacts for the city as a whole could be significant, impacting on the city's reputation as a welcoming and safe city in which to live, work, visit and do business. The actions in this report will seek to support the hard work of partners and council teams in relation to city wide work.

## **Recommendations**

11.

Members are asked to consider the following options:

- 1) Recommend that the report be taken to Executive on 3 June 2025 without changes.
- 2) Recommend that Executive consider any comments put forward by scrutiny committee members at this meeting.

Reason: To demonstrate City of York Council's core commitment to becoming a more equal, diverse and inclusive council.

## Contact details

For further information please contact the authors of this report.

### Author

<b>Name:</b>	Laura Williams
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<b>Service Area:</b>	Housing and Communities
<b>Report approved:</b>	Yes
<b>Date:</b>	01 May 2025

### Co-authors

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## Background papers

- [Equality Framework for Local Government | Local Government Association](#)
- ‘*Gypsy and Traveller Action Plan*’, Executive, 9 May 2024, <https://democracy.york.gov.uk/ieListDocuments.aspx?CId=733&MIId=14497&Ver=4> (Item 128)
- ‘*Consultation on an Equity, Diversity and Inclusion Strategy 2024-27 and Next Steps*’, Executive, 18 April 2024, <https://democracy.york.gov.uk/ieListDocuments.aspx?CId=733&MIId=13938> (Item 117)
- ‘*Implementing the Social Model of Disability*’, Decision Session - Executive Member for Finance, Performance, Major Projects, Human

Rights and Equalities, 24 January 2024,  
<https://democracy.york.gov.uk/ieListDocuments.aspx?CId=1060&MId=14294&Ver=4> (Item 13)

- ‘*Refreshed Governance Arrangements for York’s Human Rights and Equalities Board*’, Executive, 14 December 2023, [Agenda for Executive on Thursday, 14 December 2023, 5.30 pm](#) (Item 68)
- ‘*Anti Racism and Inclusion Strategy and Action Plan*’, Executive, 13 July 2024, [Agenda for Executive on Thursday, 13 July 2023, 5.30 pm](#) (Item 18)
- ‘*Care Experience as a Protected Characteristic*’, Executive, 14 November 2024,  
<https://democracy.york.gov.uk/ieListDocuments.aspx?CId=733&MID=14502#A169235> (Item 54)
- ‘*Adoption and implementation of the York Poverty Truth Commission’s Charter for Organisation Standards*’, Executive, 11 March 2025,  
[Agenda for Executive on Tuesday, 11 March 2025, 4.30 pm](#) (Item 88)

## Abbreviations

EDI – Equity, Diversity and Inclusion

EFLG – Equalities Framework for Local Government

HREB – Human Rights and Equalities Board

LGA – Local Government Association

LGBTQIA+ - Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual, + holds space for the expanding and new understanding of different parts of the very diverse gender and sexual identities.

## Annexes

Annex 1 – Draft Executive Report: Equity, Diversity and Inclusion Strategy

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## ANNEX 1



<b>Meeting:</b>	Executive
<b>Meeting date:</b>	3 June 2025
<b>Report of:</b>	Director of Housing and Communities
<b>Portfolio of:</b>	Executive Member for Finance, Performance, Major Projects, Human Rights, Equalities and Inclusion and Executive Member Housing, Planning and Safer Communities

## Decision Report: Equity, Diversity and Inclusion Strategy

### Subject of Report

1. In April 2024 a report to Executive presented the results of an externally facilitated assessment against the recently refreshed Equalities Framework for Local Government (EFLG).
2. This work has fed into a Draft Equity, Diversity and Inclusion (EDI) Strategy. At the Executive meeting of April 2024 Members approved a recommendation to consult on the draft strategy which would inform a final document for adoption, with a linked action plan. Public consultation ran from January to March 2025 and a sample of the feedback is included at Annex A.
3. This report asks for Executive approval for both the final strategy and annual action plan.

### Benefits and Challenges

4. This work sits alongside other recent areas of development and action including re-establishment of the Human Rights & Equalities Board, the council's adoption of the Social Model of Disability and its Anti-Racism Action Plan and Gypsy and Traveller Action Plan.
5. It builds on the city's designation and partnership working with regard to City of Sanctuary, Human Rights City and pledge to be an

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Anti-Racist City and recognised growing cross partnership strengths in these areas.

6. Recognising the journey the council has begun, reflecting both the feedback from respondents to the survey and wider environmental context within the city where hate crimes are rising and community groups still report concerning challenges, the strategy sets out the council will work toward 'excellent' against the EFLG through an annually updated action plan. This will ensure progress is supported and championed across the council, and the impact positively recognised by community groups, rather than the focus being to complete a check list of actions to achieve a grade.

## Policy Basis for Decision

7. The Council Plan 'One City, For All 2023-2027' states: Equalities and Human Rights - Equality of opportunity 'We will create opportunities for all, providing equal opportunity and balancing the human rights of everyone to ensure residents and visitors alike can benefit from the city and its strengths. We will stand up to hate and work hard to champion our communities'.
8. The impact of this work will affect every element of the Council Plan and associated policies.
9. This work will contribute to the council's core commitments around:
  - a) Equalities & Human Rights – this report is fully focussed on meeting this core commitment.
  - b) Affordability – inequity and exclusion can impact on access to jobs, skills development and economic opportunity and so any improvements made will have direct benefits of the financial and economic wellbeing of the community.
  - c) Climate & Environment– there are no likely direct impacts on the Environment of this report although celebration of diverse cultures will bring a positive contribution to our community places and spaces.
  - d) Health – there are known health disparities for people from all groups with protected characteristics, both nationally and as seen in data on the health of people in York, and any improvement in

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opportunity impacting on health and wellbeing will have a positive impact on communities.

### Financial Strategy Implications

10. The costs relating to this report will be contained within existing budgets. Some elements of workforce monitoring may be limited or otherwise by the nature and capability of systems in use and data available which require further investment as part of ICT development plans.
11. Resources have been recruited into the Housing and Communities Directorate to support EDI and Human Rights work corporately, utilising the £50k growth built into the 2024/25 budget strategy.
12. There was a further £50k budget growth in 2025/26 for Disability Equity Training for Officers and Members to meet the commitment made to implementing the Social Model of Disability.
13. The work across all directorates could be considerable in terms of meeting statutory equalities and human rights responsibilities, including the need for additional training resources to support the delivery of these responsibilities.
14. Considering the council's current financial challenge, funding any further growth in this area of work will require compensatory savings to be identified elsewhere across the Council.

### Recommendation and Reasons

15. That Executive approve the following:
  - a. the final Equity, Diversity and Inclusion Strategy and associated Annual Action Plan (the 'key deliverables' for Year 1 of the Strategy)
  - b. A progress report being produced every 12 months for the annual public meeting of the Human Rights and Equalities Board.

Reason: To demonstrate City of York Council's core commitment to becoming a more equal, diverse and inclusive council.

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**Background**

16. Last year an assessment against the requirements of the Equalities Framework for Local Government (EFLG) was undertaken by an external consultant and at the Executive meeting in April 2024 the council adopted a draft strategy, pending the outcome of consultation. The strategy is a key part of the council's plan to make significant progress against the EFLG improving achievement against all elements of the framework:
  - Understanding and working with your communities
  - Leadership, partnership and organisational commitment
  - Responsive services and customer care
  - Developing a diverse and engaged workforce
17. This work sits alongside other recent areas of development and action including re-establishment of the Human Rights and Equalities Board (HREB), the Council's adoption of, and work in progress to deliver the Social Model of Disability, the Anti-Racism Strategy and the Gypsy and Traveller Action Plan. It builds on the city's designation and partnership working with regard to City of Sanctuary, York Human Rights City and the pledge to be an Anti-Racist City and recognised growing cross partnership strengths in these areas.
18. In addition to further growth funding for training, within the Council examples of other areas of corporate improvement include:
  - Recruitment to the role of Head of EDI;
  - Production of ethnicity pay gap data to start to understand where inequity lies within our workforce for staff from a pay and progression perspective alongside qualitative data from staff groups and surveys;
  - Development of Human Rights & Equality Analysis templates for decision-making;
  - Training on addressing microaggressions;
  - Training and policy on new duty to prevent sexual harassment;
  - Establishment and training of Domestic Abuse Champions;
  - Recognition of people with care experience as if it were a Protected Characteristic under the Equality Act 2010.
  - Adoption of the Poverty Truth Commission's Charter for Organisation Standards.

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19. Following approval from Executive, council officers carried out a public consultation on the draft Strategy as outlined above. This had a qualitative and quantitative focus with a survey (on and offline) receiving around 500 responses. In addition, five focus groups and one public meeting were held with the following groups with protected characteristics:

- People with learning difficulties;
- Older people;
- Young adults;
- Neurodiverse people; and
- Members of the LGBTQIA+ (Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual, + holds space for the expanding and new understanding of different parts of the very diverse gender and sexual identities) community.

20. Officers also held a public meeting and engaged with residents on social media.

21. The responses captured in the public consultation gave a helpful insight into how the council can build on skills in the workforce to develop capacity to support and embed a whole organisation shift in equity, inclusion and diversity.

22. Officers are also taking forward some proposals put forward during the consultation for quickly implementable improvements e.g. small changes to the website.

## Consultation Analysis

### Results of the consultation –

23. Below are the headlines from the public consultation and the changes made to the EDI Strategy as a result:
- 1 in 5 have experienced or witnessed intolerance or discrimination from CYC
  - Respondents want a clear and actionable commitment on EDI from the Council (only 55% agree the commitment in the Strategy is clear)
  - 1 in 4 disagree that Council's services are accessible to all it's communities
  - Objectives 1 and 4 were seen as most important

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- Only 35% believe the Council provides opportunities for community groups to influence decision-making
- The public wants concrete action, leadership to drive the strategy forward and continuous engagement with protected groups

24. As a result of the above feedback from the public, the following changes have been made to the EDI Strategy:

- Made it simple –the objectives have been consolidated with the aims and commitments, providing a succinct vision with clear ‘business case’;
- Concrete action –the Key Deliverables will be published ahead of each year to show the measurable outputs from taking action. Year 1 Key Deliverables are in the table below;
- Continuous engagement – an annual report will be published on progress as part of public HREB meeting, and progress will be shared in a way that is accessible to all groups;
- Driven by leadership – so that Members and officers are seen to address EDI in service plans, we require that service plans have at least one EDI objective

### Annual Action Plan

Key deliverables by end of March 2026	Owner
<b>EDI Strategy and annual report</b> <ul style="list-style-type: none"> <li>• Shared across CYC, Partners and EDI bodies.</li> <li>• Annual progress report published for HREB public meeting.</li> </ul>	Human Rights and Equalities Board Chairs
<b>Human Rights &amp; Equalities Champions</b> <ul style="list-style-type: none"> <li>• Each Head of Service nominates Champion.</li> <li>• Champions receive HREA Tool training and are responsible for ensuring completion of assessments.</li> </ul>	Equity, Diversity and Inclusion Team
<b>Launch Human Rights &amp; Equity Analysis tool</b> <ul style="list-style-type: none"> <li>• Training on the tool will be mandatory for the Leading Together group, completion of the training will form part of PDRs in order to track attendance.</li> <li>• Completed impact assessment will be required for forward plans.</li> </ul>	Assistant Director for Communities & Inclusion

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<ul style="list-style-type: none"> <li>For all service areas that publish reports, must publish at least one completed assessment by March 2026.</li> <li>At least one EDI objective needs to be incorporated into service plans.</li> </ul>	
<b>Disability equity training</b> <ul style="list-style-type: none"> <li>Annual roll out as part of design.</li> <li>Participants indicate increased confidence in supporting disabled people.</li> <li>Training delivered to Members, Senior Officers and target groups at CYC.</li> </ul>	EDI Team and Human Resources
<b>All areas have EDI data</b> <ul style="list-style-type: none"> <li>Staff and citizens respond positively on a question added 'I was treated with dignity &amp; respect'.</li> <li>Show how we are using data to inform service design, development and improvement, by having at least one EDI objective in each service plan by March 2026.</li> </ul>	Business intelligence
<b>Recruitment impact analysis</b> <ul style="list-style-type: none"> <li>Complete assessment working with staff networks and agree actions</li> </ul>	HR
<b>Progression impact analysis</b> <ul style="list-style-type: none"> <li>Develop a mechanism to report on progression within the organisation</li> <li>Complete an assessment of available data, including both quantitative and qualitative data. Collaborate with staff networks and agree actions</li> </ul>	HR
<b>EDI training with anti-racism focus to be built into staff training plans</b> <ul style="list-style-type: none"> <li>Complete a mapping exercise of existing EDI-related training and expertise, including service specific training.</li> <li>Where possible replicate existing training and develop new training across managers and staff, ensure this addresses anti-racism, cultural awareness and issues facing Gypsy &amp; Traveller communities.</li> <li>Success will be measured by participants indicating increased confidence and understanding with regards to anti-racism.</li> </ul>	EDI Team, HR and Directors

## Options Analysis and Evidential Basis

25. There is no other recommendation but to accept the recommendations at paragraph 15. As the Public Sector Equality Duty

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requires the council to publish its equality objectives every four years, if Executive chose not to sign off this strategy these at least should be published.

These would give a line of sight for all the council's work which needs to have EDI and Human Rights considerations and implications embedded into its values, processes plans and decision-making mechanisms.

As noted in paragraphs 27 and 28 there is significant risk to the council were we not to adopt the actions proposed.

## Organisational Impact and Implications

26.

### Financial

- The financial implications are described in paragraphs 10-14 above and outline that, in light of the council's continued financial challenges, any additional costs will be managed by reprioritising existing budgets. Whilst the staffing costs incurred in doing this work will remain within existing budgets, further resources may be needed for training purposes across all equalities responsibilities.
- Considering the council's continued financial challenges, any additional costs will need to be managed by making compensatory budget cuts elsewhere within the Council or through reprioritising existing budgets.

### Human Resources

- An additional post has been created to lead EDI in the council taking forward the operational actions in the action plan. Human Rights and equalities training / awareness will be undertaken to embed actions into all aspects of everyday working at the council. HR will work alongside the Head of Equity, Diversity and Inclusion to review the outcome of the risk assessments and resulting policy/process implications referred to in the report and annexes.

### Legal

- The Council needs to take into account the Public Sector Equality Duty under Section 149 of the Equality Act 2010 (to have due regard to the need to eliminate discrimination, harassment, victimisation and any other prohibited conduct; advance equality of opportunity between persons who share a relevant protected



## ANNEX 1

characteristic and persons who do not share it and foster good relations between persons who share a relevant protected characteristic and persons who do not share it in the exercise of a public authority's functions).

- Under the Human Rights Act 1998 it is unlawful for a public authority to act in a way which is incompatible with the rights set out in the Convention for the Protection of Human Rights and Fundamental Freedoms, agreed by the Council of Europe at Rome on 4th November 1950 ("the Convention"). In particular, the enjoyment of the rights and freedoms set out in the Convention must be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.
- The report gives an update on how the council is seeking to meet its obligations under Equalities and Human Rights Acts with regard to all people protected under those Acts.

### **Procurement**

- There are no direct procurement impacts contained in this report. However, protected characteristics under the Equalities Act can be focused on when considering social value in procurement.

### **Health and Wellbeing**

- Health implications are covered in paragraph 9 above as one of the council's core commitments. Public Health and the Director of Public Health support the intentions within this report. Overall, promoting equality contributes to the creation of healthier, more resilient communities where individuals can thrive and enjoy a higher quality of life.

### **Environment and Climate**

- The design and implementation of services to achieve our climate change ambition will follow the principles of the EDI Strategy. The negative impacts of climate change are most likely to be experienced by disadvantaged and vulnerable groups; EDI is therefore essential in ensuring a just transition towards net zero and that appropriate adaptation measures are delivered to support these groups.

### **Affordability**

## ANNEX 1

- Inequity and exclusion can impact on access to jobs, skills development and economic opportunity and so any improvements made as a result of this report will have direct benefits of the financial and economic wellbeing of the community.

### **Equalities and Human Rights**

- There will be a need to ensure resources are dedicated to all equalities work across all protected characteristics under the Equalities Act. A full EIA is included at Annex C.

### **Data Protection and Privacy**

- Data protection impact assessments (DPIAs) are an essential part of our accountability obligations and is a legal requirement for any type of processing under UK data protection and privacy legislation. Failure to carry out a DPIA when required may leave the council open to enforcement action, including monetary penalties or fines.
- DPIAs helps us to assess and demonstrate how we comply with all of our data protection obligations. It does not have to eradicate all risks but should help to minimise and determine whether the level of risk is acceptable in the circumstances, considering the benefits of what the council wants to achieve.
- The completion of data protection impact assessment (DPIA) screening questions evidenced there would be no processing of personal data, special categories of personal data or criminal offence data processed, so there is no requirement to complete a DPIA

### **Communications**

- Building on work already done in internal communications around the Council Plan's Equalities commitment, and in the ongoing annual communications plan, visible and consistent communications approaches will be required to support and demonstrate the City of York Council's core commitment to becoming a more equal, diverse and inclusive council.

### **Economy**

- As with the affordability implications, the report will have a positive impact on access to jobs, skills development and economic opportunity if equitable and inclusive policies are embedded and diversity is baked into the council's culture.

ANNEX 1

## **Risks and Mitigations**

27. Should the actions in this report not be delivered, the council will fail to make progress and to be taken seriously with regards to any and all aspects of equity and inclusion. As such the council will remain unrepresentative of its communities and will not be seen as a fair and inclusive employer. It will also fail to achieve in its ambition to be Excellent against the EFLG. Management of resources, capacity and close monitoring of action plans will need to be in place to mitigate these risks.

28. Impacts for the city as a whole could be significant, impacting on the city's reputation as a welcoming and safe city in which to live, work, visit and do business. The actions in this report will seek to support the hard work of partners and council teams in relation to city wide work.

## **Wards Impacted**

All

## ANNEX 1

**Contact details**

For further information please contact the authors of this Decision Report.

**Author**

<b>Name:</b>	Laura Williams
<b>Job Title:</b>	Assistant Director Customer, Communities and Inclusion
<b>Service Area:</b>	Housing and Communities
<b>Report approved:</b>	Yes/No
<b>Date:</b>	DD/MM/YYYY

**Co-authors**

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<b>Service Area:</b>	Housing and Communities
<b>Name:</b>	Lauren Summers
<b>Job Title:</b>	Communications Manager
<b>Service Area:</b>	Communications and Engagement

**Background papers**

- [Equality Framework for Local Government | Local Government Association](#)
- ‘Gypsy and Traveller Action Plan’, Executive, 9 May 2024, <https://democracy.york.gov.uk/ieListDocuments.aspx?CId=733&MIId=14497&Ver=4> (Item 128)
- ‘Consultation on an Equity, Diversity and Inclusion Strategy 2024-27 and Next Steps’, Executive, 18 April 2024, <https://democracy.york.gov.uk/ieListDocuments.aspx?CId=733&MIId=13938> (Item 117)
- ‘Implementing the Social Model of Disability’, Decision Session - Executive Member for Finance, Performance, Major Projects, Human Rights and Equalities, 24 January 2024,

## ANNEX 1

<https://democracy.york.gov.uk/ieListDocuments.aspx?CId=1060&MId=14294&Ver=4> (Item 13)

- ‘*Refreshed Governance Arrangements for York’s Human Rights and Equalities Board*’, Executive, 14 December 2023, [Agenda for Executive on Thursday, 14 December 2023, 5.30 pm](#) (Item 68)
- ‘*Anti Racism and Inclusion Strategy and Action Plan*’, Executive, 13 July 2024, [Agenda for Executive on Thursday, 13 July 2023, 5.30 pm](#) (Item 18)
- ‘*Care Experience as a Protected Characteristic*’, Executive, 14 November 2024, <https://democracy.york.gov.uk/ieListDocuments.aspx?CId=733&MId=14502#A169235> (Item 54)
- ‘*Adoption and implementation of the York Poverty Truth Commission’s Charter for Organisation Standards*’, Executive, 11 March 2025, [Agenda for Executive on Tuesday, 11 March 2025, 4.30 pm](#) (Item 88)

## Abbreviations

EDI – Equity, Diversity and Inclusion  
 EFLG – Equalities Framework for Local Government  
 HREB – Human Rights and Equalities Board  
 LGA – Local Government Association  
 LGBTQIA+ - Lesbian, Gay, Bisexual, Trans, Queer, Questioning, Intersex, Asexual, + holds space for the expanding and new understanding of different parts of the very diverse gender and sexual identities.

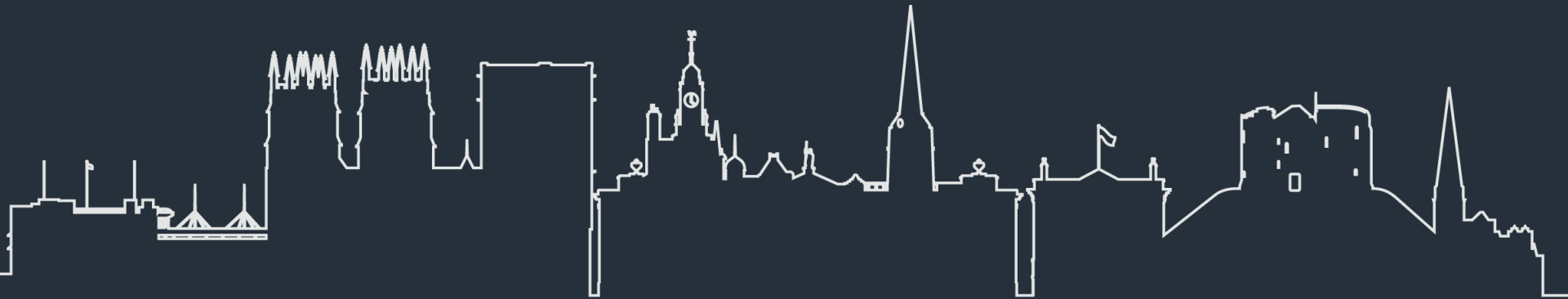
## Annexes

- Annex A – Consultation Feedback
- Annex B – Final Equity, Diversity and Inclusion Strategy
- Annex C – Equalities Impact Assessment

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# CYC Equity, Diversity & Inclusion Strategy consultation

March 2025



# Methodology

- Qualitative and quantitative focus
- Survey (on and offline)
- Five focus groups and one public meeting
- Engagement on social media

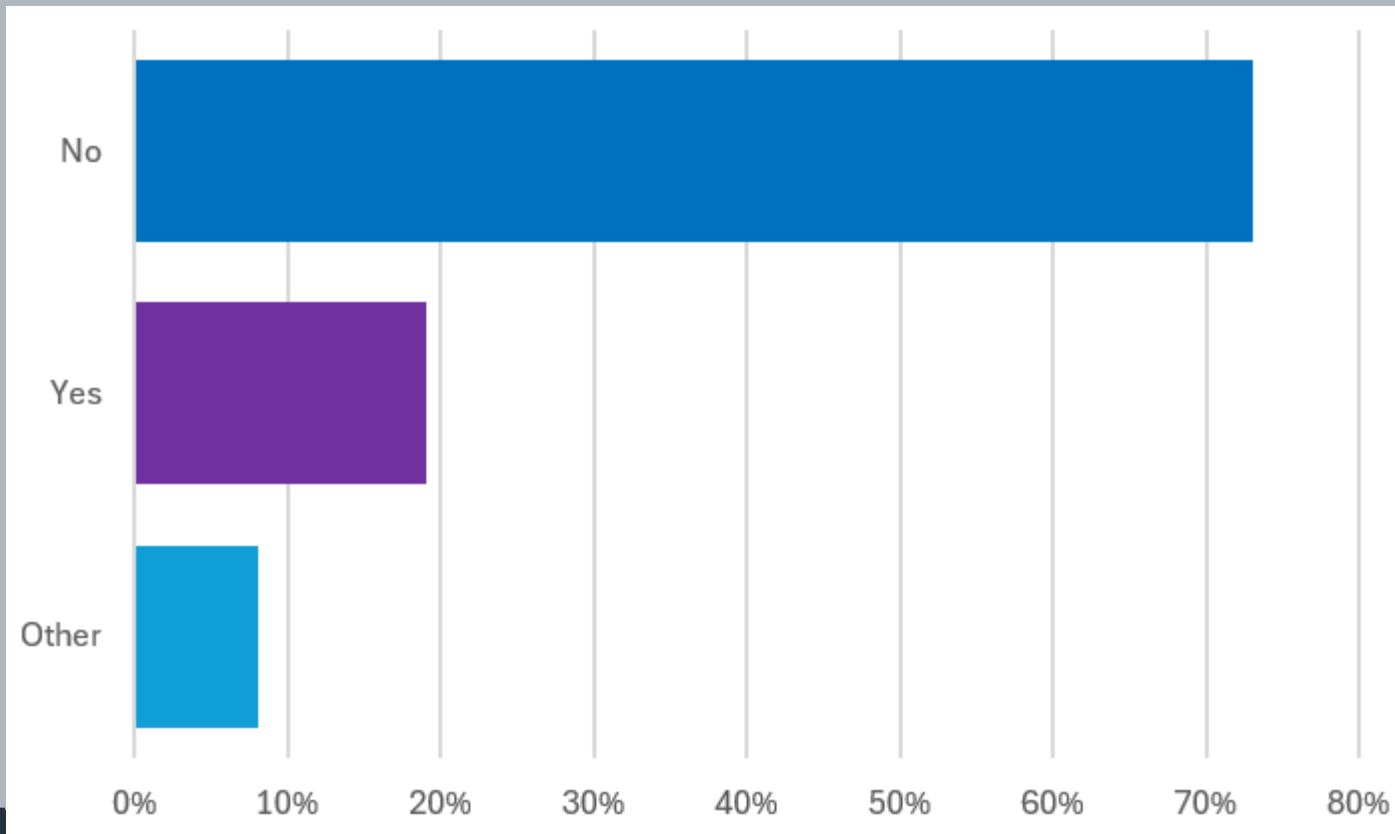
\* The quotes in this presentation are all authentic ones from respondents to the consultation



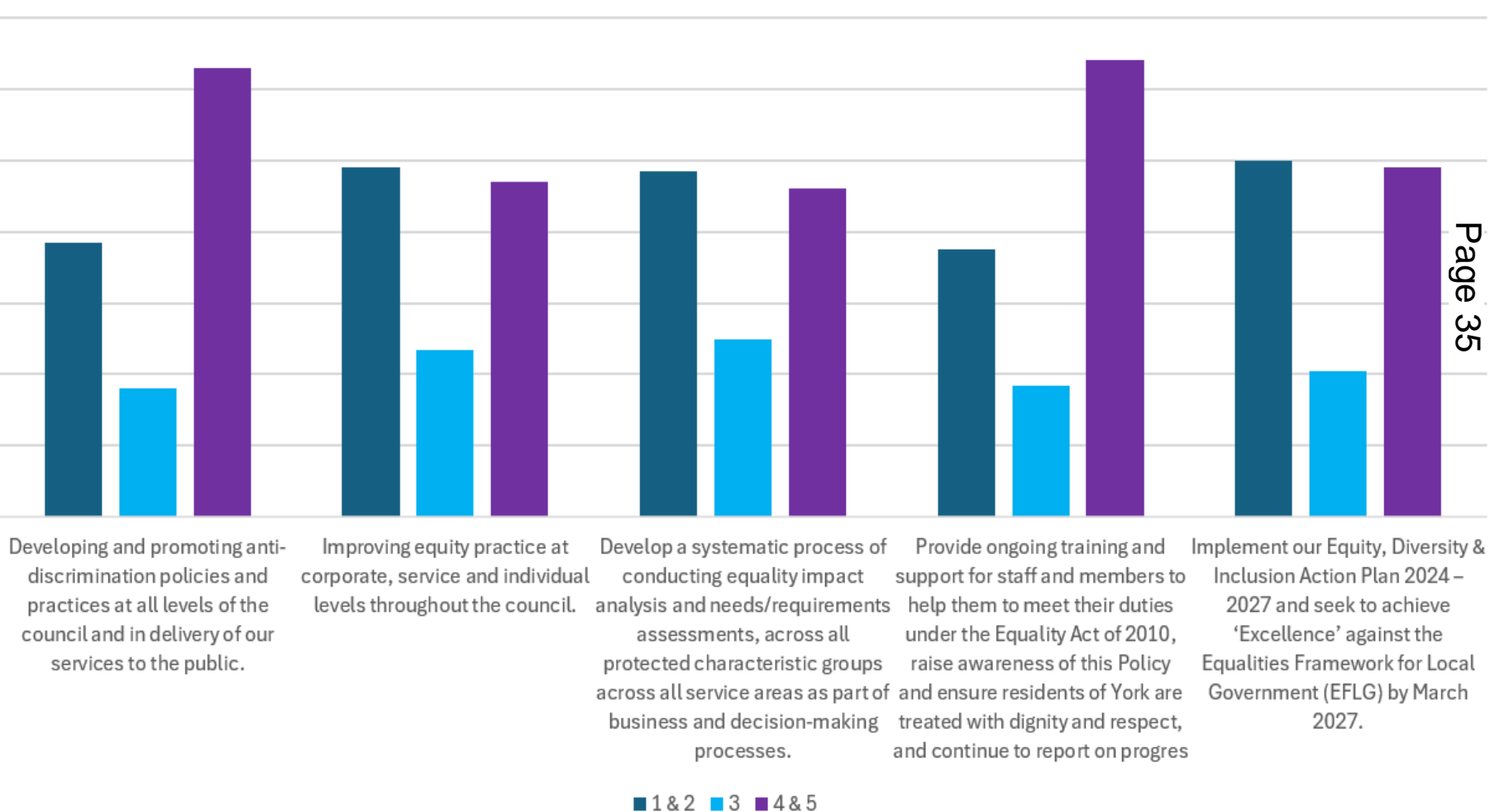
# Headlines

- 1 in 5 have **experienced or witnessed** intolerance or discrimination from CYC
- Respondents want a **clear and actionable** commitment on EDI from the Council (only 55% agree the commitment in the Strategy is clear)
- 1 in 4 disagree that Council's services are accessible to **all** its communities
- Only 35% believe the Council provides opportunities for community groups to **influence decision-making**
- The public wants **concrete action, leadership to drive** the strategy forward and **continuous engagement** with protected groups

Have you experienced or witnessed any instances of intolerance or discrimination within Council services or employment practices?



# Council's EDI objectives ranked (1 – least important to 5 – most important)



# Key issues

## Children & Young People

- Many respondents felt that EDI work in York should have a strong focus on children and young people
- In particular, it was felt that there is a need for support for children and young people who are neurodiverse and those with learning disabilities and difficulties

## Gypsy & Traveller communities

Identified as a group to focus on

*“The Gypsy and Traveller Community are York's largest ethnical minority and racist attitudes towards this group sadly remains rife and is not seen as unacceptable in the way racism towards other minorities perhaps is.”*

## Disabled people

Disabled people feel that York is not a very accessible city – key issues include:

- Bus travel
- Parking
- The built environment
- Accessing council buildings

*Disabled people need to be considered at the starting point of any new build. We must come first – someone who is not disabled can adapt to anything; I cannot. Going forward things have to change*

*Blue Badge parking - ensuring appropriate alternatives are always available when access is suspended for road works*


## Trans people

There were some negative comments about Trans identities and concerns over single sex spaces

In law, gender critical views fall within the protected characteristic of religion/belief

Trans people told us that need more support and understanding

A trans man in one of the focus groups said they had recently been turned down for a job because of their protected characteristic



The Trans+ community need to know you are here for them.

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# CYC Workforce

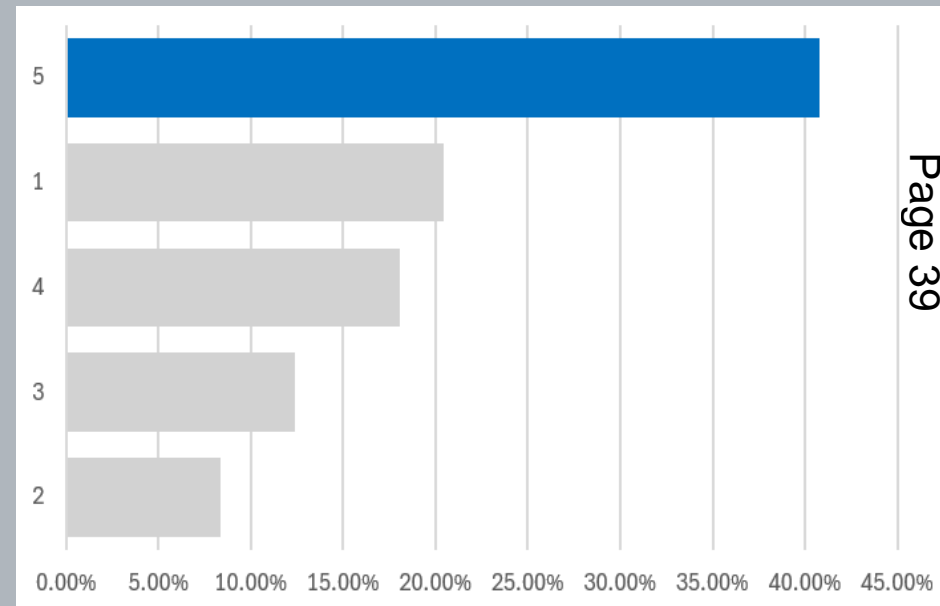
59% ranked a workforce that reflects York's diversity as important or very important

A proportion of respondents felt that recruitment and promotion should be on the basis of merit alone

Staff training - respondents identified a lack of understanding amongst staff about protected characteristics and how to meet individual needs

How important is it for you that the Council's workforce reflects York's diversity?

(1 = not important and 5 = very important)



# Implementation

- Respondents asked for more detail about how this work will be delivered
- Specific actions and details of the measures we will use to monitor the implementation of the strategy
- Continuous engagement with communities was seen as important

Driven by leadership

*“People need confidence that the vision will be taken seriously, and this starts from the top. All staff need to hear the message... to understand it is a serious proposition, not just because of the law but that, in a civilised society, it is the right thing to do.”*



# Changes to the strategy

- **Make it simple** – consolidate the objectives with the aims and commitments, have a succinct vision with clear ‘business case’
- **Concrete action** – share the Key performance indicators we will use to show we have taken action
- **Continuous engagement** – publish annual report on progress as part of public HREB meeting, share progress in a way that is accessible to all groups
- **Driven by leadership** – Members and officers seen to address EDI in service plans, publishing impact assessments

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# **City of York Council Equity, Diversity & Inclusion Strategy 2025-2028**

## ANNEX B

### Contents

1. Our Vision
2. Definitions and current state
3. Equality Act 2010 and Public Sector Equality Duty
4. Our Equity, Diversity & Inclusion Commitment and Promise
5. What we will do
6. Responsibilities
7. Monitoring and Evaluating the Strategy
8. Appendix

## ANNEX B

**Our Vision**

As a core commitment within our Council Plan, we are ambitious for, and committed to, achieving continuous improvement and equity across all our services and functions.

Why is equity, diversity and inclusion important to CYC? First and foremost, accelerating equity, diversity and inclusion is simply the right thing to do. Secondly, there is a strong 'business' imperative for CYC to really embed EDI in its practices and services, borne out by the data. We have seen a 200% increase in racial hate crime in the last year in our city. YouGov data shows that 78% of UK 18-24 year olds consider "acceptance and inclusion of employees of all backgrounds" when searching for jobs. Research by McKinsey found that having diverse teams leads to an increase in problem-solving, and ultimately better decision making and performance.

We aim to deliver services that are equally accessible to all our customers and to implement robust strategies and policies that are person centred and considerate of needs. As an employer we will ensure equity in the recruitment, training and promotion of our employees. We will also celebrate diversity within the workplace and our city, encourage our employees to embrace continuous learning and development in all aspects of their role as officers and as individuals supporting our communities. Our Equity, Diversity & Inclusion strategy ensures we deliver on our commitments and drive change at all levels of the Council.

We will collaborate with our strategic partners, as well as employees, trade unions, community groups, service users, citizens and customers to co-produce initiatives and deliver the change we aspire to. We are proud to continue deliver against our commitments as a Human Rights City, City of Sanctuary and Trans Inclusive City and seek to support and include all members of our communities to be the best they can be in our city.

Our Equity, Diversity & Inclusion strategy is a living document, which will be constantly under review by our Corporate Equity, Diversity &

## ANNEX B

Inclusion Group as well as our external stakeholders. We welcome any comments and collaborative working, which may inform the process. We will report annually on the progress we have made and include any new actions.

We believe that this strategy and action plan not only highlights the council's commitment to achieve true equity, celebrate diversity and secure the inclusion of all, but also makes us transparent and accountable.

Finally, we would like to express our support for and commitment to this strategy and look forward to seeing positive outcomes and benefits emerge from its implementation.

**Cllr Claire Douglas**

**Ian Floyd**

Leader of the Council

Chief Operating Officer

## ANNEX B

**1. Definitions and current state of play****Equity**

*Equity* is about the fair treatment for all people, so that strategies, policies, procedures and practices that are being implemented ensure that protected characteristic identity is not predictive of life chances, opportunities and outcomes.

Equality presumes that all people should be treated the same. However, equity has a different approach. Equity takes into consideration a person's or a community's protected characteristics, for example disability, race/ethnicity (including Gypsy & Traveller ethnic groups), sex, religion/belief, age, sexual orientation, gender reassignment/identity, social class, maternity/paternity, marriage or civil partnership and promotes the adjustments to service or employment practice to ensure that the outcome is equal. Equity recognises that structures, bias and lack of opportunities lead to disadvantage.

**Diversity**

The Council values diversity and recognises that different people bring different perspectives, ideas, knowledge and culture and that this difference brings great strength. A wider talent pool provides new perspectives and is proven to create innovation.

We believe that discrimination or exclusion based on individual characteristics and circumstances, such as age; disability; caring or dependency responsibilities; sex; gender or gender reassignment, identity or expression; marriage and civil partnership status; pregnancy and maternity; race, colour, nationality, ethnic or national origin; religion or belief; sexual orientation; represents a waste of talent and a denial of opportunity for self-fulfilment. Furthermore, we recognise the following as protected characteristics in the work of the Council; care experience; socio-economic background; political opinion; trade union membership status or other distinctions.

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We expect commitment and involvement from all our staff, partners and providers of goods and services in working towards the achievement of our vision.

### Inclusion

Inclusion is about workplace experiences and the degree to which employers involve and embrace all employees, recognise that their diversity adds to value to the council, it's service users, communities, external stakeholders and create more innovative solutions and meaningful contributions. National and international evidence illustrates that inclusive cultures lead to diverse workplaces.

We will endeavour to achieve this through **positive action** to promote inclusion. There is an important distinction between positive action and positive discrimination. Positive action is lawful and aims to address disadvantages by encouraging participation and removing barriers. Positive discrimination is unlawful and involves giving preferential treatment based solely on protected characteristics.

### Intersectionality

Intersectionality is about how multiple categories of identity or the intersection of several characteristics, can shape our experiences and lead to distinct forms of discrimination or disadvantage.

This also highlights the risk of too much emphasis on categorising people by protected characteristics, can lead to groups feeling their challenges are being overlooked. There is a further risk of alienating people who don't feel they fit into any particular category. Our strategy focuses on the importance of the universal issues of dignity and respect.

### Current state of play

CYC workforce diversity breakdown – from CYC Workforce Profile  
30/09/2024



## ANNEX B

Characteristic	York population	CYC
Disabled	17%	8%
Male / Female	48% / 52%	37% / 63%
Gender reassignment or Trans/non-binary	1%	Too small
Black, Asian, Ethnic Minority <sup>1</sup>	13%	7%
Has religion/belief	47%	39.5%
Heterosexual / Non Heterosexual	86.5% / 5.5%	95% / 5%

### What the public say

Our recent public consultation revealed a wide range of opinions and experiences about equity, diversity and inclusion. These are some quotes from members of the public:

*'I have had mixed raced friends and those from minority groups made to feel discriminated by council employees who have demonstrated ignorance of their cultures/lived experiences'.*

*'I recently had a really positive experience in dealing with the housing service - applying for the council housing list. I explained that I had autism and member of staff actually anticipated correctly the reasonable adjustments I would need to for this meeting – i.e. in person, in a quiet room, their emails set out clearly in different sections. I had no feelings of distress'.*

*'I've loved living in York because it's peaceful...When it comes to making choice... You don't have a black Barber in York and it's really*

<sup>1</sup> Some organisations record minorities in a much more restrictive way, focusing only on visible minorities. It is also known that the census and other counts substantially undercount certain minorities, including some South Asian minorities and Travellers, for example, because of non-response for various reasons.

## ANNEX B

*hard for someone that doesn't understand the texture of my hair to barb my hair...And there are no African restaurants in York, I always have to cook for myself or go to Leeds or Manchester'.*

## 2. Equality Act 2010 and the Public Sector Equality Duty

The Equality Act 2010 brings all existing discrimination laws together into one piece of legislation that addresses employment, provision of goods and services, and property.

The Equality Act 2010 created nine **protected characteristics**\* which are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

The Act also created a number of **prohibited conducts** in relation to people with a protected characteristic, these are: discrimination; (failing) duty to make adjustments for disabled people; harassment; and victimisation.

The **Public Sector Equality Duty (PSED)** consists of two parts, which the council must meet when carrying out its functions:

### **(1) The General Duty (section 149 of the Equality Act 2010) requires the council to have due regard to the need to:**

- eliminate discrimination
- advance equality of opportunity
- foster good relations between different communities

**To advance equality of opportunity, the council must have due regard to the need to:**

- removing or minimising disadvantages suffered by people due to their protected characteristics
- taking steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people

## ANNEX B

- encouraging people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

This includes treating some people more favourably than others in order to redress existing inequality and taking into account the needs of disabled people\*\*.

\*These protected characteristics are explained in more detail on the City of York council's website: [Equality Act 2010 – City of York Council](#)

\*\* Marriage and civil partnership and pregnancy and maternity only apply to the first aims of the general duty, not to the other aims (i.e. “advancing equality of opportunity” and “good relations”)

**(2) The Specific Duties, set out below, are legal requirements designed to help the council meet the general duties of the PSED.**

**They are:**

- Publishing equality information on its workforce and service in an accessible way annually thereafter.
- Publishing its own equality objectives. These objectives must be based on equality evidence and analysis, they must be specific and measurable, and be reviewed and revised at least every four years.

**Scope:**

The scope of this strategy and action plan incorporates other policy developments and commitments such as:

- The Social Model of Disability
- Anti-Racism Strategy and Action Plan (City and Council).

### **Human Rights Act (1998)**

The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to. It incorporates the rights set out in the European Convention on Human Rights (ECHR)

## ANNEX B

into domestic British law. The Human Rights Act came into force in the UK in October 2000.

It requires all public bodies (like courts, police, local authorities, hospitals and publicly funded schools) and other bodies carrying out public functions to respect and protect your human rights.

### 3. Our Equity, Diversity & Inclusion Promise and Commitment

We believe that equity is essential to building strong cohesive communities. A truly inclusive city benefits all. Our promise is to ensure that EDI is an essential ingredient in becoming a vibrant community. The challenge for our EDI Strategy is to be able to live up to and embrace the commitments made in our Council Plan 2023 – 2027 ‘One City for All’

Our Council Plan commits us to demonstrate both quality and equality to all York’s, citizens, service users, our staff and the people who visit us.

City of York Council promises to:

- value diversity in our communities;
- promote an equitable, inclusive and engaged society;
- take a zero tolerance stance on intolerance, discrimination, harassment and victimisation in all of its forms

### 4. What we will do

**This strategy pledges us to:**

- 1. Develop and promote anti-discrimination policies and practices at all levels of the council, and, in the delivery of our services to the public.**

This means:

- Our employment policies and practices are fit for purpose and up-to-date in order to effectively tackle issues. This includes those

## ANNEX B

dealing with recruitment, promotion, training, grievance, discipline and retention.

- We improve the representation of people with protected characteristics at all levels of the council so that our workforce better reflects York's diversity
- Using the data we have on our diverse communities to inform policy and practice
- Engaging with diverse communities to co-develop policy and practice
- We take positive action to prevent harassment and victimisation of citizens, service users and employees

### **2. Ensuring best practice in equity, diversity and inclusion at corporate, service and individual levels throughout the council.**

This means:

- Services are truly accessible, welcoming, culturally sensitive and responsive to the needs of our diverse city and communities.
- Services are co-designed with diverse communities and incorporate lived experience to manage diversity effectively by tackling inequality and social exclusion.
- We promote diversity and fight intolerance through our work with all our partners, across public, private and third sectors, locally and regionally
- Ensure there is no discrimination in the distribution of grants and other resources to reflect the diverse needs within the city

### **3. Launch our unique process of conducting human rights and equity impact analysis, across all service areas as an integral part of decision-making processes.**

This means:

- We engage in effective equality analysis of policies and procedures impacting staff and citizens, making them fit for purpose

## ANNEX B

- We widen this analysis to include human rights and embed it at the start of all decision-making processes.

### **4. Provide training and support for staff and members to help them to meet their duties under the Equality Act and ensure citizens of York are treated with dignity and respect.**

This means:

- We ensure that we enable people and communities to fully participate in consultations over the planning and delivery of council services that affect them.
- We providing support and training to ensure this strategy is implemented and makes a difference
- We report on progress of this strategy, meeting the duties under Equality Act (2010) and ensuring citizens are treated with dignity and respect

### **5. Implement our Equity, Diversity & Inclusion Action Plan and ensure we are leading edge as an inclusive employer and service provider**

This means:

- We effectively monitor, and report on, how well we are achieving our goals to eradicate discrimination, hate crime and anti-social behaviour from York
- We work with our partners to pursue agreed EDI objectives across the public, voluntary and business sectors of York.
- We conduct regular and effective monitoring of this strategy, action plan and Key Performance Indicators so that we demonstrate how we are making a difference

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**5. Responsibilities**

The Executive has collective councillor responsibility for the delivery of the EDI Strategy. Each Executive Member also has responsibility for reviewing and evaluating equalities as appropriate for their portfolio area.

The Human Rights and Equalities Board alongside our Scrutiny Committees will be able to scrutinise the delivery of the plan.

We will secure a mechanism by which citizen and stakeholder voices can be heard to feed into the development of policies and strategies, with consideration of their rights through Human Rights and Equalities Analysis tool.

The Chief Operating Officer will take the lead responsibility for the overall management of the Equity, Diversity & Inclusion Strategy and Chair the Council's Corporate Equity, Diversity & Inclusion Group.

Directors and Heads of Service are expected to demonstrate commitment to ensuring that the EDI Strategy is implemented at every level of the organisation.

All members of staff are required to support the EDI strategy, policies, initiatives and ensure that members of the public, service users or employees are not discriminated against on the grounds of their age; disability; caring or dependency responsibilities; sex; gender or gender reassignment, identity or expression; marriage and civil partnership status; pregnancy and maternity; race, colour, nationality, ethnic or national origin; religion or belief; sexual orientation; represents a waste of talent and a denial of opportunity for self-fulfilment. Furthermore, we recognise the following as protected characteristics in the work of the Council; care experience; socio-economic background; political opinion; trade union membership status or other distinctions.

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### 6. Monitoring and Evaluating the Strategy & Plan.

#### **We will publish an annual report which will:**

- Report on completion of actions, outcomes and related key performance measures;
- Update the action plan; and
- Update this strategy in response to any changes in the council and city's strategic and policy framework.

#### **What does success look like?**

In taking the actions and meeting our obligations which are set out below, we will expect to achieve a number of outcomes which show real improvements over a period of time.

#### **These are:**

- A workforce that better represents the communities in York, and an improved employee profile at all levels of the organisation.
- Better access to services and more accessible services.
- A caring and responsive council which meets the needs of all members of the community
- Increased customer satisfaction across all areas.
- Improved service provision which reflects the needs of the people of York.
- Meet their duties under the Equality Act of 2010, raise awareness of this strategy and ensure citizens of the City are treated with dignity and respect as we deliver services.

More details on how we will measure the impact of our services, functions and policies is available in the Appendix.



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**Appendix****Measuring the impact of our services, functions and policies**

We will undertake impact analysis across all our key functions in relation to all protected characteristics using our Human Rights and Equity Analysis Tool.

**We will:**

- Establish clear aims and objectives for the policy to be assessed.
- Consider available qualitative and quantitative data.
- Assess how each option being considered will directly or indirectly impact on our communities.
- Consult data and feedback from relevant stakeholders which will primarily include service users, voluntary and community organisations, staff members and their associations and trade unions.
- Monitor and review the changes made to the policy or service.
- Publish the results of the Human Rights and Equity Analysis.

We will ensure that our service plans address issues in a tangible manner that is open to inspection. We will follow the principles of:

- Challenge – whether the service meets the needs of all sections of the community.
- Compare – how well our services are performing from the point of view of all groups, against other service providers.
- Consult – effectively over services and ensuring that we include all hard to reach groups and carry out the consultation in a non-discriminatory and inclusive manner.
- Compete – Ensure that service providers conduct equity analysis and set equity objectives effectively.

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**City of York Council**  
**Equalities Impact Assessment**

**Who is submitting the proposal?**

<b>Directorate:</b>		Housing and Communities Directorate	
<b>Service Area:</b>		Customer, Communities and Inclusion	
<b>Name of the proposal:</b>		Equity, Diversity and Inclusion Strategy	
<b>Lead officer:</b>		Laura Williams and Laura Swiszczowski	
<b>Date assessment completed:</b>		20/04/2025	
<b>Names of those who contributed to the assessment :</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Laura Williams	Assistant Director Customer, Communities and Inclusion	City of York Council	Equity, Diversity and Inclusion and Human Rights
Laura Swiszczowski	Head of Equity, Diversity and Inclusion		

## Step 1 – Aims and intended outcomes

1.1	<p><b>What is the purpose of the proposal?</b></p> <p>Please explain your proposal in Plain English avoiding acronyms and jargon.</p>
	<p>This is the final version of an Equity, Diversity and Inclusion Strategy and associated annual action plan. As a core commitment within our Council Plan, we are ambitious for, and committed to, achieving continuous improvement and equity across all our services and functions.</p> <p>We aim to deliver services that are equally accessible to all our customers and to implement robust strategies and policies that are person centred and considerate of needs. As an employer we want to ensure equity in the recruitment, training and promotion of our employees. We also want celebrate diversity within the workplace and our city, encourage our employees to embrace continuous learning and development in all aspects of their role as officers and as individuals supporting our communities. Our Equity, Diversity &amp; Inclusion strategy will ensure we deliver on our commitments and drive change at all levels of the Council.</p> <p>The strategy builds on the city's designation and partnership working with regard to City of Sanctuary, Human Rights City and pledge to be an Anti-Racist City and recognised growing cross partnership strengths in these areas.</p>

1.2	<b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)
	<ul style="list-style-type: none"> <li>• The Council needs to take into account the <a href="#">Public Sector Equality Duty</a> under Section 149 of the Equality Act 2010 (to have due regard to the need to eliminate discrimination, harassment, victimisation and any other prohibited conduct; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and foster good relations between persons who share a relevant protected characteristic and persons who do not share it in the exercise of a public authority's functions).</li> <li>• Under the <a href="#">Human Rights Act 1998</a> it is unlawful for a public authority to act in a way which is incompatible with the rights set out in the Convention for the Protection of Human Rights and Fundamental Freedoms, agreed by the Council of Europe at Rome on 4th November 1950 ("the Convention"). In particular, the enjoyment of the rights and freedoms set out in the Convention must be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.</li> <li>• The report gives an update on how the council is seeking to meet its obligations under both the Equalities and Human Rights Acts with regard to all people protected under those Acts.</li> <li>• CYC is also working towards securing 'excellent' against the <a href="#">Equality Framework for Local Government   Local Government Association</a></li> </ul>
1.3	<b>Who are the stakeholders and what are their interests?</b>
	<b>Stakeholders:</b> Internal CYC teams, trade unions, civil society organisations, universities, VCS partners and community groups, all York citizens and in particular those with protected characteristics.

1.4	<p><b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2023- 2027) and other corporate strategies and plans.</p> <p>This work sits alongside other recent areas of development and action including re-establishment of the Human Rights &amp; Equalities Board, the council's adoption of the Social Model of Disability and its Anti-Racism Action Plan and Gypsy and Traveller Action Plan. It builds on the city's designation and partnership working with regard to City of Sanctuary, York Human Rights City and the pledge to be an Anti-Racist City and recognised growing cross partnership strengths in these areas.</p> <p>The successful implementation of this strategy would enable the Council to address the Plan's four key commitments in the following ways:</p> <ul style="list-style-type: none"> <li>a) <b>Equalities &amp; Human Rights</b> – this report is fully focussed on meeting this core commitment.</li> <li>b) <b>Affordability</b> – inequity and exclusion can impact on access to jobs, skills development and economic opportunity and so any improvements made will have direct benefits of the financial and economic wellbeing of the community.</li> <li>c) <b>Climate &amp; Environment</b>– there are no likely direct impacts on the Environment of this report although celebration of diverse cultures will bring a positive contribution to our community places and spaces.</li> </ul>
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	d) <b>Health</b> – there are known health disparities for people from all groups with protected characteristics, both nationally and as seen in data on the health of people in York, and any improvement in opportunity impacting on health and wellbeing will have a positive impact on communities.
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## Step 2 – Gathering the information and feedback

2.1	<b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.
	Feedback from an 8 week public consultation is included at Annex A to the main report. This was used to amend the draft strategy considered at Executive in April 2024.

## Step 3 – Gaps in data and knowledge

<b>3.1</b>	<b>What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.</b>
<b>Gaps in data or knowledge</b>	<b>Action to deal with this</b>
<p>We try to ensure consistent protected characteristic data across all service areas, but for some groups such as Gypsy and Traveller communities, the Trans* community, etc engagement could be improved.</p> <p>A significant proportion of staff and service users select 'prefer not to say' and work needs to be done to reduce this, ensuring confidence to declare protected characteristic data. This will be dealt with via training for Human Rights &amp; Equity Champions who will be responsible for educating colleagues on the confidentiality of protected characteristic data, how this data is used and what it is used for, to encourage increased confidence talking about protected characteristic data and higher declaration from staff and service users.</p>	

#### Step 4 – Analysing the impacts or effects.

<b>4.1</b>	<b>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments?</b> Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
<b>Equality Groups and Human Rights.</b>	<b>Key Findings/Impacts</b>	<b>Positive (+) Negative (-) Neutral (0)</b>	<b>High (H) Medium (M) Low (L)</b>
<b>Age</b>	The EDI Strategy is expected to have a positive impact across all protected characteristics. We have used quantitative and qualitative data, including the results of the public consultation to inform the Strategy's development. Where necessary we have developed target interventions for protected characteristics and have considered intersections of protected characteristics throughout.	<b>Positive (+)</b>	<b>High</b>



<b>Disability</b>		<b>Positive (+)</b>	
<b>Gender</b>		<b>Positive</b>	
<b>Gender Reassignment</b>		<b>Positive</b>	
<b>Pregnancy and maternity</b>		<b>Positive</b>	
<b>Race</b>		<b>Positive</b>	
<b>Religion and belief</b>		<b>Positive</b>	
<b>Sexual orientation</b>		<b>Positive</b>	
<b>Children with experience of care</b>		<b>Positive</b>	
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>		<b>Positive</b>	
<b>Low income groups</b>		<b>Positive</b>	

<b>Veterans, Armed Forces Community</b>	.	<b>Positive</b>	
<b>Other</b>			
<b>Impact on human rights:</b>			
List any human rights impacted.	<p>The new Human Rights and Equalities Analysis Tool which is included in the annual action plan will take into consideration human rights impacts of any changes to policy, practice or and service delivery alongside equalities impacts. HREB will be monitoring the quality of these once they are rolled out and start to be completed by service areas.</p> <p>The City of York Council and the York Human Rights City Steering Group established the Human Rights and Equalities Board with a remit to:</p> <ul style="list-style-type: none"> <li>• provide strategic direction for the council's human rights and equalities work</li> <li>• tackle the issues raised within the York Human Rights City Indicator Report</li> </ul>	<b>Positive (+)</b>	

**Use the following guidance to inform your responses:**

Indicate:

EIA 05/2024

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<b>High impact</b> (The proposal or process is very equality relevant)	There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.
<b>Medium impact</b> (The proposal or process is somewhat equality relevant)	There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights
<b>Low impact</b> (The proposal or process might be equality relevant)	There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights

## Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
There is no indication that there is potential for negative impacts on the above groups.	

## Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
<ul style="list-style-type: none"> <li>- <b>No major change to the proposal</b> – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</li> </ul>	

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination, it should be removed or changed.

**Important:** If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
No major change to the proposal	No potential negative impacts that would require a major change.

## Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.		
Impact/issue	Action to be taken	Person responsible	Timescale

## Step 8 - Monitor, review and improve

8. 1	<b>How will the impact of your proposal be monitored and improved upon going forward?</b> Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	An annual report on progress against this strategy and action plan will be considered at a public meeting of the Human Rights and Equalities Board.

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**Corporate Services, Climate Change and Scrutiny  
Management Committee****12 May 2025**

Report of the Director of Governance

**Monitoring and Tracking of Approved Council Motions****Summary**

1. This report provides information on approved Council motions since March 2025, when the Committee last received an update. Wherever possible, the Committee endeavours to monitor approved Council Motions biannually.

**Background**

2. At its meeting in May 2022, this Committee confirmed its aim to ensure a transparent and regular monitoring process was in place in relation to approved Council motions. It also noted that the Corporate Management Team (CMT) continued to monitor motions agreed at Council meetings to ensure delivery of any agreed actions. The Committee felt that receiving a bi-annual report on progress, following on from consideration by CMT, would provide a robust and transparent platform for ensuring delivery of agreed Council motions and actions.
3. Annex A to this report includes details of motions approved by Full Council since March 2025, showing progress against implementation of any agreed actions, as well as progress on all ongoing live motions.

**Analysis**

4. The approved resolutions relating to motions have, where possible, been split down in Annex A into easier to read actions. Each action has been assigned a relevant directorate 'owner', and each responsible Officer has agreed to keep relevant Members informed of progress. In addition, CMT are able to review the schedule attached after every Council meeting, setting appropriate actions.

## **Consultation**

5. CMT has been consulted on the process of monitoring approved Council motions and have acknowledged collective responsibility for ensuring appropriate implementation of agreed motions. CMT will continue to monitor the attached schedule and progress and set appropriate action owners after every Council meeting.

## **Options**

6. This report is provided for transparency purposes and is therefore for information only.

## **Council Plan 2023-27**

7. Whilst this report does not in itself materially affect how the work of scrutiny can support and develop the Council's overall priorities set out in the new Council Plan 2023-27, the proper and effective implementation of approved Council motions can contribute to those priorities, dependent upon the area of concern being addressed in those motions.

## **Implications**

8. There are no financial, equalities, legal, information technology, crime & disorder, sustainability or other implications associated with the recommendations in this report. However, there may, of course, be implications associated with the implementation of any of the motions listed in Annex A, which will be addressed by responsible officers.

## **Risk Management**

9. Clearly, if the implementation of approved Council motions is not satisfactorily monitored, there is a risk to the organisation around the delivery of democratically taken resolutions.

## **Recommendations**

10. Members are asked to note the contents of Annex A to this report.

**Reason:** To ensure that processes for monitoring and implementing approved Council motion resolutions remain sufficiently robust.

**Contact Details**

**Author:**

Lindsay Tomlinson  
Head of Democratic  
Governance

**Chief Officer Responsible for the report:**

Bryn Roberts  
Director of Governance

**Report Approved**



**Date**

30/04/2025

**Specialist Implications Officer(s)**

None

**Wards Affected:**

For further information please contact the author of the report

**All**



**Background Papers:** None

**Annexes:**

**Annex A** – ‘Live’ Council Motions

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## Council Motions

Council Meeting - 27/4/2022				
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Addressing York's Dental Crisis</b>	<p>This Council therefore resolves to:</p> <ul style="list-style-type: none"> <li>Ask the Executive Member for Health and Adult Social Care to bring regular reports on the state of local dentistry to decision sessions, seeking input from relevant scrutiny committees.</li> </ul>	Jamaila Hussain / Sharon Stoltz	It is more appropriate for the Health and Wellbeing Board to receive regular reports on the state of local dentistry given that there is NHS representation and cross party membership. The Health and Wellbeing Board reports regularly to the Health and Adult Social Care Scrutiny Committee and to Council via the Executive Member updates. Therefore it is considered inappropriate to use Executive member Decision Sessions for this purpose.	Completed
	<ul style="list-style-type: none"> <li>Ask that the Executive Member makes the case for harnessing opportunities to improve dental service provision locally through the development of Integrated Care Systems (ICS).</li> </ul>	Jamaila Hussain / Sharon Stoltz	The responsibility for commissioning dental services sits with NHS England & Improvement (NHSE/I) and not the Integrated Care System. In York the Council's Public Health Team are already working with NHSE/I commissioners to ensure that we realise the benefits of Flexible Commissioning within the constraints of the national contract for provision of NHS Dentistry.	Completed
	<ul style="list-style-type: none"> <li>Ask all group leaders and local health and NHS partners to write a joint letter to the Health Secretary outlining concerns over local provision and access to services, outlining urgent reforms which need to take place, including boosting spending, reforming commissioning to tackle the twin crises of access and affordability, recognising overseas dentistry qualifications and implementing</li> </ul>	Jamaila Hussain / Sharon Stoltz	The Director of Public Health, on behalf of the Health and Wellbeing Board, has already been in contact with the Secretary of State and sent a letter to the Chief Dental Officer on 1st November 2001 explaining the Board's concerns about access to dental services in York and including reference to the Healthwatch York reports. The Chief Dental Officer referred our concerns to the NHSE/I North East & Yorkshire Regional Team responsible for Primary Care Commissioning (including dentistry). The Director of Public Health has met with this team	Completed

	an urgent programme to recruit and retain more NHS dentists.		who have since attended Health & Adult Social Care Policy & Scrutiny Committee to discuss the challenges around access to dentistry etc. This work is ongoing as described above but is constrained by the NHS Dental Contract. The Department of Health and Social Care is aware of the need to review the contract and the need for training etc and the government is being lobbied by a group of MPs representing constituencies across England to bring forward the timescale for this work. There is, therefore, nothing to be gained by writing a further letter from group leaders and local health and NHS partners when the matter is already being lobbied at central government.	
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>End 'Fire and Rehire'</b>	Council therefore resolves to: <ul style="list-style-type: none"> <li>ask the MPs for York Central and York Outer to write to the Prime Minister, demanding he acts now to outlaw fire and rehire, and to keep his promise to York residents to protect their terms and conditions of employment;</li> </ul>	Cllr Aspden / Ian Floyd / Will Boardman	draft letter to York MPs.	Completed
	<ul style="list-style-type: none"> <li>ask the council's Chief Operating Officer and Council Leader to write to all businesses in York employing 100 or more staff, inviting them to sign up to the Good Business Charter and its 10 components;</li> </ul>	Cllr Aspden / Ian Floyd / Simon Brereton	Letter sent and continue to promote.	Completed
	and to call on the council's Executive to: <ul style="list-style-type: none"> <li>not use fire and rehire itself as an employer and through updated council procurement policy, both prevent its use by council contractors as well as ensuring that the council only contracts</li> </ul>	Debbie Mitchell	This Council's procurement strategy and processes already outlines that we will use procurement to achieve social, economic and environmental outcomes. Our suppliers have to support our commitment to equalities, be responsive to the needs of our	Completed

	<p>those with good employment, trade union, equalities and environmental records;</p>		<p>communities, ensure services are accessible to all groups and appropriate to those with differing needs and commit to developing a diverse and inclusive workforce.</p> <p>All our suppliers are required to demonstrate their commitment to maintaining and promoting high ethical standards, reminding them of their duty of care in the use of public funds.</p> <p>We ensure that opportunities to promote and encourage local economic growth are built into appropriate contracts whilst ensuring compliance with legislation. When contracting with national/international suppliers we encourage them to engage local providers in the delivery of services.</p> <p>We ensure that sustainability criteria are built into our procurements to tackle climate change and reduce waste.</p> <p>The requirement for payment of the Foundation Living Wage is explicitly made in the tender documentation, and the contract conditions that are issued with the tender.</p> <p>CYC will ensure that all possible and viable options will be considered when proposing to change an employee's terms and conditions. We have positive and constructive relationships with our trade unions to ensure that our employees are supported during times of change and we always aim to ensure that changes implemented are financially viable, consider equalities impacts and follow all national and local employment procedures.</p>	
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	<ul style="list-style-type: none"> <li>promote the increasing number of progressive local employers prioritising their employees' standard of living and wellbeing;</li> </ul>	Tracey Carter / Simon Brereton	As above.	
	<ul style="list-style-type: none"> <li>work with York's anchor institutions and the council's key partners to bring forward plans for model employment practices, in partnership with recognised trade unions;</li> </ul>	Ian Floyd / Helen Whiting	The Council will continue to work with partners across the council and share good practice in terms of employment initiatives and good practice. As an employer we work with the Council's recognised trade unions for our own employees and national trade unions as part of collective bargaining of employee's terms and conditions. The Council operates within the existing employment regulations and will consult with recognised and relevant trade unions on employment matters that seek to end an employees' employment.	Completed
	<ul style="list-style-type: none"> <li>support the TUC campaign for a 'New Deal for Working People'.</li> </ul>	Ian Floyd / Helen Whiting	The council works to ensure that we are an employer of choice offering a fair pay which is governed by national bargaining, local negotiation and policies and measures to ensure fair application. We have strong relationships with our recognised trade unions and we strive to ensure that we offer a safe and respectful working environment and services where employees are proud to work for the Council and serve our residents. These are all key elements of the New Deal for Working People campaign and these are also embedded in our Values and Organisational Development Plan	Completed



# Council Meeting - 14/7/2022

Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Opposing Fire Service Cuts to the North side of York</b>	Council resolves: <ul style="list-style-type: none"> <li>to formally oppose cuts to Huntington Station fire cover by submitting a City of York Council consultation response, outlining the city's view that current crewing and fire appliance arrangements at Huntington Station must be retained;</li> </ul>			Completed
	<ul style="list-style-type: none"> <li>to have that draft response published for public comment and decision at an Executive Member Decision Session prior to the consultation deadline of 14 August;</li> </ul>	Janie Berry		Completed
	Council further resolves to write to the Police, Fire and Crime Commissioner and MPs for York Central and York Outer, asking them to collectively write and seek an urgent meeting with the Secretary of State for Levelling Up, Housing and Communities, to:	Cllr Aspden / Janie Berry / Will Boardman	Letter sent on 11/08/22.	Completed
	<ul style="list-style-type: none"> <li>carry out a comprehensive funding review of fire and police services in North Yorkshire, in order to futureproof sustainable service provision;</li> </ul>	Cllr Aspden / Janie Berry / Will Boardman		Completed
	<ul style="list-style-type: none"> <li>make NYFRS's case for greater Government grant that address the unique challenges of delivering services across a large rural county, with diverse risks and very low levels of reserves;</li> </ul>	Cllr Aspden / Janie Berry / Will Boardman		Completed

	<ul style="list-style-type: none"> <li>push for NYFRS to be given the option of agreeing the £5 precept flexibility, consistent with the other lowest charging fire authorities nationally.</li> </ul>	Cllr Aspden / Janie Berry / Will Boardman		Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Declaring a Cost of Living Emergency</b>	Consequently, Council resolves to: <ul style="list-style-type: none"> <li>Declare a 'Cost of Living Emergency' in York.</li> </ul>			
	<ul style="list-style-type: none"> <li>Ask the Executive to commit £200k towards the YFAS to issue additional food and fuel vouchers to approximately 4,000 residents on the lowest incomes.</li> </ul>	Pauline Stuchfield	Finance to advise on mechanism for executive to make this decision. Completed	Completed
	<ul style="list-style-type: none"> <li>Host a local Cost-of-Living Emergency Summit, with stakeholders, including Citizens Advice, Food Banks, Local Trades Unions, and Chambers of Commerce and organisations working to support residents facing hardship.</li> </ul>	Pauline Stuchfield	In planning for mid October 2022 Completed	Completed
	<ul style="list-style-type: none"> <li>Call on the Government to act immediately to tackle the cost of living crisis by cutting the standard rate of VAT to 17.5%, restoring the Universal Credit supplement of £20, expanding the Warm Home Discount and introducing a home insulation fund to cut heating bills and carbon emissions.</li> </ul>	Pauline Stuchfield	Completed	Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Creating a more collaborative council</b>	This Council therefore resolves:	Claire Foale	Meeting has taken place with Cllr Ayre and he has asked for across party working group to be established and to meet in August /	Completed

	<ul style="list-style-type: none"> <li>to request Executive to begin the necessary preparatory work that would explore the various alternative governance models to identify the most suitable, deliverable and financially viable model, taking in account the governance implications of the creation of a combined authority in York and North Yorkshire. This work would include the creation of a cross party task group, identification of the necessary funding, consultation with the Local Government Association and authorities which currently operate some type of committee system, such as Kent, Wirral, Bristol and Liverpool. A report would be brought to a meeting of the Executive to outline the financial and governance implications and possible next steps, enabling a decision on the formal adoption of any alternative forms of governance to be made in May 2023.</li> </ul>		<p>September 2022. Group Leaders have been contacted for nominees and to also provide availability for a meeting of the working group.</p> <p>As of 24.08.22 a nomination has been received from Green Group and awaiting responses from the other Group Leaders.</p> <p>As of 9.3.23, no further nominations have been received.</p>	
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Stop Unfair Parking Enforcement at Tower Court</b>	<p>Council therefore resolves that:</p> <ul style="list-style-type: none"> <li>The City of York Council's Corporate Director for Economy &amp; Place writes to Boultee Brooks Real Estate Ltd, ArdPark Ltd and the British Parking Association to seek a meeting to discuss the approach to enforcement at Tower Court and the impact it is having on residents, with a view to a more flexible approach being adopted.</li> </ul>	Neil Ferris / James Gilchrist	Corporate Director of Place met with a representative of Boultee Brooks Real Estate Ltd on 22 September - awaiting written response of agreed actions. No written response received but agreed a set of verbal actions. No further action.	Completed

# Council Meeting- 20/10/2022

Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Protecting and Improving Local Bus Services</b>	<p>Council therefore resolves that:</p> <ul style="list-style-type: none"> <li>Officers should continue negotiations with bus providers to retain as many routes as possible and to prevent a gap in service provision, while recognising that when Govt funding stops in March, this can only be guaranteed if the Lib Dem-led council is willing to subsidise and secure such services.</li> </ul>	Neil Ferris / James Gilchrist	Executive to consider a report on Bus Service Network Update on 16 March 2023 outlining progress to date and a number of recommendations going forward.	Completed
	<ul style="list-style-type: none"> <li>Officers should actively engage with all elected councillors, including transport spokespersons and user groups as part of their work with operators to review bus routes and timetables.</li> </ul>	Neil Ferris / James Gilchrist	Enhance Partnership agreed by Executive in October 2022 – a route for engagement between Councillors, Community with bus operators.	Completed
	<ul style="list-style-type: none"> <li>The Executive should use all opportunities, including working with regional political leaders, to continue to lobby Government for long-term funding to support public transport networks, including support for driver recruitment and training schemes.</li> </ul>	Cllr D'Agorne	Update to the Executive in November 2022 and March 2023. Funding has been extended to June 2023. Ongoing discussion with bus service users and operators through the enhanced partnership governance. Regular collaborative meetings with DfT to raise issues and explore support and funding opportunities.	Completed
	<ul style="list-style-type: none"> <li>Whilst the agreed 'Enhanced Partnership' approach should be pursued, alternative feasible models should be kept under review and lessons learned from the experience of other cities and regions, including the bus</li> </ul>	Neil Ferris / James Gilchrist	Complete, as members agreed the Devolution deal which provides for the Combined Authority Mayor to introduce Bus Franchising.	Completed

	franchising systems being pursued by Labour Metro Mayors in Liverpool City Region and Greater Manchester.			
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Controlling the Concentration of Short Term &amp; Holiday Lets</b>	<p>Council therefore calls on Executive to:</p> <ul style="list-style-type: none"> <li>agree to commence the process of compiling an evidence base, from which the council can consider adopting a new policy in the future on controlling the spread of short term and holiday let accommodation, post-adoption of the Local Plan;</li> </ul>	Alison Cooke	<p>Will be included in the Local Plan Housing Needs Assessment updates from time to time.</p> <p>13.04.23 - Government issues consultation on amendments to planning regulations to allow article 4 directions to control airbnb. Officers responding, this action will be informed by government proposals which have been committed for implementation before end of 2023, alongside a registration scheme that will provide the evidence base for any article 4 decision.</p> <p>19.02.24 – Government response to consultations released confirming introduction of new licensing and planning requirements (introduction of new use class). Now awaiting details of new legislation. Briefing sent to Cllr Pavlovic.</p>	Completed
	<ul style="list-style-type: none"> <li>consider bringing forward, in a report to Executive in due course, options for s106 planning conditions that include, but are not restricted to: <ul style="list-style-type: none"> <li>exclusivity sales periods for York residents on new build developments;</li> <li>main residence only conditions/restrictions on short term lets on new developments;</li> </ul> </li> </ul>	<p>James Gilchrist</p> <p>Tracey Carter</p>	<p>Subject to the below lobbying government result in legal powers.</p> <p>Any planning restrictions would require an evidence base (from the Local Plan Housing Needs Assessment)</p>	Completed

	<ul style="list-style-type: none"> <li>consider the impact of short term and holiday lets in the development of the council's various housing policies, including the loss of ordinary family and other housing in York;</li> </ul>			
	<ul style="list-style-type: none"> <li>ensure the council lobbies Government, through the Local Government Association and its two MPs, to alter the tax regime to ensure parity between short term lets operating as businesses, and long term lets, removing preferential treatment for the former</li> </ul>	James Gilchrist / Cllr D Craghill	Review Scrutiny response to Government consultation on holiday lets and work with members to lobby government.	Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>York Opposes Fracking</b>	<p>This Council resolves to:</p> <ul style="list-style-type: none"> <li>Ask the COO to write on behalf of the Council to the Prime Minister, the Secretary of State for Business, Energy and Industrial Strategy and the Minister for State (Minister for Climate) to make them aware of the opposition to fracking in York, in light of the Government's statement that it will only progress with fracking where there is local support.</li> </ul>	Ian Floyd / Will Boardman		Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Equality for Disabled People</b>	<p>This Council resolves:</p> <ul style="list-style-type: none"> <li>to adopt the Social Model of Disability and embed it into every area of its working, operation, policy and practice, including in how it communicates;</li> </ul>	Pauline Stuchfield / Laura Williams	Work to commence on actions when Access Officer is in post working on an integrated action plan. Integrated Action Plan is in development. Work has started with comms on updating accessible information guidelines in line with	Completed

			<p>commitments in response to Health Watch Report. Social Model of Disability Adopted. A report titled 'Implementing the Social Model of Disability' was approved at a Decision Session of the Executive Member for Finance, Performance, Major Projects, Human Rights and Equalities on 24 January 2024. The recommendations were:</p> <ol style="list-style-type: none"> <li>1) approve the policy statement on implementing the Social Model of Disability at City of York Council,</li> <li>2) commit to the council providing elected Members and officers with appropriate Disability Equality Training; and</li> <li>3) note the York Access Forum update, Terms of Reference, and the next steps in appointing a new forum Chair</li> </ol>	
	<ul style="list-style-type: none"> <li>to review the extent to which disability awareness training, inclusive and universal design training and disability equality is embedded across the organisation in how the council delivers services, making recommendations as appropriate;</li> </ul>	Pauline Stuchfield / Laura Williams	<p>As above, the paper approved on 24 January included a recommendation to provide training. It stated that 'To further embed the Social Model of Disability it is essential that Disability Equality Training is made a mandatory part of the council's training and induction package, for both officers and elected Members.' It also stated 'There are already resources within the Customer and Communities Directorate working on Access. However, work is ongoing to address meeting the council's statutory equalities and human rights responsibilities, and it is recognised there is the need for additional training resources to support the delivery of these responsibilities, including training on disability.'</p> <p>The lack of funding for this work as a result of the council's ongoing challenges has meant implementation of this training has been delayed. In the proposed Financial Strategy 2025/26 there is £50k budget growth for disability equality</p>	Completed

			training. We also have a new role of Head of Equity, Diversity and Inclusion who will take up post on 5 March 2025.	
	<ul style="list-style-type: none"> <li>to prepare and adopt a Supplementary Planning Document (SPD) on building design, post Local Plan adoption, in order to deliver accessible and inclusive new developments in the future;</li> </ul>	Pauline Stuchfield / Laura Williams	<p>As above. To follow formulation of Independent Advisory Group (IAG below) and local plan adoption.</p> <p>The Social Model of Disability to be acknowledged in every SPD and SPD guidance will follow this model and make sure that accessibility is more visible. Work on this ongoing.</p>	Completed
	<ul style="list-style-type: none"> <li>to commit to genuine co-production on all council developments, where disabled people's views are incorporated alongside those of appropriate professionals when considering inclusion and accessibility;</li> </ul>	Pauline Stuchfield / Laura Williams	City of York Council committed to employ an Access Officer as part of the motion and they have been in post since November 2022. One of the Access Officer's first acts was to convene a disability advisory group in March 2023. This became known as 'York Access Forum'. As above the Terms of Reference for this group were approved in January 2024 (Annex A York Access Forum Terms of Reference Final Draft.pdf) and it was also agreed CYC would appoint an Independent Chair, who is now in place. The group are working with council officers on various consultations and council developments, however both the forum and CMT recognise that there is still significant work to be done to ensure there is genuine co-production on appropriate projects, and the roll out of Disability Equalities Training will help with both this, and a wider understanding of the barriers facing disabled people in the city.	Completed
	<ul style="list-style-type: none"> <li>upon the appointment of an Access Officer, to convene a quarterly Access Forum, resourced so that it will work in an entirely inclusive and accessible</li> </ul>	Pauline Stuchfield / Laura Williams	As above.	Complete



	way, supporting a genuine commitment to co-production.			
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**Council Meeting-15/12/2022**

Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
Delivering Effective Customer Services to York Residents	<p>Council resolves to request that the Executive, including as part of its current budget preparations:</p> <ul style="list-style-type: none"> <li>publicly acknowledges the hard work of customer services staff and the impact of increased workloads on their ability to meet resident expectations, and apologises for the council's ongoing inability to effectively respond to residents' issues in a timely way;</li> <li>commits to reinstate the customer services call-back service to residents once current vacant positions are filled and new staff have been trained;</li> <li>commits to reviewing the functioning of the relevant council services as a priority, with a focus to include: staffing and operating hours of the customer call centre;</li> <li>ensuring access to non-digital council services is an easy, straightforward process;</li> <li>categorisation of services on, and user-friendliness of, a council website a significant number of residents struggle to navigate;</li> <li>a more effective and simpler system for monitoring and recording of abusive calls to staff, including a clear structure for escalation, response and staff well-being support.</li> </ul>	Pauline Stuchfield	Call- back service on track to be back in place by early summer 2023. Regarding abusive calls the steps being taken, monitoring and a team stress risk assessment approach were all outlined at Customer & Corporate Management of Scrutiny Committee on 6 March 2023. All other elements will be built into a coproduced Customer Strategy for approval in 2024. Update: policy under development regarding customer behaviour. Customer strategy delayed to be built into Customer Experience work following the restructure. Transitioning to business as usual.	Completed

Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>York Opposes Voter ID Requirements</b>	<p>Council therefore resolves to:</p> <ul style="list-style-type: none"> <li>Request the Chief Operating Officer writes to the Cabinet Office to express the Council's serious concern as to the introduction of mandatory Voter ID in any UK elections.</li> </ul>	Ian Floyd / Bryn Roberts	Letter sent on 03/03/2023 to Government from West Yorkshire Chief Executives, which York supports, aimed at raising significant concerns relating to the implementation of the requirement for electors to show photographic identification in the polling station from 04/05/2023.	Completed
	<ul style="list-style-type: none"> <li>Request a report is brought to a public meeting of the council's Executive outlining: the plans and update on preparations to introduce mandatory voter ID for the May 2023 local election in York</li> </ul>	Ian Floyd / Bryn Roberts	Report to be tabled at March's Executive Meeting.  Completed.	Completed
	<ul style="list-style-type: none"> <li>the potential cost as well as consideration of any practical issues involved in issuing postal vote application forms to every eligible voter on the Electoral Register in York. Use the council's communications function to regularly promote postal voting, and frequently in the months prior to an election.</li> </ul>	Ian Floyd / Bryn Roberts	Completed.	Completed
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Introduction of Council Tax Premium for Second Homes</b>	<p>Council therefore resolves to:</p> <ul style="list-style-type: none"> <li>Request officers to bring a paper to a meeting of the Executive outlining the implications and options for implementing a 100% council tax premium of second homes in York, with a view to implementing the policy once national legislation has been granted Royal assent.</li> </ul>	Pauline Stuchfield	The council is required to take any decision a year in advance of being able to apply any change in the liability for second homes. The decision was taken in last years budget paper however the Act (Levelling Up and Regeneration Bill) has not yet been passed to allow LA's the power to do this.	Completed

			The same decision is being included in this years budget papers to come into effect on 1st April 2025 should the Act be passed in time.	
	<ul style="list-style-type: none"> <li>Request the Chief Operating Officer to write to relevant Minsters on behalf of the Council in support of the introduction of the council tax premium for second homes and seek assurance that loopholes that could see second home owners avoid the payment of the premium will be addressed.</li> </ul>	Pauline Stuchfield/Ian Floyd	Completed	Completed

Council Meeting- 23/03/23				
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Care Leavers' Transport Costs</b>	<p>Council therefore resolves to request that following May's elections, the new Executive consider what additional offer could be made to Care Leavers including assessing the feasibility of also offering care leavers the option of:</p> <ul style="list-style-type: none"> <li>Financial assistance with annual bus travel, a 16–25 rail card and discounted access to the TIER e-cycle/ e-scooter scheme up to the age of 25;</li> <li>Free urban cycle skills training;</li> <li>A contribution towards a bicycle and appropriate protective clothing and through working with partners, find ways to cover the full costs of a new bicycle and appropriate accessories.</li> </ul>	New Administration / Martin Kelly	During the review of the Local Offer for care leavers transport options were explored. Care leavers were most favourable to an extension of the bus pass to age 25. The Local Offer has now been approved and bus passes are available to care leavers up to 25.	Completed
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Return to Community Policing</b>	<p>The Council consequently resolves to:</p> <ul style="list-style-type: none"> <li>Request that Group Leaders write to the North Yorkshire Police, Fire and Crime Commissioner calling for a reversal of the current freeze in PCSO recruitment and commitment to significantly increase the number of PCSOs in the region.</li> </ul>	Group Leaders Political Assistants	Unclear whether a letter was sent.	Completed

	<ul style="list-style-type: none"> <li>Request that Council officers work with the North Yorkshire Police to produce a report to the Executive Member on how neighbourhood improvement plans can be developed, which review how best to holistically design out anti-social behaviour in the area.</li> </ul>	James Gilchrist / Jane Mowat	A new community strategy has been developed with partners which includes a focus on safe and supported communities and is due to be approved by Exec.	Completed
	<ul style="list-style-type: none"> <li>Invite the North Yorkshire Police, Fire and Crime Commissioner to a public meeting to answer councillor questions and set out plans to improve community policing in York.</li> </ul>	Bryn Roberts	Invitation issued to the Deputy Mayor for Policing, Fire & Crime, who has indicated that she would be happy to consider attending a public meeting, but already answers Councillor questions via the police and crime panel so would need to understand what might be needed that would be different. Further clarity has been provided, and any subsequent response will be updated as and when received.	Completed
	<ul style="list-style-type: none"> <li>Call on Safer York Partnership chair to explore best ways to embed Community Safety Officers within the Community Safety Hub.</li> </ul>	James Gilchrist / Jane Mowat	Community safety officers are now embedded within the Hub.	Completed
	<ul style="list-style-type: none"> <li>Request that the Safer York Partnership representatives engage and consult ward councillors in the development of the Community Safety Strategy 2023-2026.</li> </ul>	James Gilchrist / Jane Mowat	For the First Time it is proposed that the Community Safety Strategy developed by the Council and partners is approved at Executive and Council.	Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Removing Barriers to an Education and Educational Attainment</b>	<p>Council resolves:</p> <ul style="list-style-type: none"> <li>to request the Executive commits the council to a policy of working with external organisations to provide FSM to all primary school</li> </ul>		2 Primary schools have piloted universal free school meals and free school breakfasts from January 2024. The Community Fund has been established to support the York Hungry Minds Project.	Completed

	pupils, starting with those schools most in need;			
	<ul style="list-style-type: none"> <li>to write to all York secondary schools, highlighting the Child Poverty Action Group (CPAG) 'Cost of the School Day' project to ask that students eligible for FSMs are able to use their allowance at any time during the school day, and to agree to the rolling over of any unspent money to be used in the future;</li> </ul>	Martin Kelly / Maxine Squire / Pauline Stuchfield	York Schools and Academies Board have adopted poverty proofing as one of their priorities for 2023-24.	Completed
	<ul style="list-style-type: none"> <li>to commit to a twin track approach of working through the LGA on FSM automatic enrolment as well as expanding eligibility for FSM by increasing the income threshold, and through the NEU on ensuring FSM provision becomes universal for every primary school child;</li> </ul>	Martin Kelly / Maxine Squire / Pauline Stuchfield	Auto enrolment has been piloted with two primary schools in September 2023. The council is continuing to work with the Fix Our Food Project to scale up auto enrolment to include all schools in 2023-24. Work is taking place to roll out auto enrolment across all schools for the academic year 2024-25. The two pilot schools are being evaluated and results reported to CCC Scrutiny on 5 <sup>th</sup> November. The York Hungry Minds Steering Group is continuing to meet but evaluating future work following the current government confirming they intend a national roll out of primary school breakfasts. Future work in York will be directed by the Steering Group.	Completed
	<ul style="list-style-type: none"> <li>to write, through the Corporate Director for Children's Services, to all local authority-maintained schools and academy schools:               <ul style="list-style-type: none"> <li>requesting information on how they are meeting Government statutory guidance on keeping school uniform affordable, and keeping branded items to a minimum, to reassure Council that</li> </ul> </li> </ul>	Martin Kelly / Maxine Squire	<p>A letter has been sent to all schools reminding them about government statutory guidance on school uniform. Schools are following this guidance when reviewing uniform. A large number of the city's schools have implemented school uniform exchange schemes.</p> <p>Ordinarily available provision for SEND guidance has been drafted and published via the SEND local offer. The new guidance</p>	Completed

	<p>schools are not excluding students based on income and are genuinely open to all;</p> <ul style="list-style-type: none"> <li>– inviting all schools to work with the local authority in developing a York protocol which describes 'What should be ordinarily available' for pupils with SEND ensuring there is a fair and consistent application of the SEND Code of Practice by schools to protect the rights of these pupils.</li> </ul>		document is being launched with all schools at the SEND conference on 20 <sup>th</sup> November.	
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Council Backs Haxby Station Project</b>	<p>The Council therefore resolves to:</p> <ul style="list-style-type: none"> <li>• Endorse and commit to the Haxby station project, and fully back it to ensure its success.</li> </ul>	James Gilchrist / Cllr Ravillious	<p>The original Outline Business Case was submitted back in March 2023, this has been updated several times in response to Department for Transport questions. Despite several political announcements the Business Case for funding has never been approved. The project is now part of the new Governments review of transport projects.</p> <p>The Council remains committed and has the match funding in place and awaits the match funding from government to make this a deliverable project.</p> <p>Awaiting Government decision.</p>	Completed
	<ul style="list-style-type: none"> <li>• Request that all group leaders send a joint letter to the Department for Transport and Network Rail supporting the project and urging for the remaining Government funding to be released from the Restoring</li> </ul>	Group Leaders Political Assistants	Unclear whether a letter was sent.	Completed



	Your Railway Fund to enable to proceed with the project at pace.			
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# Council Meeting- 20/07/23

Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Safeguarding York's future</b>	<p>The council resolves to request</p> <ul style="list-style-type: none"> <li>that the Lord Mayor and Executive Members begin Full Council, Executive meetings and Executive Member Decision Sessions respectively by reminding Members of the remaining days until 1st January 2030, by which time we have pledged to be carbon neutral and requesting that Members keep this at the forefront of their minds when taking decisions;</li> </ul>		Lord Mayor at the start of every Council reminds attendees of the number of days, counting down to net zero on 1 January 2030	Completed
	<ul style="list-style-type: none"> <li>that the Leader writes to our local MPs urging them to sign up to support the Climate &amp; Ecology Bill, or thanking them for already doing so; and write to Zero Hour, and organisers of the cross-party campaign for the Climate &amp; Ecology Bill, expressing its support;</li> </ul>	Cllr Douglas / Claire Foale	Letters have been sent to Luke Charters MP and Rachael Maskell MP February 2025.	Completed
	<ul style="list-style-type: none"> <li>that the Executive develops a process that demonstrates clear commitment to a strengthened York 10-year Climate Change Strategy by exploring a series of intermediate carbon reduction targets, following exploration of the topic at Corporate and Climate Scrutiny Committee and following receipt of an options report to Executive;</li> </ul>	Executive Members / Claire Foale	Discussion to explore intermediate targets held at October 2023 Scrutiny, report going to EDMS in January 2024	Completed

	<ul style="list-style-type: none"> <li>that the Executive Member for Transport brings forward an updated Local Transport Plan that reflects the latest science and which includes ambitious targets in line with a strengthened York 10-year Climate Strategy;</li> </ul>	Cllr Kilbane / Neil Ferris / James Gilchrist	Report went to October Executive 2023 with Policy Focus Areas, detailed consultation will take place during winter 2023/24 on detailed policies before adoption by Exec/Council in the Summer of 2024	Completed
	<ul style="list-style-type: none"> <li>that the Executive Members for Environment and Climate Emergency take steps to implement the actions that deliver on the Pollinator Strategy to achieve a measurable increase in biodiversity.</li> </ul>	Councillors Jenny Kent and Kate Ravilious	Executive Member for Environment agreed changes to public realm management in February 2024	Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Highway Maintenance</b>	<p>Council resolves to request that the Executive:</p> <ul style="list-style-type: none"> <li>Expedites the review of the Highways Safety Inspection Manual.</li> </ul>		To be considered as part of future review of Highway Infrastructure Asset Management. Being developed for devolution and the new Mayoral Combined Authority. The legal requirements for maintenance varies depending on the highways status.	Completed
	<ul style="list-style-type: none"> <li>Explores as part of this review, a change to the 'investigatory level' for potholes to 30mm vertical face depth is secured.</li> </ul>	James Gilchrist	Review of above will consider this	Completed
	<ul style="list-style-type: none"> <li>Ensures that the relevant scrutiny committee and special interest groups (such as those relating to cycling and disability rights) are consulted to better understand the impacts of the current approach to highway maintenance as described in the Manual.</li> </ul>	James Gilchrist	Adoption of the Highway Infrastructure Asset Management Plan will go through public decision making. Scrutiny agenda topics are not within officer control, but it will be suggested to the chair as part of decision making. Added to Place Scrutiny Committee Work Plan for 2025-26.	Completed

	<ul style="list-style-type: none"> <li>That the strategic active travel network (as identified in the draft LCWIP) is prioritised for highway maintenance treatment and allocated a specific budget to complete maintenance to a safe standard throughout the year.</li> </ul>	James Gilchrist	To be considered as part of future review of Highway Infrastructure Asset Management. Being developed for devolution and the new Mayoral Combined Authority. The legal requirements for maintenance varies depending on the highways status.	Completed
	<ul style="list-style-type: none"> <li>Trials a more efficient use of the Ward Highways Budget in 2023-24, reallocating it to establish a dedicated team that will have the flexibility to patch larger sections of road surface at a time, thereby delivering a longer lasting fix and better use of limited resources.</li> </ul>	Neil Ferris / James Gilchrist	Decision made at 20 July full council to suspend ward highway funding and spend on road repairs	Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
Getting York Moving Fairly	<p>For the next four-year administration, Council asks the Executive to commit to:</p> <ol style="list-style-type: none"> <li>1. Look wherever possible to improve the cycle network, including better linking of villages</li> <li>2. Reverse the City Centre Blue Badge ban</li> <li>3. Rule out a Congestion Charge</li> <li>4. Address the stalled work on the dualling of the A1237 by working with stakeholders to deliver a scheme that meets the transport commitments within York's Climate Change Strategy and the emerging Local Transport Plan.</li> <li>5. Calling on the new Mayoral Combined Authority, once</li> </ol>	Executive Members	<p>A new local transport strategy has been adopted and places cycling second on the transport hierarchy and an ongoing review of existing approaches to ensure we deliver that hierarchy at all times.</p> <p>Blue badge access has been reinstated to the footstreets through Executive decision in 2023.</p> <p>Planning permission has since been gained for the A1237 and a gateway review of next steps is currently underway.</p> <p>The devolution deal makes the Mayoral Combined Authority responsible for buses</p>	Complete

	established, to make taking back control of our buses a priority.		although transition arrangements are in place.	
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>A city response to Food Insecurity</b>	This council resolves to ask the Executive to: <ul style="list-style-type: none"> <li>write a letter to the Prime Minister and relevant ministers about the importance of introducing auto-enrolment for those entitled to free school meals;</li> </ul>	Executive Members / Martin Kelly / Maxine Squire / Pauline Stuchfield	See below – auto-enrolment introduced.	Completed
	<ul style="list-style-type: none"> <li>promote enrolment for free school meals to support children, young people and their families to help combat food insecurity and shortage in York;</li> </ul>	Martin Kelly / Maxine Squire / Pauline Stuchfield	The CYC admissions team promote FSM support for children as do schools. The scale up of auto enrolment is designed to ensure all those eligible receive the entitlement.	Completed
	<ul style="list-style-type: none"> <li>encourage larger food providers in and around York to sign up to York's Good Business Charter, including paying the Real Living Wage;</li> </ul>	Claire Foale / Garry Taylor	Discussions with anchor institutions via the Pride of Place Board Promotion of Good Business Charter	Ongoing
	<ul style="list-style-type: none"> <li>work more closely with Parish Councils and groups like Edible York and YACIO (York Allotments Charitable Incorporated Organisation) to develop ideas for increasing the number of public green spaces available for food production by communities across York;</li> </ul>	Pauline Stuchfield / James Gilchrist	See below but can also tie into the York Neighbourhood model. Transitioning to business as usual.	Completed
	<ul style="list-style-type: none"> <li>request that the council's scrutiny function undertakes a review of community food growing opportunities and makes</li> </ul>		Food Scrutiny review in progress, task and finish group set up in CCC.	ongoing

	recommendations to Executive to expand these opportunities, including considering the prospects for expanding an Edible York project in Tang Hall to other parts of the city to bring more underused gardens into use for food growing.			
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Council Meeting- 21/09/23				
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
Improving York's Air Quality	This Council resolves to request Executive: <ul style="list-style-type: none"> <li>urgently completes and consults on a draft Air Quality Action Plan 4 in parallel with the emerging draft Local Transport Plan 4, taking into account the Council's Climate Change and Health and Well-being strategies given the significant inter-relationships for some key pollutants;</li> </ul>	Neil Ferris / James Gilchrist / Claire Foale / Shaun Gibbons	Air Quality Action Plan 4 has been to scrutiny and consulted upon and adopted by Executive at July 2024 Exec	Completed
	<ul style="list-style-type: none"> <li>includes within this work the WHO principle of progressively reducing average exposures to air pollution in York and to set its own interim WHO-based targets for pollutants within the authority's influence, such as PM10 and NO2.</li> </ul>	Neil Ferris / James Gilchrist / Claire Foale / Shaun Gibbons	This is reflected in the new strategy	Completed
	<ul style="list-style-type: none"> <li>ensures York prioritises actions that will end exceedances of the current English statutory air quality targets as soon as possible within the AQAP 4 period;</li> </ul>	Neil Ferris / James Gilchrist / Claire Foale / Shaun Gibbons	Political choice within the framework of emerging policies that officers will operate within. The consultation will inform future reports.	Completed
	<ul style="list-style-type: none"> <li>Works together with York and North Yorkshire Combined Authority and other counterparts to address regional sources of air pollution.</li> </ul>	Neil Ferris / James Gilchrist / Claire Foale / Shaun Gibbons	Already work with regional colleagues through the Yorkshire and Lincolnshire Pollution Advisory Group which includes Air Quality. Part of the consultation on the development of AQAP4 was to consult neighbouring authorities.	Completed
	and Council resolves in writing, with copies to York's MPs, to call for the Government to: <ul style="list-style-type: none"> <li>adopt site-specific targets with the aim of improving air quality in vulnerable locations</li> </ul>	Neil Ferris / James Gilchrist / Claire Foale /	Executive/Political Assistant should be lobbying,  This is our approach locally	Completed

	such as schools, hospitals, care homes, sites of special scientific interest and similar other ecologically vulnerable sites;	Shaun Gibbons	Unclear whether a letter was sent	
	<ul style="list-style-type: none"> <li>address the shortcomings of the National Planning Policy Framework and Building regulations with respect to air pollution from buildings including construction projects, gas boilers, solid fuel fires and stoves, from poor ventilation of buildings and from the impact on air quality of transport emissions associated with new developments and from agricultural practices;</li> </ul>	Neil Ferris / James Gilchrist / Claire Foale / Shaun Gibbons	Executive/Political Assistant should be lobbying  Unclear what lobbying took place	Completed
	<ul style="list-style-type: none"> <li>address the shortcomings in other legislation with regard to household furnishing, cleaning and other products used in residential and workplace settings which can adversely affect indoor air quality.</li> </ul>	Neil Ferris / James Gilchrist / Claire Foale / Shaun Gibbons	Executive/Political Assistant should be lobbying  Unclear what lobbying took place	Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Get me home safely</b>	Council resolves to <ul style="list-style-type: none"> <li>Fully support Unite's "Get me Home Safely" campaign;</li> </ul>			Completed
	<ul style="list-style-type: none"> <li>Request that through the Purple Flag Working Group, officers work with partners to help implement the aims of this campaign;</li> </ul>	James Gilchrist	The BID now lead on Purple Flag. The Bid have recently access OPFCC funding to improve and light up some of the darkest alleyways to improve safety. Looking also at short messaging videos on people getting home safely	Completed
	<ul style="list-style-type: none"> <li>Ask the Licensing Committee to undertake policy consultation work on encouraging licence holders to offer free transport to workers for getting home safely after 11pm, with a view to this recommendation being added under 'Night-time safety' provisions</li> </ul>	Executive Members	The Statement of Licensing Policy is currently being reviewed, In the LA03 Statement of Licensing Policy it now includes Get Me Home Safely under section 4.19 – applicants and licence holders are also encouraged to:	Completed



	when the Statement of Licensing Policy is next reviewed;		h) as staff working in licensed premises can finish work late at night and/or into the early hours of the morning, consideration should be given to having arrangements in place to make sure they get home safely, such as providing free transport and offering appropriate additional training. Following concerns raised by workers, especially women, Unite launched the <a href="#">Get Me Home Safely</a> campaign, which City of York Council <a href="#">fully support</a> .	
	<ul style="list-style-type: none"> <li>Support the introduction of legal requirements for training transport workers on preventing gender-based violence, sexual assault and harassment on public transport and private hire vehicles;</li> </ul>	James Gilchrist	Statement of Licensing Policy being updated see above	Completed
	<ul style="list-style-type: none"> <li>Publicly call for improvement to late night and off-peak transport service provision to provide extra night services, as well as work with employers to discuss funding for supplementary taxi travel;</li> </ul>	Executive Members	First York and York University are launching upgraded late night routes connecting York University with the City Centre from 13 <sup>th</sup> September 2024.	Completed
	<ul style="list-style-type: none"> <li>Publicly call for the lowering of bus fares and opposition to any cuts to public transport funding and write to our two Members of Parliament to outline the Council's support for the Get Me Home Safely campaign and ask them to use their positions to achieve these aims and resolutions;</li> </ul>	Executive Members	Government have been funding £2 bus fare since Jan 2023 and runs until the end of 2024. CYC has reduced young persons fares to £1 per single trip to the end of December 2024 through the Bus Service Improvement Plan programme. Young people are eligible up until their 19 <sup>th</sup> birthday. We will promote continuation of reduced fares to the Mayoral Combined Authority as part of developing a BSIP for the wider York and North Yorkshire area.	Completed
	<ul style="list-style-type: none"> <li>Publicly call for the municipal ownership of buses to be actively considered and lessons</li> </ul>	Executive Members	Through the develoution process this was called for. The Mayor for York and North	Completed

	learned from the experience of other cities and regions, including the bus franchising systems being pursued by Labour Metro Mayors in West Yorkshire, Liverpool City Region and Greater Manchester, in order to lower prices and improve service provision, especially for night-time and off-peak services;		Yorkshire has these powers. Discussions are ongoing about the best model across the region.	
	<ul style="list-style-type: none"> <li>Make representation to appropriate sub-regional and national government to bring forward national minimum standards for taxis and private hire, as per the recommendations of the 2018 national Task and Finish Group, and in support of this motion and its demands on behalf of our local community.</li> </ul>	Executive Members	New Minimum Standards are in place and DfT Best Practice Guidance has been incorporated into the draft of a new taxi licensing policy to go before Licensing Committee in October 2024.	Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Supporting people living with epilepsy</b>	<ul style="list-style-type: none"> <li>Request that the Executive Members in whose portfolios Economy and Inclusion sit to use all available opportunities to engage with groups such as the Federation of Small Businesses, Chambers of Commerce, York BID, Hospitality Association York and the York High Street Forum to raise awareness with employers about what more they can do to support people living with epilepsy in work</li> </ul>	Nick Wharton Cllr Kilbane		Ongoing
	<ul style="list-style-type: none"> <li>Request that the Executive Member for Finance, Performance, Major Projects, Human Rights, Equality and Inclusion ensures that City of York Council is doing all that it can to be an employer that supports current and potential future staff who live with epilepsy.</li> </ul>	Helen Whiting Cllr Lomas	<p>HR Support any employee as part of reasonable adjustments to work, this is identified both at the start of employment and during, which will include epilepsy.</p> <p>The nature and impact of epilepsy on every individual is very different therefore, support is unique, and so is</p>	Completed

			<p>awareness. Officers with epilepsy would be strongly encouraged to discuss type of epilepsy and how this impacts them with manager and colleagues to ensure that support can be provided as needed as part of their work activities. This may include a Personal Evaluation Plan in a building should there be an emergency situation and the individual is triggered by stress, uncertainty or changing physical environments.</p>	
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Council Meeting - 23/11/23				
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
Recognising and supporting York's neurodivergent adults	Council resolves: <ul style="list-style-type: none"> <li>To write to encourage the ICB to use the public engagement process to communicate more openly how the assessment pathway process works, the challenges with it and how information on outcomes could be provided for those completing the North Yorkshire and York online Platform for Adult Autism and ADHD Referral.</li> </ul>	Peter Roderick	ICB written to.	Completed
	<ul style="list-style-type: none"> <li>To request an update report be presented to Health, Housing and Adult Social Care Scrutiny Committee on the work of council services in supporting neurodivergent adults in York, including child to adult transitions.</li> </ul>	Peter Roderick	An updated needs assessment is planned to be presented to HHASC Scrutiny in November 2024 alongside an update on the production of the autism neuro diversity strategy.  Scrutiny Committee in November 2024 received the draft Autism and ADHD Health Needs Assessment alongside an update on an Autism and ADHD Strategy. Strategy development is underway and consultation, including a draft strategy to Scrutiny, will be in May.	Completed
	<ul style="list-style-type: none"> <li>To request that the Head of Paid Service communicates with all staff expressing the importance of removing barriers wherever possible, such that neurodivergent staff and residents are enabled to better access Council support and services.</li> </ul>	Ian Floyd / Helen Whiting Peter Roderick	The HoPS regularly writes and updates the whole workforce about equalities duties as part of embedding the core principles which includes Equalities (as well as Affordability, Climate and Health). Equalities is also embedded into everyday practice and service provision	Completed

			as part of the Council's Equality Duty which includes removing barriers. Key training modules also offer a focus on equalities as well as providing quality services to our residents and service users. In the widest sense, services to all colleagues as well as York residents, tourists, visitors and citizens are on a continuous journey as part of our One Council – Working as One City programme and our core values (Working together, to improve and make a difference) to ensure our diverse services are accessible whether this be in a personal or online contact.	
	<ul style="list-style-type: none"> <li>To renew the city's Autism Strategy and use this opportunity for City of York Council to reaffirm and widen the city's commitment to autistic and neurodivergent people in York, learning from the challenges of the current NHS pilot to ensure there is meaningful engagement with local groups about how to improve support to meet the needs of neurodivergent residents accessing its services.</li> </ul>	Peter Roderick	Development of the Autism strategy has been agreed through CMT. Public Health are completing a Health Needs assessment between April and November. CYC and ICB officers are working in regards to the strategy throughout the Spring and Summer of 2024. This has been completed and is a topic for scrutiny in May.	Completed
	<ul style="list-style-type: none"> <li>To ensure national Government is made aware of the perfect storm of increased demand for adult assessment, diagnosis and support for autism/ ADHD set against the backdrop of low levels of funding to support neurodiverse adults and to local authorities like City of York Council to provide the support they would like for their residents.</li> </ul>	Peter Roderick	York has worked alongside other local authorities through the local government association and ADASS to ensure that representations are being made including representations for the autumn budget and spending review.	Completed

Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>The Fair Game campaign for football clubs</b>	<p>Council resolves:</p> <ul style="list-style-type: none"> <li>To declare its support for Fair Game, and call on other councils to join us in our support.</li> </ul>			Completed
	<ul style="list-style-type: none"> <li>To ask the Chief Operating Officer to write to the Minister for Sport, local Members of Parliament, and the Chair of the Local Government Association Culture, Tourism and Sport Board, to lobby for the following to be included in the new remit of the Independent Regulator: <ul style="list-style-type: none"> <li>Football's financial flow (particularly over: proportion of broadcast revenues given by the Premier League, the abolition of parachute payments, and the allocation of funds from the Premier League);</li> <li>Owners' and Directors' Test to include an 'ethics' dimension, particularly around human rights;</li> <li>Implementation of a Fair Game Index to accurately measure club's progress;</li> <li>To include National League North and South clubs under their control;</li> <li>To have stronger powers to implement and enforce governance; and</li> <li>Measurement of equality standards and environmental standards.</li> </ul> </li> </ul>	Ian Floyd	Letter sent 22.01.24. Closed.	Completed

	<ul style="list-style-type: none"> <li>To ask the council's Children, Culture and Communities Scrutiny Committee to discuss at a meeting in the current municipal year the important role that York City Football Club plays in the culture and heritage of the city and to explore ways in which we can work together to support the club and York City Football Club Foundation with its work in the local community.</li> </ul>	Martin Kelly	Completed in April 2024	Completed
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Working to improve Mental Health</b>	<p>Council resolves to:</p> <ul style="list-style-type: none"> <li>express its disappointment at the shelving of planned reforms to the Mental Health Act in the recent King's Speech, reforms designed to address amongst other issues, the inappropriate detention of different groups of people against their will.</li> </ul>	Michael Melvin	These issues are now raised, through the York Mental Health Partnership, with partners within York who will take forward through a system approach.	Completed
	<ul style="list-style-type: none"> <li>call on relevant bodies and stakeholders to support preventative mental health measures, such as mental health support for children and young people and support for counselling services that take into account cost of living pressures.</li> </ul>	Michael Melvin	These issues are now raised, through the York Mental Health Partnership, with partners within York who will take forward through a system approach. The Mental Health Partnership is developing a children's subgroup to take this forward.	Completed
	<ul style="list-style-type: none"> <li>work with local healthcare partners to encourage them to ensure patients have a holistic triage on admission with a mandatory Safety Plan on return to the community.</li> </ul>	Michael Melvin	These issues are now raised, through the York Mental Health Partnership, with partners within York who will take forward through a system approach.	Completed

	<ul style="list-style-type: none"> <li>work with health partners to end out of area transfers where practical so that mental health patients are supported as close to home as possible.</li> </ul>	Michael Melvin	These issues are now raised, through the York Mental Health Partnership, with partners within York who will take forward through a system approach. Dynamic Support Register is active in York as the mechanism to ensure people are supported as close to home as possible.	Completed
	<ul style="list-style-type: none"> <li>explore how it can support and build on the work of York Ending Stigma (YES - <a href="https://www.yorkcvs.org.uk/york-ending-stigma/">https://www.yorkcvs.org.uk/york-ending-stigma/</a>) to reduce stigma and improve attitudes on mental health issues in both its staff and the residents it serves.</li> </ul>	Michael Melvin	These issues are now raised, through the York Mental Health Partnership, with partners within York who will take forward through a system approach. Reducing stigma and improving attitudes to mental health is being driven through the health and wellbeing strategy including 'making york a mentally healthy city	Completed
	<ul style="list-style-type: none"> <li>ask that relevant council officers, the Executive Member for Health, Wellbeing and Adult Social care and commissioned services consult fully with mental health charities and service users when planning changes to mental health support services.</li> </ul>	Michael Melvin	These issues are now raised, through the York Mental Health Partnership, with partners within York who will take forward through a system approach. Through the place board and joint commissioning forum, the CYC system is working to this approach	Completed
	<ul style="list-style-type: none"> <li>Encourage all members of the Council to support the Movember campaign to raise funds for men's mental health.</li> </ul>	Michael Melvin	Campaign has been undertaken.	Completed.
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Withdrawal of the Public Switched Telephone Network (PSTN)</b>	<p>Council resolves:</p> <ul style="list-style-type: none"> <li>To ask the Corporate Services, Climate Change and Scrutiny Management Committee to include as an agenda item at a meeting of that committee or another scrutiny committee in the next three months, consideration of York's level of</li> </ul>	Pauline Stuchfield		Completed



	preparedness for this change. Participants in the discussion could include local authority, telecoms, NHS, care, voluntary sector and other partners as appropriate.			
	<ul style="list-style-type: none"> <li>To ask the relevant Executive Members to ensure that all front-line staff working with groups who may be particularly affected by this change are suitably briefed in order to be able to direct residents and their families/carers to sources of information and support.</li> </ul>	Helen Whiting / Roy Grant	The timeline for the withdrawal of PSTN services has been reset and is now 31 January 2027. Our work with Service area colleagues to mitigate the direct impact of this switch over on front line and other support services is continuing which includes awareness raising activities. We are scheduled to take an update report to CSCCSMC in September	Completed

# **Council Meeting – 21/03/24**

<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Making York a Trauma Informed City</b>	Council resolves: <ul style="list-style-type: none"> <li>To take steps to become a Trauma-Informed City and commits to working in partnership to embed Trauma-Informed frameworks across services and partner agencies, working in co-production with trauma survivors;</li> </ul>	Martin Kelly  Cllr Steels-Walshaw	Trauma informed training has been provided through the Integrated Care Board (ICB) to a range of practitioners in the council. We are completing a skills audit to understand the extent of this. Further training has been arranged to upskill Executive and CMT in February 2025. Following this training we will discuss the opportunities to upskill different aspects of the workforce and develop a wider city strategy. Such an ambitious strategy is likely to take several years and funding would need to be considered. Furthermore, a trauma informed subgroup has been developed to help inform a future strategy. To be developed into a multi-year training programme.	Completed
	<ul style="list-style-type: none"> <li>To ask the Executive Member for Health, Wellbeing and Adult Social Care and Executive colleagues to explore the introduction of a Trauma-Informed framework across Council services;</li> </ul>		In progress as per above.	Completed
	<ul style="list-style-type: none"> <li>To request the Executive Member for Health, Wellbeing and Adult Social Care explore the introduction of training for staff and councillors, including e-learning modules, that enables City of York Council to become a Trauma-Informed organisation;</li> </ul>		Pilot of in house training being held in June 2024 with cohort of customer and housing officers and CMT. To be developed into a multi-year training programme.	Completed
	<ul style="list-style-type: none"> <li>To work with partner organisations to implement a city-wide approach to raising awareness of the impact of trauma and how</li> </ul>		The Council is adopting the Poverty Truth Commission's Charter and Organisational	Completed

	becoming Trauma-Informed can help to support trauma survivors;		Standards – see March 2025 Executive – across all council services.	
	<ul style="list-style-type: none"> <li>To consider the implications of making it a requirement in commissioned contracts and services that partner organisations can demonstrate they have, or are implementing, a Trauma-Informed framework;</li> </ul>	Chloe Wilcox / Zoe Metcalfe		Ongoing
	<ul style="list-style-type: none"> <li>To recommend the Health, Housing and Adult Social Care Scrutiny Committee request a report from TEWV NHS Trust on its prior application and progress in moving beyond the use of the BPD+ protocol, an assessment of current staff understanding and the outlining of any trauma-informed approaches it is implementing.</li> </ul>	Peter Roderick	Trauma Informed City Report from TEWV NHS Trust is going to HHASC 21 May. Also added to draft People work plan for possible further scrutiny.	Ongoing
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Safeguarding future library provision</b>	<p>Council resolves:</p> <ul style="list-style-type: none"> <li>To ask the relevant Executive Member and council officers to continue engaging proactively in the next three months with York Explore, service users and, through Scrutiny, elected members of all parties in order to ensure that future library provision in York continues to meet residents' needs and expectations, including reforming the mobile library service and retaining the number of staffed libraries and library services, including to outlying areas not covered by Gateway or Explore libraries across the city;</li> </ul>	Pauline Stuchfield	<p>Any changes to library services need to emanate from an updated library needs assessment which includes the current early engagement process. This will inform confidential commercial negotiations ahead of proposals for further consultation prior going back to Executive for approval.</p> <p>Scrutiny will be part of the ongoing engagement process including on the assessment of need and any resulting proposals around changes in service delivery.</p>	In Progress
	<ul style="list-style-type: none"> <li>To request the Executive Member for Health, Wellbeing and Adult Social Care and the Leader of the Council write to the Department for Culture, Media and Sport,</li> </ul>		Letters issued 30 May 2024	Completed

	and the Arts Council, to clarify the council's financial position and to reassure them of the council's commitment to York's libraries and archives.			
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>Affordable Housing Motion</b>	Council resolves: • That following adoption of York's Local Plan, the relevant officers, scrutiny and executive should examine examples elsewhere in the country that seek to make housing more affordable for their residents, including through any powers available at Mayoral Combined Authority level;	Michael Jones / Garry Taylor  Cllr Pavlovic	The Local Plan was adopted by full council 27/02/25.  A meeting will be scheduled between the Place Scrutiny Chair, the Executive Member and relevant officers to agree how to deliver this resolution.	Ongoing
	<ul style="list-style-type: none"> <li>This should include consideration of broadening the affordable housing criteria to include residents paying no more than a set percentage of their incomes in mortgages. It should also compare such an approach with existing council policy of homes for sale valued at a more traditional reduced level of market value, arising from s106 developer contributions;</li> </ul>		As above	Ongoing
	<ul style="list-style-type: none"> <li>Further, to request Executive reviews the council's policy on developer social housing contributions, with an assessment of whether adding new council homes through this mechanism would improve the supply and quality of nationally-defined affordable homes to York residents.</li> </ul>		As above	Ongoing
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
<b>My Vote, My Voice</b>	Council resolves to request the Returning Officer:	Bryn Roberts	Comprehensive comms plan underway including radio, leaflet door drop, media	Completed

	<ul style="list-style-type: none"> <li>• considers the city's polling stations for any accessibility improvements;</li> <li>• considers how greater awareness of voting rights through social media activity can be advanced, particularly for hard-to-reach groups;</li> <li>• provides as much detail as possible on the different roles for which individuals stand for election, to encourage greater voter participation, subject to relevant legislation.</li> </ul>		releases/press, social and targeted social delivered in partnership with NYC	
	<p>And requests write to the relevant Minister within the Department for Levelling Up, Housing and Communities on:</p> <ul style="list-style-type: none"> <li>• ways to make registering to vote easier, while maintaining the integrity of the electoral process, in order to increase voter participation.</li> </ul>	Bryn Roberts	Current government consultations ongoing with industry professionals in relation to a review of the electoral process. Progress will be reported to Members once clear proposals have been developed by government.	Completed

Council Meeting- 17/07/24				
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
York Public Spending	<ul style="list-style-type: none"> <li>To request the Chief Finance Officer and Executive Leader jointly write to the Chancellor of the Exchequer and Secretary of State for Levelling Up, Housing and Communities to request urgency in concluding the Fair Funding Review, first signalled by the Government in 2016, detailing why this is necessary;</li> <li>To request this opportunity is used to also highlight service pressures and to request long-term funding certainty to enable the council to plan its services over the period of each four-year electoral cycle;</li> <li>To request the Director of Public Health and Executive Member for Health, Wellbeing and Adult Social Care write to the Secretary of State for Health, pushing for early reform of the NHS dental contract to open up greater access to NHS dentistry in the city as soon as possible;</li> <li>To request Executive works collaboratively with other parts of the public sector locally, including York and North Yorkshire Mayoral Combined Authority, to consider how each can make efficiencies and save money by reviewing how services are delivered;</li> <li>To put on record its thanks to staff and partners for their work over several years in such challenging circumstances, and for their continued commitment to service delivery to the city.</li> </ul>	Debbie Mitchell / Cllr Douglas	<p>The 2025/26 provisional local government finance settlement was announced in December 2024. Alongside this, the government also launched a consultation to seek views on updating how local authorities are funded through the local government finance settlement from 2026-27 onwards.</p> <p>The Council will respond to both the consultations, and responses will include the concerns raised by Council.</p>	Completed

Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Giving York's children the best start in life</b>	<ul style="list-style-type: none"> <li>Ask the Council Leader to write to Members of Parliament representing York Central and York Outer, expressing the Council's support for the scrapping of the two-child benefit cap.</li> <li>Ask the Council Leader to write to the new Secretary of State for Work and Pensions to encourage them to scrap the two-child benefit cap.</li> </ul>	Nick Wharton / Cllr Douglas	Letters sent.	Completed
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Ending disenfranchisement in elections</b>	<ul style="list-style-type: none"> <li>Ask Group Leaders to write to the Secretary of State with responsibility for Local Government and to the Minister with responsibility for elections to support the calls of the AEA in requesting a review of current postal and emergency proxy vote rules, including revising the timetable for postal vote registrations, to ensure everyone who registers can vote;</li> <li>Request the Government scraps the Voter ID requirement for voting completely.</li> </ul>	Bryn Roberts / Cllr Douglas	A draft letter was prepared and circulated to Group Leaders, but there was resistance to signing it by one Group Leader. In any event, this has been overtaken by events, as the new Government has committed to working with professional bodies to revise current legislative requirements.	Completed
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Fair Funding for York</b>	<ul style="list-style-type: none"> <li>Request the Council Leader and Leader of the Liberal Democrat group write to the new Secretary of State for Levelling Up, Housing and Communities to urge the government to take action to resolve York's chronic underfunding by central government by</li> </ul>	Debbie Mitchell / Cllr Douglas	The 2025/26 provisional local government finance settlement was announced in December 2024. Alongside this, the government also launched a consultation to seek views on updating how local authorities are funded through the local government	Completed

	<p>closing the funding gap between York and the national average within this parliament.</p> <ul style="list-style-type: none"> <li>• Request the Council Leader to write to York's Labour MPs to request that they urgently lobby the government to introduce a fair funding solution to close the gap between the most and least funded Council areas in England</li> <li>• Request the Council to engage with the F20 group of the lowest funded Council areas in England to build an England wide campaign for fair funding and enact their principles in the next funding settlement</li> <li>• Call on the new government to commit to a funding floor of 90% in the next financial settlement.</li> </ul>		<p>finance settlement from 2026-27 onwards.</p> <p>The Council will respond to both the consultations, and responses will include the concerns raised by Council.</p>	
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Council Meeting- 19/09/24				
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Community response to Israel-Gaza conflict</b>	<p>We, the Council and people of York, in keeping with our city's status as the first Human Rights City in the UK, resolve to urgently call for:</p> <ul style="list-style-type: none"> <li>• An immediate and permanent ceasefire in Gaza and Israel based on recent peace proposals.</li> <li>• Immediate access within Gaza to water, medical and food supplies, restoration of electricity, and provision of proper shelters for all impacted by the war.</li> <li>• The immediate release of all Israeli hostages and Palestinian detainees.</li> </ul>	Nick Wharton/Cllr Lomas		Closed
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Reforming Residents' Priority Parking in York</b>	<p>Council resolved to request Executive:</p> <ul style="list-style-type: none"> <li>• Simplifies the process for implementing and modifying ResPark schemes by: <ul style="list-style-type: none"> <li>▫ Developing a set of standardised criteria for ResPark eligibility;</li> <li>▫ Developing a streamlined consultation and implementation process for ResPark schemes, in accordance with current legislation;</li> <li>▫ Conducting a city-wide review of the Respark process;</li> </ul> </li> </ul>	James Gilchrist/Cllr Ravilious	Discussions are ongoing with the Executive Member of how best to approach this.	Ongoing

	<ul style="list-style-type: none"> <li>Working to reform the turnout guideline in Residents' Parking consultations to reflect area-specific issues for some streets, including consistently unoccupied properties, short-term and part time occupancy properties, and HMOs;</li> <li>Reviewing the pricing structure for ResPark permits to ensure fair pricing for residents.</li> </ul>			
	<ul style="list-style-type: none"> <li>Asks the Executive Member for Transport to work with council officers to present a detailed plan and timeline for expanding and reforming ResPark, in accordance with existing legislation, to the Executive, when capacity exists;</li> </ul>	James Gilchrist/Cllr Ravilious	Discussions are ongoing with the Executive Member of how best to approach this.	Ongoing
	<ul style="list-style-type: none"> <li>Commits to implementing a reformed ResPark system, having considered the measures proposed in this motion and in accordance with existing legislation.</li> </ul>	James Gilchrist/Cllr Ravilious	Discussions are ongoing with the Executive Member of how best to approach this.	Ongoing
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
York's Local Plan	<p>Council resolved:</p> <ul style="list-style-type: none"> <li>To ask the Executive Member for Housing, Planning and Safer Communities to approve a council response to the Government consultation referred to above which expresses support for annual housing targets, including affordable housing targets, that are based on evidenced need, including latest household formation figures; the response should urge the government to reassess the way in which student housing is deemed to meet housing demand, given the</li> </ul>	Claire Foale/Cllr Pavlovic	Response submitted to government following EMDS on 23 September 2024 <a href="#">Agenda for Decision Session - Executive Member for Housing, Planning and Safer Communities on Monday, 23 September 2024, 3.00 pm (york.gov.uk)</a> item 9	Completed

	many logical differences between the two supplies.			
	<ul style="list-style-type: none"> <li>To ask the Executive Member to reaffirm his commitment, as reported in The Press on 13 June 2023 (<a href="https://www.yorkpress.co.uk/news/23583238.will-no-extra-new-housing-green-belt-says-york-labour/">https://www.yorkpress.co.uk/news/23583238.will-no-extra-new-housing-green-belt-says-york-labour/</a>), that within his powers and outside of the independence of the Local Planning Authority, the only housing development allowed on green belt land will be on those sites already allocated for development or otherwise allowed for in the Liberal Democrat-led draft Local Plan.</li> </ul>	Claire Foale/Cllr Pavlovic	Letter written to Deputy Prime Minister October 24, confirming commitment to permanence of green belt	Completed
<b>Motions</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
Dignity in retirement	<p>Council resolved</p> <ul style="list-style-type: none"> <li>To ask the Leader of the Council, Leader of the Council's opposition groups and York's two MPs to write to the Chancellor of the Exchequer to ask them to review the Winter Fuel Allowance eligibility threshold.</li> </ul>	Cllrs Douglas/Ayre Steward	Letters in progress	Ongoing
	<ul style="list-style-type: none"> <li>To request that the Executive Members for Finance, Major Projects and Equalities work with officers to create a plan for consideration by the relevant Scrutiny Committee(s) which sets out a range of measures that could be taken to mitigate the impact of the above decisions on York's pensioners, including maintaining financial support for warm spaces in York through allocation of Household Support Fund grants.</li> </ul>	Debbie Mitchell/David Walker Councillor Katie Lomas	<p>A range of support provided in 2024/25 through Household Support Fund for e.g. warm spaces.</p> <p>Added to draft People Scrutiny Work Plan.</p> <p>Further support is being provided during 2025/26 through HSF7 this includes:</p>	Ongoing

			<ul style="list-style-type: none"> <li>• Food and Fuel Vouchers</li> <li>• York Energy Advice Grants</li> <li>• Warm Places</li> <li>• Talk Money Signposting</li> </ul>	
	<ul style="list-style-type: none"> <li>• To request that officers continue writing to all 470 pensioners who are currently entitled to Pension Credit and do not claim it, informing them of the Winter Fuel Payment changes and encouraging them to claim for the benefits they are entitled to.</li> </ul>	Pauline Stuchfield Councillor Katie Lomas	<p>Extensive work completed and ongoing in this field. 168 pensioners have now claimed Pension Credit, putting over £1,338,597.84 into the pockets of residents in first year of claiming. Work is ongoing to support people in claiming.</p> <p>Current position is £1,790,736. There is an ongoing campaign in partnership with Citizen's Advice York, Older Citizens Advocacy York (OCAAY), Age UK York and the Carers' Centre.</p>	Completed

Council Meeting – 21/11/24				
Motions	Resolutions	Lead Officer / Executive Member	Actions taken	Status
Protecting more of York's Community Assets	Council resolved: <ul style="list-style-type: none"> <li>To support individuals and community groups interested in protecting or acquiring an asset by sharing information with them on local and national funders. This includes making links with and working with organisations such as Plunkett UK, Music Venue Trust and Power to Change.</li> </ul>	Debbie Mitchell  Cllr Lomas		Ongoing
	<ul style="list-style-type: none"> <li>To commit to supporting further work to ensure processes for protecting and acquiring community assets are as accessible as possible.</li> </ul>			Ongoing
	<ul style="list-style-type: none"> <li>To request its scrutiny function considers how best the council can:               <ol style="list-style-type: none"> <li>Promote adding to the local register of Assets of Community Value;</li> <li>Make it easier for residents and community groups to nominate an ACV;</li> <li>Celebrate the success stories of ACVs in our community to encourage new nominations;</li> <li>Prepare for law changes on the Community Right to Buy in securing a wider range of ACVs."</li> </ol> </li> </ul>		Added to draft Place Scrutiny Work Plan	Ongoing

Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Protecting York's Primary and Social Care providers</b>	<p>Council resolved:</p> <ul style="list-style-type: none"> <li>To ask the Group Leaders to write to the Chancellor of the Exchequer to request that charitable social care providers, hospices and primary care providers including GPs, Dental practices and pharmacies are carefully considered for exclusion from her increase to Employers National Insurance contributions.</li> </ul>	<p>Political assistants</p> <p>Cllr Steels-Walshaw</p>		Ongoing
Motion	Resolutions	Lead Officer / Executive Member	Actions taken	Status
<b>Renewing York's commitment to Fairtrade</b>	<p>Council resolved:</p> <ul style="list-style-type: none"> <li>To renew its commitment to Fairtrade and to York's status as a Fairtrade City, continuing to raise awareness and supporting actions that make global trade fairer.</li> </ul>	<p>Claire Foale / Debbie Mitchell</p> <p>Cllr Lomas</p>		Ongoing
	<ul style="list-style-type: none"> <li>To continue to appoint a named councillor to York Fair Trade Forum, to provide a strong link with the council and to support its work.</li> </ul>		Cllr Tony Clarke has been appointed	Completed
	<ul style="list-style-type: none"> <li>To work with York Fair Trade Forum to ensure York continues to meet and exceed the requirements necessary to maintain its status as a Fairtrade City.</li> </ul>			Ongoing
	<ul style="list-style-type: none"> <li>To consider offering Fairtrade goods wherever possible and available, for example in any catering and in-house café provision.</li> </ul>			Ongoing
	<ul style="list-style-type: none"> <li>To ensure Fairtrade remains a feature following the current update of the council's Social Value Strategy, so it is considered through its procurement processes, and those of its suppliers, where applicable.</li> </ul>		Fairtrade goods and services is a key aspect of the social value outcome framework	Completed

	<ul style="list-style-type: none"> <li>• To promote Fairtrade issues and practices among local businesses, commercial and other organisations.</li> </ul>			Ongoing
	<ul style="list-style-type: none"> <li>• To share best practice about Fairtrade and sustainable development with other public bodies, stakeholders and partners.</li> </ul>			Ongoing
	<ul style="list-style-type: none"> <li>• To request the Executive Leader writes to the Secretary of State for Business and Trade to request their support for the <a href="#">Fairtrade Foundation's 'three asks'</a> of the new Government:               <ol style="list-style-type: none"> <li>1. Develop trade policy that works for people and planet. Policies that must improve resilience for the smallholder farmers and workers producing food overseas, and support innovative business approaches to enhance environmental and social sustainability;</li> <li>2. Legislate to ensure responsible business. The legislation must ensure that businesses address human rights and environmental violations in supply chains, including deforestation, while taking full account of the needs of farmers and workers;</li> <li>3. Strengthen UK aid by responding to the needs and priorities of farmers and workers who make a crucial contribution to the global food system.</li> </ol> </li> </ul>		Letter sent	Ongoing

# **Council Meeting – 27/03/25**

<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
Introduction of a Visitor Levy	<p>Executive to:</p> <ul style="list-style-type: none"> <li>• explore the feasibility and practical mechanisms for introducing a visitor levy for overnight stays, including for short-term holidays lets, in consultation with local businesses, residents, and hospitality industry stakeholders;</li> <li>• research visitor levy models from other cities to determine the best approach for York, including an Accommodation Business Improvement District (ABID) option;</li> <li>• lobby central government to grant local authorities the necessary legal powers to implement a compulsory visitor levy;</li> </ul>	Claire Foale / Nick Wharton / Cllr Lomas / Cllr Kilbane	<p>Policy development will only begin after discussion with hospitality sector</p> <p>Research of national and international cities collated for sharing with hospitality sector</p> <p>Letter sent (action completed)</p>	Ongoing
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
Changes to disability and long-term sickness benefits	<ul style="list-style-type: none"> <li>• To ask the Leader of the Council to write to the Secretary of State for Work and Pensions, Chancellor of the Exchequer and the Prime Minister to express; <ul style="list-style-type: none"> <li>○ this Council's strong belief that welfare reform must not be predicated on financial savings and in particular, cuts to PIP;</li> <li>○ that as a Council we recognise the difficult financial situation the country faces and believe the correct way to address this is by tackling the enormous wealth inequalities that exist in our society, not by removing</li> </ul> </li> </ul>	Nick Wharton / Cllr Douglas	<p>Policies being reviewed and impacts being analysed for York through available data.</p> <p>3 x letters prepared, approved and sent mid April</p>	Ongoing



	<p>desperately needed support from those least able to bear the cost;</p> <ul style="list-style-type: none"> <li>the severe impact of austerity on support services and the soaring levels of need;</li> <li>that following the social model of disability necessitates that National and Local Government work tirelessly to remove barriers – whether physical or financial – to ensure disabled people are able to live socially, emotionally and financially secure and fulfilling lives which puts them on an equal footing with non-disabled people;</li> </ul> <ul style="list-style-type: none"> <li>To request the relevant Scrutiny Committee to undertake a review via a Task and Finish Group, when detailed Government proposals on disability and long-term sickness benefits are known in order to identify likely impacts on the demand for support from the council and its local partners.</li> </ul>	Sara Storey / Pauline Stuchfield / Scrutiny Officer / Cllr Steels- Walshaw		
<b>Motion</b>	<b>Resolutions</b>	<b>Lead Officer / Executive Member</b>	<b>Actions taken</b>	<b>Status</b>
Working to tackle the growing epidemic of violence against women and girls (VAWG)	<ul style="list-style-type: none"> <li>that City of York Council's (CYC) Domestic Abuse Awareness Day, which took place last December during 16 days of action to tackle VAWG, be repeated each year, with learning shared with CYC Human Resources and partner organisations encouraged to run similar events;</li> <li>to ask the Council Leader to write to other council leaders in our region to encourage them adopt a similar approach around</li> </ul>	Helen Whiting/Peter Roderick/Nick Wharton/Maxine Squire Cllr Steels-Walshaw / Cllr Douglas/Cllr Pavlovic	<p>Public Health to take the lead and will be promoted across CYC workforce accordingly. Implemented as business as usual.</p> <p>Letters to regional leaders drafted, approved and will be issued before committee meets.</p>	Ongoing

	<p>awareness raising across services and about VAWG being everyone's responsibility;</p> <ul style="list-style-type: none"><li>• to work closely with survivors and local specialist and 'by and for' services to understand the impact of VAWG in York;</li><li>• building on existing good work at Vale of York Academy, to work through both the council and local Multi Academy Trust chains to ensure comprehensive education on healthy relationships and respect for women and girls is available in all schools across York;</li><li>• that the Executive Member for Housing, Planning and Safer Communities uses the new council reporting format to frequently update the public on steps being taken to reduce VAWG, and to hold the council and partners to account on these commitments.</li></ul>			
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**Corporate Services, Climate Change and  
Scrutiny Management Committee**

12 May 2025

Report of the Director of Governance

**Schedule of Petitions****Summary**

1. Members of this Committee are aware of their role in the consideration of petitions received by the Council. The Committee last received an updated schedule of petitions in November 2024. In accordance with the Council's Petitions Scheme and Council Standing Orders, the Committee is invited to scrutinise any actions taken in relation to petitions received and to consider any next steps such as may be appropriate.

**Background**

2. The Council formally adopted its Petitions Scheme at its meeting in March 2022, covering both paper and e petitions. For information purposes, that Scheme is attached at Annex A. The Scheme provides that petitions will be referred to this Committee for consideration, and historically the most opportune time for this is when actions by the relevant Directorate are finalised (e.g., to refer to an Executive Member for decision on any actions). In that way, the Committee can reasonably review whether the proposed action represented a satisfactory way in which to deal with each petition received.

**Current Petitions Update**

3. Annex B provides a list of all petitions recorded as received by the Council since the last report to this Committee in November 2024, with details of progress and actions since then. The schedule also lists those petitions that were presented to Council prior to November 2024 and that are still open, along with those that were open at the time of the last update report, but have since been closed.

## **Process**

4. Members are reminded that the role of this Committee is not to determine any specific actions to be taken in relation to petitions but rather to monitor the progress of their consideration and the appropriateness of any actions planned or taken by the decision maker.
5. The Council's Petition Scheme (Annex A attached) is set out at Appendix 2 of the Constitution. Paragraph 5.2 states:  
  
"Paper petitions handed in to a Ward Councillor are normally presented at Full Council and then passed to a senior officer within the relevant Directorate and referred to the Customer and Corporate Services Scrutiny Management Committee. Those that come directly into the Council Offices are also referred to the Customer and Corporate Services Scrutiny Management Committee."
6. Members may wish to note that following Council on 21 November 2024, petitions are not automatically referred to this Committee following receipt, but are referred to the appropriate decision-maker (new rule B6 1).

## **Options**

7. The Scheme sets out the options available to this Committee in reviewing petitions at paragraph 8.2 as follows:
  - a) Requesting a detailed report on the issues;
  - b) Noting receipt of the petition and proposed action;
  - c) Requiring the Executive Member or person taking any decisions on the matter to attend a meeting and answer questions;
  - d) Undertaking a detailed scrutiny review, gathering evidence, hearing from witnesses and making recommendations to the appropriate person or Member making the decisions; or
  - e) Referring the matter to Full Council for debate according to the significance of the issues.
8. Under paragraph 8.3, the Committee may call for reports and undertake reviews in relation to petitions where it is concerned that they have not been dealt with properly.

## **Consultation**

9. All Councillors were involved in the decision making around the existing Petitions Scheme, given that it was subject to Full Council approval for

inclusion in its Constitution. Relevant Directorates are involved in the preparation of the schedule of petitions and actions compiled at Annex B.

## Implications

10. There are no known legal, financial, human resources or other implications directly associated with the recommendations in this report. However, depending upon what, if any, further actions Members agree to in respect of individual petitions there may, of course, be specific implications for resources which would need to be addressed.

## Risk Management

11. There are no known risk implications associated with the recommendations in this report. Members should, however, be aware of the reputational risk to the Council if it fails to ensure appropriate consideration is given to petitions from the public.

## Recommendations

12. Members are asked to:
  - (i) Note the schedule of petitions;
  - (ii) Review the petitions and actions planned or taken and identify any further actions they consider necessary or appropriate in line with the options available under the Council's Petitions Scheme, as set out at paragraphs 6 and 7 above.

Reason: To ensure the Committee carries out its constitutional role in relation to petitions.

## Contact Details:

### Author:

Lindsay Tomlinson  
Head of Democratic Governance

### Chief Officer Responsible for the report:

Bryn Roberts  
Director of Governance  
Bryn.roberts@york.gov.uk

Report Approved



Date 30/04/25

Wards Affected:

All



**Background Papers:** None

**Annexes:**

Annex A – Appendix 2 of Council Constitution – Petitions Scheme

Annex B – Schedule of Petitions

## Appendix 2 - Petitions Scheme

- 1 City of York Council is committed to involving local people in its decision making. For some years, it has been operating a public participation scheme enabling members of the public to attend meetings and speak on an issue. It has also responded to petitions from the public, received in an number of ways e.g. through a Ward Councillor submitting a petition on behalf of a constituent or by a resident submitting one direct to a council office by post/hand. As part of its approach to petitions, the Council has also introduced an ePetitions facility, providing another way in which a particular issue can be brought to the attention of Councillors.
- 2 Through this Petitions Scheme, the Council is making a commitment to:
  - Enable anyone who lives, work or studies in the local authority area to organise and submit a petition either on paper or electronically
  - Respond to the concerns raised within a petition
  - Review its handling of a petition where a lead petitioner believes it has not been dealt with in accordance with this scheme.
- 3 To support the scheme, the Council has:
  - Set a low threshold of ten signatures on the number of petitioners to enable as many valid local opinions to be heard as possible
  - Provided an ePetitions facility to enable those who want to, to create their petition on line and allow others to sign it electronically

## **4 Petitions Not Covered By This Scheme**

4.1 This scheme does not cover petitions which:

- a) Relate to a planning or licensing application – in this case a petition will be referred to the relevant decision maker
- b) Relate to matters where there is a legal right to seek a review or appeal
- c) Respond to a public consultation organised by the Council – in this case a petition will be referred to the decision maker
- d) Relate to matters which are of a defamatory or discriminatory nature, personal attacks on identifiable individuals or disclosure of confidential or personal information, particularly where appropriate the lead petitioner will be directed to the most appropriate route for raising such concerns with the Council.
- e) The Council's Monitoring Officer, acting in consultation with the Chief Operating Officer, considers to be vexatious i.e. a petition with insufficient substance to merit action and the use effective use of public resource, abusive or otherwise inappropriate

4.2 In addition to these rules where a petition has resulted in a debate at a meeting of Full Council, the Council will not hold a further debate in response to a petition which the Lord Mayor considers to be substantially similar within a period of two years.

4.3 During the period leading up to a local or national election the Council may temporarily suspend the hosting of e-petitions or delay holding debates.



## **5 Submitting a Petition**

### **Paper Petitions**

- 5.1 Paper petitions can be submitted via a number of routes e.g. via a Ward Councillor, by post or hand delivered to the Council Offices.
- 5.2 Paper petitions handed in to a Ward Councillor are normally presented at Full Council and then passed to a senior officer within the relevant Directorate and referred to the Customer and Corporate Services Scrutiny Management Committee. Those that come directly into the Council Offices are also referred to the Customer and Corporate Services Scrutiny Management Committee.
- 5.3 Paper petitions should contain the details of the petition on the front of each sheet so that it is clear that each signatory has responded to identical wording.

## **6 ePetitions**

- 6.1 All ePetitions submitted to the Council must:
  - a) Include a clear and concise statement covering the subject of the Petition.
  - b) State what action the petitioners wish the Council to take.
- 6.2 The ePetition organiser will need to provide us with their name, postal address including postcode, email address and contact telephone number. The name of the petition organiser (but no other contact details) will be published alongside details of the petition.
- 6.3 The ePetition organiser will also need to decide how long their petition will be open for signatures. Most ePetitions run for six months, but it can be a shorter or longer timeframe, up to a

maximum of 12 months.

- 6.4 When an ePetition is created, it may take up to five working days before it is published online. This is because we have to check that the content of the ePetition meets the guidelines before it is made available for signature.
- 6.5 The relevant Executive Member will be advised of the publication of any e-petition relating to their service area.
- 6.6 If a petition does not follow the guidelines set out above, or if we need clarification on any issues raised within an ePetition, we will contact the ePetition organiser within 5 working days of receipt to explain.
- 6.7 We will also contact the ePetition organiser if we feel we cannot publish an ePetition for any reason, and where possible, we will offer assistance to change and resubmit it.
- 6.8 If the required clarification is not provided, or if an ePetition that we cannot publish is not re-submitted within 14 days, a summary of the ePetition and the reason why it has not been accepted will be published under the 'rejected petitions' section of the Council's ePetitions facility.

## **7 How to 'sign' an ePetition**

- 7.1 An individual wanting to sign an ePetition, will be asked to provide their name, address and postcode, plus a valid email address. They will then receive an email containing a link which they must click on in order to confirm their email address is valid. Once this step is completed their 'signature' will be added to the ePetition.

*NB: Anyone viewing an e-petition will only be able to see the names of those who have signed - no contact details will be visible.*

- 7.2 All ePetitions currently available for signature on the Council's website can be viewed at:  
<http://democracy.york.gov.uk/mgePetitionListDisplay.aspx?bcr=1>

## **8 How will the Council respond?**

- 8.1 Within 5 days of a petition being received or of an ePetition being closed to signatories, we will send acknowledgement to the petition organiser, providing information on when they can expect to hear from us again and what process needs to be followed.
- 8.2 Our response will depend on what the petition/ePetition asks for and how many people have signed it but details of the petition will be referred to our Customer and Corporate Services Scrutiny Management Committee (CCSMC) who may decide a range of potential actions, including:
- a) Requesting a detailed report on the issues;
  - b) Noting receipt of the petition and proposed action;
  - c) Requiring the Executive Member or person taking any decisions on the matter to attend a meeting and answer questions;
  - d) Undertaking a detailed scrutiny review, gathering evidence, hearing from witnesses and making recommendations to the appropriate person or Member making the decisions;
  - e) Referring the matter to Full Council for debate according to the significance of the issues
- 8.3 CCSMC will have the right to call for reports and undertake reviews in relation to petitions where it is concerned that they have not been dealt with properly.

- 8.4 The relevant Executive Member may also be required to consider the petition to agree appropriate actions, depending upon the issues raised.
- 8.5 If the petition relates to an operational Highways matter, for example a traffic regulation order or Respark, it will be referred directly to the relevant Executive Member and will not be considered by CCSMC.
- 8.6 If the petition/ePetition is about something over which the council has no direct control e.g. the local railway or hospital, we may refer it to the Council's relevant partner organisation, and where appropriate, may work with them to respond to the petition.

## **9 Getting Involved When Your Petition Is Considered**

- 9.1 A petitioner may choose to attend any meeting where their petition/ePetition is to be considered to listen to the debate, or register to speak at the meeting via the Council's Public Participation Scheme. This scheme enables participants to address Councillors before they debate the issues raised.

## **10 What happens next?**

- 10.1 The petition/ePetition organiser will receive notification of the outcome of their petition. Where a petition/ePetition has been considered at a public meeting, information on the related decisions will be made available electronically via the meeting minutes published online. It will also be possible to track the implementation of any actions arising from them, via the online committee management system.

## Petitions Schedule

Petition Details No. of Signatures	Petition type	Officer Responsible	Decision Maker	Date of Receipt	Action Proposed	Action Taken	Status
198. We, the undersigned, call upon the City of York Council to use the Chapelfields Estate Improvement funds for more dropped kerbs on gritting, and bus routes in the estate, and to develop an estate improvement plan  38 signatures	Presented to Full Council on 23 November 2023 by Cllr Waller.	Michael Jones / Sophie Round	Executive Member for Housing, Planning and Safer Communities	23/11/23	Report to be taken to EMDS Decision Session – date to be advised.	Not enough tenants responded to allow us to undertake a programme of works, as per the HEIP criteria.	Open

<b>Petition Details No. of Signatures</b>	<b>Petition type</b>	<b>Officer Responsible</b>	<b>Decision Maker</b>	<b>Date of Receipt</b>	<b>Action Proposed</b>	<b>Action Taken</b>	<b>Status</b>
<p>204. We the undersigned petition the council to carry out a review of road safety around Fishergate Primary School. The review should recommend improvements to road design so that children feel safe when they walk or cycle to school. City of York Council will need to identify funding for the improvements identified by the review.</p> <p>184 signatures</p>	E-Petition	Michael Howard and James Gilchrist.	Executive Member for Economy & Transport	18.01.24		<p>Petition Acknowledged</p> <p>Considered at the 19<sup>th</sup> of July Executive Member Decision Session - The Fishergate School area, including Kent Street and Blue Bridge Lane have been added into the Council's Safe Routes to School programme for 2024/25 and a feasibility study to be conducted and officers to report back once the study is completed</p>	Open

Petition Details No. of Signatures	Petition type	Officer Responsible	Decision Maker	Date of Receipt	Action Proposed	Action Taken	Status
<p>212. Tranby Avenue Parking Problems</p> <p>We the undersigned petition the council to deal with the dangerous and inconsiderate University related parking in Tranby Avenue and Cavendish Grove in Osbaldwick and Murton.</p> <p>We the undersigned call upon City of York Council as Highway Authority to stop the University related parking issues compromising highway safety and residential amenity on Tranby Avenue and Cavendish Grove, Osbaldwick and Murton.</p> <p>165 signatures</p>	ePetition and presented by Cllr Warters at Full Council on 21 March 2024	James Gilchrist	Executive Member Economy & Transport	21/03/24		Petition considered as part of the Decision Session on the 19th July and a decision to introduce No Waiting parking restriction statutory consultation on Tranby Avenue between Hull Road and Baysdale was taken. Report due early 2025 on results of statutory consultation	Open

<b>Petition Details No. of Signatures</b>	<b>Petition type</b>	<b>Officer Responsible</b>	<b>Decision Maker</b>	<b>Date of Receipt</b>	<b>Action Proposed</b>	<b>Action Taken</b>	<b>Status</b>
<p>213. Reduce HMO Thresholds</p> <p>We the undersigned petition the council to reduce the HMO acceptability thresholds permitting the conversion of further HMOs.</p> <p>80 signatures</p>	ePetition and presented by Cllr Warters at Full Council on 21 March 2024	Tracey Carter/Alison Cooke	Executive Member Housing, Planning and Safer Communities	21/03/24	Petition acknowledged 9/4/24. Action will be considered as part of a report to Executive on Supplementary Planning Documents (SPD's) for the Local Plan in June 2024		Open
<p>217. Improving Cycling Facilities on Wentworth Road – We the undersigned, would welcome the opportunity to trial a bicycle storage hanger on Wentworth Road.</p> <p>12 signatures</p>	Petition email to Cllr. Kilbane 11.3.24 from than Lead Petitioner.	Greg Morgan	Executive Member for Economy & Transport	11.03.24	To be considered in a future report to the Executive Member for Economy and Transport	Petition acknowledged, and considered at 19 July Executive Member Decision Session where it was decided a city wide approach needed to be developed. A further report will be considered early in 2025.	Open



<b>Petition Details No. of Signatures</b>	<b>Petition type</b>	<b>Officer Responsible</b>	<b>Decision Maker</b>	<b>Date of Receipt</b>	<b>Action Proposed</b>	<b>Action Taken</b>	<b>Status</b>
<p>220. Petition for Residents Parking Zone in Milton Street.</p> <p>We, the undersigned, call upon City of York Council to introduce a Residents Parking Zone in Milton Street and surrounding streets.</p> <p>12 signatures</p>	<p>Petition email from Cllr Tony Clarke to Highway Regulation 10 April 2024.</p>	<p>Darren Hobson</p>	<p>Executive Member for Economy &amp; Transport</p>	<p>10.04.24</p>	<p>Report to be considered at a future session of the Executive Member for Economy and Transport</p>	<p>On waiting list of project for ResPark schemes</p>	<p>Open</p>
<p>222. We request that City of York Council take immediate steps to recruit a permanent Estate Manager for the Chapelfields Estate so that there is a visible presence from the Council's Housing Department which has been absent for too long in our community.</p> <p>Presented by Cllr Waller</p> <p>26 signatures</p>	<p>Council</p>	<p>Pauline Stuchfield</p>	<p>Executive Member for Housing</p>	<p>17/07/24</p>		<p>We have successfully recruited Housing Management Officers to fill vacant posts. There is no longer a vacancy in this area.</p>	<p>Closed.</p>

<b>Petition Details No. of Signatures</b>	<b>Petition type</b>	<b>Officer Responsible</b>	<b>Decision Maker</b>	<b>Date of Receipt</b>	<b>Action Proposed</b>	<b>Action Taken</b>	<b>Status</b>
<p>224. Restore the condition of York's Parks and Bar Walls</p> <p>Approx 2547 signatures - not all signatories are from within the local authority area</p>	Presented at Full Council on 19 September 2024 by Cllr Mason	James Gilchrist		19.09.24		<p>Petition acknowledged</p> <p>Considered at decision session on the 29 April 25</p>	Closed
<p>225. Connexions Bus Number 16.</p> <p>We the undersigned residents of Lincoln Court, Ascot Way and Surrounding streets call on City of York Council and the Management of Connexions Bus Company to sort out the timetable and frequency of the Number 16 Bus</p> <p>47 signatures</p>	Presented at Full Council by Cllr Waller	James Gilchrist	Executive Member for Transport	19.09.24	Further monitoring taking place.	Petition Acknowledged	Open

Petition Details No. of Signatures	Petition type	Officer Responsible	Decision Maker	Date of Receipt	Action Proposed	Action Taken	Status
226. Restore Hull Road Park and Osabaldwick Beck to its former glory with the weirs reinstated and large pond.  Approx 900 signatures on Change.org - not all signatories are from within the local authority area.	Presented at Full Council by Cllr Moroney handed in by Cllr Baxter	James Gilchrist		19.09.24		Petition Acknowledged  Considered at decision session on the 29 April 25	Closed
228. Clifton with Rawcliffe School - Zebra crossing request (Eastholme Drive)  362 signatures	ePetition and Change.org	Michael Howard/James Gilchrist	Executive Member for Transport	30/09/24		Acknowledged in site meeting with lead petitioner	Open
229. Implement a 20mph Speed Limit on School Lane in Copmanthorpe (321 signatures)	Presented at Full Council on 21 November 2024	James Gilchrist	Executive Member for Transport	25/11/24		Petition acknowledged	Open
230. Save Foss Bank Sainsbury's from closure <a href="https://www.change.org/p/save-foss-bank-sainsbury-s">https://www.change.org/p/save-foss-bank-sainsbury-s</a> .  (over 1500 signatures)	Presented at Full Council on 21 November 2024	Claire Foale	Executive Member for Economy	25/11/24		Petition acknowledged noting the council is not the landlord and therefore not able to influence the landlord's commercial decision.	Closed

<b>Petition Details No. of Signatures</b>	<b>Petition type</b>	<b>Officer Responsible</b>	<b>Decision Maker</b>	<b>Date of Receipt</b>	<b>Action Proposed</b>	<b>Action Taken</b>	<b>Status</b>
231. Implement a Tourism Tax for York (654 signatures)	Presented at Full Council on 21 November 2024	Debbie Mitchell	Finance, Performance, Major Projects, Human Rights, Equality and Inclusion	25/11/24		Petition acknowledged confirming this is part of the Council Plan. Research into the implementation of the tax is ongoing. No decision on this petition is required.	Closed
232. Installing a Zebra Crossing at the front of the Folk Hall in New Earswick (532 signatures)	Presented at Full Council on 21 November 2024	James Gilchrist	Executive Member for Transport	25/11/24			
233. Including Levisham Street in respark zone R20	Received by email from Cllr. Whitcroft	James Gilchrist	Executive Member for Transport	16/11/24		Petition acknowledged by Darren Hobson. Awaiting hard copy of petition (believed to be over 21 signatures)	Open

<b>Petition Details No. of Signatures</b>	<b>Petition type</b>	<b>Officer Responsible</b>	<b>Decision Maker</b>	<b>Date of Receipt</b>	<b>Action Proposed</b>	<b>Action Taken</b>	<b>Status</b>
<p>234. The Middle East</p> <p>We the undersigned petition the council to pass this through as many people are dying, and so are children and lost families. Everyday the numbers are going up and we need the Council to also tell the banks to stop supporting genocide.</p> <p>I am a local young man and I have the passion for this ePetition to go through and I will not stop until the this has happened. All I see on the news is this, and many more people are getting killed.</p>	ePetition	Pauline Stuchfield	Leader	11.10.24		<p>ePetition acknowledged 18.10.24, published 25.10.24.</p> <p>ePetition received two signatures, officer and leader notified.</p> <p>No further action needed.</p>	Closed.
<p>Resident Parking Petition – Greenfields YO31 8LA</p> <p>12 signatures</p>	Received via post from residents	James Gilchrist	Executive Member for Transport	28/03/25			

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## Corporate Services, Climate Change and Scrutiny Management Committee

12 May 2025

Report of the Head of Democratic Governance

### **Preparing for proposed changes to long-term sickness and disability benefits, Task and Finish Group Review**

#### **Summary**

1. This report presents the information in relation to a planned Task and Finish Group into the proposed changes to long-term sickness and disability benefits. Members should consider and decide whether or not to endorse the proposal contained at Annex A.

#### **Background**

2. In March 2025 the Government set out a range of proposals which could restrict eligibility for, and reduce the value of, a range of long-term sickness and disability benefits. Some proposals are subject to consultation and therefore may change, whilst others are set to be enacted through legislation. Any agreed changes are not due to come into effect before April 2026.
3. At a Full Council meeting on 27 March 2025 a motion was passed which included the following resolution: *“To request the relevant Scrutiny Committee to undertake a review via a Task and Finish Group, when detailed Government proposals on disability and long-term sickness benefits are known in order to identify likely impacts on the demand for support from the council and its local partners.”*
4. Membership of the Task and Finish Group is yet to be determined.

## **Aim**

5. The aim of the review is to make recommendations as to how the council and partners can most effectively allocate resources to support affected / eligible residents.

## **Objectives**

6. It is proposed that the Task & Finish Group seeks to:
  - Acquire a detailed understanding of the scope of the proposed changes and the likely direct and indirect impacts
  - Establish the number of York residents likely to be affected by the changes and in what ways (and including those currently eligible who are not taking up all the benefits they are / will be entitled to) if the changes are implemented as currently proposed
  - Identify what additional financial or other support affected / eligible residents may seek to access from the council and partners
  - Identify how affected / eligible residents can best be supported to access help, such as applying for other benefits for which they may be eligible
  - Establish whether capacity exists to meet a potential increase in demand for services or support.

## **Consultation and Methods**

7. There will need to be some initial desk-based research to ensure that members of the Task & Finish Group are familiar with the details of the Government proposals and the range of financial and other support that is currently available through the council and partners.
8. This will be followed by interviews with officers and external partners to better understand current provision and to get their insights into likely future demand.
9. There will need to be engagement with residents likely to be directly or indirectly affected, and careful thought will need to be given as to how best to go about this.

## **Timeframe**

10. The proposed timescales are as follows:



- The information-gathering phase will aim to be completed by October 2025
- A draft report will aim to be completed by December 2025 and shared for review as appropriate.
- The aim will be for a report to be considered at the meeting of the appropriate Scrutiny Committee in January 2026

## **Options**

11. Members should consider the following options:
- a. Endorse the draft remit, objectives and timeframe as proposed;
  - b. Amend the draft remit, objectives or timeframe;
  - c. Add further objectives the Committee agrees are relevant.

## **Analysis**

12. There is no analysis at this stage.

## **Council Plan**

13. A review of the planned changes supports the Council's four core commitments and the Health and Wellbeing priority, as set out in the Council's Plan 2023-27 (*One City, for all*).

## **Implications**

14. There are no implications to be addressed at this stage in the process. Any relevant implications will be identified by the Task & Finish Group during their review.

## **Risk Management**

15. Any identified risks associated with the findings from this review will be included in the draft final report arising from this review.

## **Recommendations**

16. The Committee is asked to:

Consider and endorse the proposed remit, objectives, and timeframe for a Task and Finish scrutiny review of into preparing for proposed changes to long-term sickness and disability benefits or suggest appropriate revisions.

Reason: To enable the Task and Finish Group to proceed with work on the agreed review in line with scrutiny procedures.

### Contact Details

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**Chief Officer Responsible for the report:**

Bryn Roberts  
Director of Governance and Monitoring  
Officer

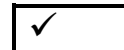
**Report  
Approved**



**Date** 01 May 2025

**Wards Affected:**

**All**



For further information please contact the author of the report

**Background Papers:** None

### Annexes

Annex A: Task and Finish Group Review into preparing for proposed changes to long-term sickness and disability benefits proposal form.

**City of York Council Task and Finish Group Proposal** 1 May 2025

Corporate Services, Climate Change & Scrutiny Management  
Committee

**Preparing for proposed changes to long-term sickness and disability benefits**

Members: To be confirmed

**1. Summary and Rationale**

In March 2025 the Government set out a range of proposals which could restrict eligibility for, and reduce the value of, a range of long-term sickness and disability benefits. Some proposals are subject to consultation and therefore may change, whilst others are set to be enacted through legislation. Any agreed changes are not due to come into effect before April 2026.

At a Full Council meeting on 27 March 2025 a motion was passed which included the following resolution: *“To request the relevant Scrutiny Committee to undertake a review via a Task and Finish Group, when detailed Government proposals on disability and long-term sickness benefits are known in order to identify likely impacts on the demand for support from the council and its local partners.”*

**2. Aims and Objectives**

It is proposed that the Task & Finish Group seeks to:

- Acquire a detailed understanding of the scope of the proposed changes and the likely direct and indirect impacts
- Establish the number of York residents likely to be affected by the changes and in what ways (and including those currently eligible who are not taking up all the benefits they are / will be entitled to) if the changes are implemented as currently proposed
- Identify what additional financial or other support affected / eligible residents may seek to access from the council and partners
- Identify how affected / eligible residents can best be supported to access help, such as applying for other benefits for which they may be eligible
- Establish whether capacity exists to meet a potential increase in demand for services or support
- Make recommendations as to how the council and partners can most effectively allocate resources to support affected / eligible residents

**3. Methods**

There will need to be some initial desk-based research to ensure that members of the Task & Finish Group are familiar with the details of the Government proposals and the range of financial and other support that is

currently available through the council and partners, as well as awareness levels and take up rates.

This will likely be followed by interviews with officers and external partners to better understand current provision, and awareness levels, and to get their insights into likely future demand. There will need to be engagement with residents likely to be directly or indirectly affected, and careful thought will need to be given as to how best to go about this.

**4. Impact on Resources**

- Member time and commitment
- Officer and partner time will be required
- Scrutiny Officer / Democracy Officer time will be essential to support the group's work
- Given the significant public interest there is likely to be a need to organise public information-gathering or engagement sessions

**5. Proposed Timescale**

- The information-gathering phase will aim to be completed by October 2025
- A draft report will aim to be completed by December 2025 and shared for review as appropriate.
- The aim will be for a report to be considered at the meeting of the appropriate Scrutiny Committee in January 2026

**Corporate Services, Climate Change and Scrutiny Management Committee  
Work Plan 2025/26**

Theme	Item	Lead Officer / Exec Member	Scope
<b>9 June 2025</b>			
	YORR, Castle Gateway and Station Gateway	Garry Taylor Julie Burns Cllr Lomas	
	Medium Term Financial Strategy (MTFS) & outline budget process	Debbie Mitchell	
<b>7 July 2025</b>			
	Harewood Whin Green Energy Park Business Case	Neil Fletcher, Cllr Kent	
	Intermediate Carbon Reduction Targets	Shaun Gibbons Cllr Kent	Covered in April's meeting
	F&P Outturn	Debbie Mitchell, Ian Cunningham Cllr Lomas	
<b>8 September 2025</b>			
	Castle Gateway York Central?	Julie Burns <del>Katie Peeke – Vout</del> Cllr Lomas	Covered in June
	Digital Switchover	Roy Grant / Helen Whiting	
	Customer Services	Pauline Stuchfield, Eilidh Carricker	
<b>6 October 2025</b>			

Theme	Item	Lead Officer / Exec Member	Scope
	Emissions Reporting Climate Change Action Plan	Shaun Gibbons Cllr Kent	
	F&P Q1	Debbie Mitchell, Ian Cunningham Cllr Lomas	
<b>10 November 2025</b>			
Regular Item	Petitions Schedule Council Motions	Bryn Roberts Lindsay Tomlinson	
<b>8 December 2025</b>			
	F&P Q2	Debbie Mitchell, Ian Cunningham Cllr Lomas	
<b>9 January 2026</b>			
<b>2 March 2026</b>			
	F&P Q3	Debbie Mitchell, Ian Cunningham	

Theme	Item	Lead Officer / Exec Member	Scope
		Cllr Lomas	

### Unallocated items

Item	Origin	Lead Officer and Exec Member	Notes
Community Woodland update from Forestry England	Cllr Kent	Shaun Gibbons Cllr Kent	July or October?
Outer Ring Rd			
York's pipeline of investible projects	To return in 12 mths	Sam Blyth	

### Possible Task & Finish Groups

Topic	Aims and objectives	Membership
Procurement		
Community Infrastructure Levy	Better understand the approach to implementation of the CIL in parished and unparished areas, and in particular, what advantages parished areas might have.	
Council Communications with Residents		

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## Scrutiny Work Plan

Meeting Date	Committee	Agenda Item
12/05/25	CSMC	<ul style="list-style-type: none"> <li>Equalities Diversity and Inclusion Strategy</li> <li>Petitions Schedule</li> <li>Council Motions</li> <li>Task and Finish Proposal for Council Motion, Changes to disability and long-term sickness benefits.</li> </ul>
21/05/25	HHASC	<ul style="list-style-type: none"> <li>Draft Autism and ADHD Strategy</li> <li>Trauma Informed City – update from TEWV NHS Trust</li> </ul>
20/05/25	EPAT	<ul style="list-style-type: none"> <li>Trees</li> <li>Section 106</li> <li>Assets of Community Value</li> </ul>

The Forward Plan can be found [here](#).

### Committees

CSMC	Corporate Services, Climate Change and Scrutiny Management Committee
EPAT	Economy, Place, Access and Transport Scrutiny Committee
HHASC	Health, Housing and Adult Social Care Scrutiny Committee
CCC	Children, Culture and Communities Scrutiny Committee

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