



**Notice of meeting of
Social Inclusion Working Group**

To: Councillors Ayre (Chair), Aspden, Brooks, Crisp (Vice-Chair)
and Gunnell

Non Voting Co-opted Members:

Sue Lister, York Older People's Assembly

Larry Hotchkiss, York Older People's Assembly

Peter Blackburn, LGBT Forum

Sarah Fennell, LGBT Forum

Rita Sanderson, The BME Citizens' Open Forum (York Racial
Equality Network)

Daryoush Mazloun, The BME Citizens' Open Forum (York
Racial Equality Network)

Corry Hewitt, York Interfaith Representative

Revd. Paul Wordsworth, Churches Together in York

John Bettridge, Mental Health Forum

David Brown, Access Group

Becca Cooper, York People First

Fiona Walker, Valuing People Partnership

Date: Thursday, 2 July 2009

Time: 6.30 pm

Venue: Denham Room, Priory Street Centre, York

AGENDA

1. Declarations of Interest

At this point Members are asked to declare any personal or prejudicial interests they may have in the business on this agenda.

2. Public Participation

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Group's remit can do so. Anyone who wishes to register or requires further information is requested to contact the Democracy Officer on the contact details listed at the foot of this agenda. The deadline for registering is Wednesday 1 July 2009 at 5.00 pm.

3. Minutes and Matters Arising (Pages 3 - 20)

To approve and sign the minutes of the last meeting of the Group held on 13 May 2009. An "easy read" version of these minutes is also attached.

4. Chair's Report

To introduce the new Chair and Vice-Chair to the Group and to offer the opportunity for community groups to introduce their work to the new Chair and Vice-Chair.

5. Report from SIWG Development Day May 2009 (Pages 21 - 36)

This report summarises the findings from the SIWG Development Day and requests that these be agreed to enable a SIWG Development Plan to be put in place.

6. Draft Council Fairness and Inclusion Strategy and Single Corporate Equality Scheme 2009/12 (Pages 37 - 86)

This report asks members of the Social Inclusion Working Group to receive the draft Fairness and Inclusion Strategy and Single Corporate Equality Scheme 2009/12 and make further comment if needed. Comments received will be taken on board before the draft is finalised and approved.

7. Equality Impact Assessment: City of York Corporate Strategy 2009/12 (Pages 87 - 102)

This report offers the opportunity for community groups involved in the Social Inclusion Working Group to advise officers about fairness and inclusion issues in the Council's Corporate Strategy.

8. Holocaust Memorial Day

To discuss the Social Inclusion Working Group's involvement in the Holocaust Memorial Day.

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

Democracy Officer:

Name: Jayne Carr

Tel: (01904) 552030
jayne.carr@york.gov.uk

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

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details set out above.

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About City of York Council Meetings

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If you would, you will need to:

- register by contacting the Democracy Officer (whose name and contact details can be found on the agenda for the meeting) **no later than 5.00 pm** on the last working day before the meeting;
- ensure that what you want to say speak relates to an item of business on the agenda or an issue which the committee has power to consider (speak to the Democracy Officer for advice on this);
- find out about the rules for public speaking from the Democracy Officer.

A leaflet on public participation is available on the Council's website or from Democratic Services by telephoning York (01904) 551088

Further information about what's being discussed at this meeting

All the reports which Members will be considering are available for viewing online on the Council's website. Alternatively, copies of individual reports or the full agenda are available from Democratic Services. Contact the Democracy Officer whose name and contact details are given on the agenda for the meeting. **Please note a small charge may be made for full copies of the agenda requested to cover administration costs.**

Access Arrangements

We will make every effort to make the meeting accessible to you. The meeting will usually be held in a wheelchair accessible venue with an induction hearing loop. We can provide the agenda or reports in large print, electronically (computer disk or by email), in Braille or on audio tape. Some formats will take longer than others so please give as much notice as possible (at least 48 hours for Braille or audio tape).

If you have any further access requirements such as parking close-by or a sign language interpreter then please let us know. Contact the Democracy Officer whose name and contact details are given on the order of business for the meeting.

Every effort will also be made to make information available in another language, either by providing translated information or an interpreter providing sufficient advance notice is given. Telephone York (01904) 551550 for this service.

যদি যথেষ্ট আগে থেকে জানানো হয় তাহলে অন্য কোন অর্ধাতে তথ্য জানানোর জন্য সব ধরনের চেষ্টা করা হবে, এর জন্য দরকার হলে তথ্য অনুবাদ করে দেয়া হবে অথবা একজন দোআবী সরবরাহ করা হবে। টেলিফোন নম্বর (01904) 551 550।

Yeteri kadar önceden haber verilmesi koşuluyla, bilgilerin terümesini hazırlatmak ya da bir tercüman bulmak için mümkün olan herşey yapılacaktır. Tel: (01904) 551 550

我們竭力使提供的資訊備有不同語言版本，在有充足時間提前通知的情況下會安排筆譯或口譯服務。電話 (01904) 551 550。

اگر مناسب وقت سے اطلاع دی جاتی ہے تو ہم معلومات کا ترجمہ مہیا کرنے کی پوری کوشش کریں گے۔ ٹیلی فون (01904) 551 550

Informacja może być dostępna w tłumaczeniu, jeśli dostaniemy zapotrzebowanie z wystarczającym wyprzedzeniem. Tel: (01904) 551 550

Holding the Executive to Account

The majority of councillors are not appointed to the Executive (38 out of 47). Any 3 non-Executive councillors can 'call-in' an item of business from a published Executive (or Executive Member Decision Session) agenda. The Executive will still discuss the 'called in' business on the published date and will set out its views for consideration by a specially convened Scrutiny Management Committee (SMC). That SMC meeting will then make its recommendations to the next scheduled Executive meeting in the following week, where a final decision on the 'called-in' business will be made.

Scrutiny Committees

The purpose of all scrutiny and ad-hoc scrutiny committees appointed by the Council is to:

- Monitor the performance and effectiveness of services;
- Review existing policies and assist in the development of new ones, as necessary; and
- Monitor best value continuous service improvement plans

Who Gets Agenda and Reports for our Meetings?

- Councillors get copies of all agenda and reports for the committees to which they are appointed by the Council;
- Relevant Council Officers get copies of relevant agenda and reports for the committees which they report to;
- Public libraries get copies of **all** public agenda/reports.

City of York Council

Committee Minutes

MEETING	SOCIAL INCLUSION WORKING GROUP
DATE	13 MAY 2009
PRESENT	COUNCILLORS ASPDEN (IN THE CHAIR ITEMS 50-54), BROOKS, GUNNELL, LOOKER (VICE-CHAIR IN THE CHAIR ITEMS 45-49)
NON-VOTING CO-OPTED MEMBERS	DAVID BROWN – YORK ACCESS GROUP SARAH FENNELL – LGBT FORUM CORRY HEWITT – YORK INTERFAITH LARRY HOTCHKISS – YORK OLDER PEOPLE’S ASSEMBLY SUE LISTER – YORK OLDER PEOPLE’S ASSEMBLY DARYOUSH MAZLOUM – YORK RACIAL EQUALITY NETWORK RITA SANDERSON – YORK RACIAL EQUALITY NETWORK PAUL WORDSWORTH – CHURCHES TOGETHER IN YORK
EXPERT WITNESSES	NICOLA BEDFORD – HIGHER YORK STEVE ROUSE – YOUTH SERVICE EQUALITIES TEAM LEADER MAUREEN RYAN – VALUING PEOPLE PARTNERSHIP GEORGE WRIGHT – HUMANIST
APOLOGIES	COUNCILLOR VASSIE JOHN BETTRIDGE – MENTAL HEALTH FORUM PETER BLACKBURN – LGBT FORUM BECCA COOPER – YORK PEOPLE FIRST RALPH EDWARDS – LEARNING DISABILITIES FIONA WALKER – VALUING PEOPLE PARTNERSHIP

45. DECLARATIONS OF INTEREST

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda.

No interests were declared.

46. PUBLIC PARTICIPATION

There were no registrations to speak under the Council's Public Participation Scheme.

47. MINUTES AND MATTERS ARISING

RESOLVED: (i) That the minutes of the meeting of the Group, held on 11 March 2009, be approved and signed by the Chair as a correct record.

A letter had been received from First York confirming that they would be willing to attend a future SIWG meeting.

It was noted that the representatives of National Express had not reported back to the Group on the suggested improvements as to how the company could better improve its services to people with a hearing impairment. It was also unclear as to whether the City of York Council Private Sector Housing Strategy Equality Impact Assessment had been amended to address issues in respect of racial tension.

RESOLVED: (ii) That confirmation be sought from National Express and the City of York Housing Department that the suggestions put forward by SIWG representatives had been actioned¹.

(iii) That arrangements be made for the minutes of SIWG meetings to include a mechanism to track recommendations made at meetings to ensure that they were actioned.

Action Required

1. Confirmation to be sought that National Express and Housing Department have actioned suggestions put forward by SIWG GR

48. CHAIR'S REPORT

Consideration was given to the "Help us to Get it Right" day final report.

The following amendments to the Equalities Impact Assessments 2009-09 were suggested:

- The use of the word "seek" should be avoided and replaced with "will" to demonstrate the Council's commitment to equality (page 42).
- As well as assessing Councillors' individual needs in terms of disability upon induction, action should be taken to ensure that members of the community were aware of the support that they would receive to meet their needs if they decided to stand for election to the Council (page 45). The role of councillor should be better promoted to encourage more members of the community to stand.
- All communication from the Council should include reference as to how the documentation could be made available in a format suitable for the visually impaired or in languages other than English (page 51).
- The Procurement Strategy should also encompass ethical and moral values (page 53).

Clarification was sought as to whether the Children and Young People Plan encompassed non-traditional families and equality strands. Steve Rouse gave examples of some of the ways in which the Plan addressed these issues and offered to report back more fully at a future meeting.

- RESOLVED:
- (i) That the report be noted and officers be encouraged to undertake similar events in 2009/10.
 - (ii) That the suggested amendments be incorporated into the relevant Equalities Impact Assessments¹.

- (iii) That, by 2010, officers be requested to report progress on the actions identified as a result of the Equality Impact Assessments outlined in Annex 1².
- (iv) That, at a future meeting, more detailed consideration be given to ways in which the Children and Young People Plan met the needs of the equalities strands³.

Action Required

- | | |
|--|----|
| 1. Amendments to be incorporated into EIAs | GR |
| 2. Include in SIWG work plan | GR |
| 3. Include in SIWG work plan | GR |

49. KEY ISSUES IN THE COMMUNITY

Community representatives and expert witnesses were given the opportunity to raise issues about equality in Council services as well as reporting on recent activities.

(i) Community Cohesion

An update was given by York BME Citizens' Open Forum.

The Group's attention was drawn to the effect that the distribution of European Parliament campaign leaflets by a political party was having on some members of the community. A request was made for there to be a named contact at the City of York Council to whom incidents could be reported¹.

(ii) York and District LGBT Forum

A written report was circulated on LGBT issues and which detailed forthcoming events.

It was suggested that the Council needed to be more aware of trans equality issues in policy making. Training was available from Gendershift and other organisations.

(iii) Online Fraud

The Group's attention was drawn to the number of online financial scams. Elderly and vulnerable members of the community were particularly at risk from this type of fraud. It was noted that www.getsafeonline.org was a source of advice on how to deal with this issue.

(iv) Higher York Students' Forum

Details were given of a project that was being carried out by the Higher York Students' Forum to find out what it was like to be a student in York and whether they felt part of the community. The project was in the form of a questionnaire and focus group. A report on the findings of the project would be presented to SIWG at a future meeting².

(v) 50+ Festival

The SIWG Diversity Day project would take place as part of the 50+ Festival. A "Bridging the Generation Gap" event would be held at the Friends Meeting House during the 50+ Festival week – the date and venue would be confirmed soon. It was hoped that all of the groups involved in the SIWG would organise a display or activity during the day.

The Group were also encouraged to participate in the following activities:

- A food and drink festival to be held on Tuesday 22 September 2009.
- The "Fit as a Fiddle" activities arranged by Leisure Services and Age Concern.

As part of the 50+ Festival it was proposed to encourage care homes to open their doors to the community to demonstrate the type of activities and provision that they arranged for their residents. Members of the Group suggested that there was also a need to involve members of the community who lived independently and who may sometimes feel isolated.

(vi) Access Group Directory

Details were given of the guide that was being produced by the Access Group and which would incorporate useful contact details.

(vii) York Humanists

The Group was informed that the York Humanists would wish to see all members of the community having the same impact on policy and decision-making regardless of their beliefs or views.

(viii) Valuing People Partnership

Details were given of the “Valuing People Now” strategy. It was suggested that this could form the basis of a future presentation to SIWG. Consideration was also being given to complaints processes.

The Group’s attention was drawn to a “Hate Crime Conference” that was being held in Harrogate on 13 July 2009.

(ix) City of Faiths

A “City of Faiths” survey was currently being carried out and was available on the council website www.york.gov.uk
The results were due to be published in October.

Action Required

1. Notify groups of the appropriate contact number to report incidents GR
GR
2. Include in SIWG work plan

50. GENDER ISSUES AND ENGAGEMENT IN THE SOCIAL INCLUSION WORKING GROUP (SIWG)

A report was received detailing findings of the project carried out to explore key gender equality issues in the city, including trans issues. The report also considered how the Social Inclusion Working Group could engage with groups that were concerned with and promoted gender issues. Interviews had been carried

out with people and groups who were seen as leading gender issues in the city.

Consideration was given to the project summary (Annex 1 of the report).

Discussion took place regarding issues in respect of domestic violence and the work of the Independent Domestic Abuse Services (IDAS). The organisation has previously been known as Women's Aid but now offered services to both men and women, although the majority of their clients were female. It was recommended that IDAS be invited to become involved in SIWG. The Group suggested that consideration could also be given to inviting a representative from the Centre for Women's Studies to serve on SIWG.

A further recommendation in the report was that the City of York Council should take the lead in promoting child and women-friendly policies. Members of the Group suggested that it would be more appropriate to refer to these as "family friendly" or "child friendly" policies rather than "women-friendly" policies to acknowledge that women were not the only carers of children. It was suggested that the Inclusive York Forum should be asked for their views on the report and the promotion of family friendly policies and that further consideration should be given to this matter at the SIWG Development Day.

RESOLVED: That, at the SIWG Development Day, further consideration be given to the membership of SIWG, including the recommendation that IDAS be invited to be become involved in the work of the Group¹.

Action Required

1. Include in programme for SIWG Development Day GR

51. COLLECTING INFORMATION ABOUT THE NEEDS AND VIEWS OF PEOPLE FROM THE EQUALITY STRANDS

A report was received explaining why, when and how the Council proposed to collect information about the gender, race, disability, sexual orientation, age and religion and belief of communities and individuals the Council serves and employs.

The views of SIWG members were sought about the proposed questions.

Some concerns were expressed regarding the length of the questionnaire and its format. It was noted that some of the requested data was not statutory but was necessary to meet the requirements of audit and inspection, the Audit Commission in particular. Members of the Group who already collected this type of data explained how useful the information was proving to be in assessing services and improving accessibility to provision.

- RESOLVED:
- (i) That the report be noted.
 - (ii) That SIWG members notify the Equality and Inclusion Manager of any comments on the proposals by 5.00 pm on 30 June 2009.

52. COUNCIL EQUALITY STRATEGY AND SCHEMES 2009/12

Information was circulated outlining the plans and actions that the Council proposed to undertake in the period July 2009 to July 2012, to ensure that it was a fair and inclusive service provider and employer. Feedback from SIWG would help shape the Council Equality Strategy and Schemes 2009/12.

- RESOLVED: That, at the SIWG Development Day, further consideration be given to the Council's plans and actions for the period July 2009 to July 2012¹.

Action Required

1. Include in programme for SIWG Development Day GR

53. DATES OF FUTURE MEETINGS

Members noted the dates of forthcoming meetings as follows:

- Thursday 2 July 2009
- Thursday 24 September 2009
- Wednesday 2 December 2009
- Thursday 28 January 2009

- Wednesday 17 February 2010
- Tuesday 20 April 2010

Meetings would be held at the Priory Street Centre and would start at 6.30 pm.

Members were reminded that the SIWG Development Day would be held at York St John's on Wednesday 20 May 2009 from 10.00 am to 4.00 pm.

54. CHAIR AND VICE-CHAIR

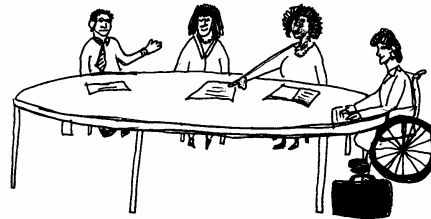
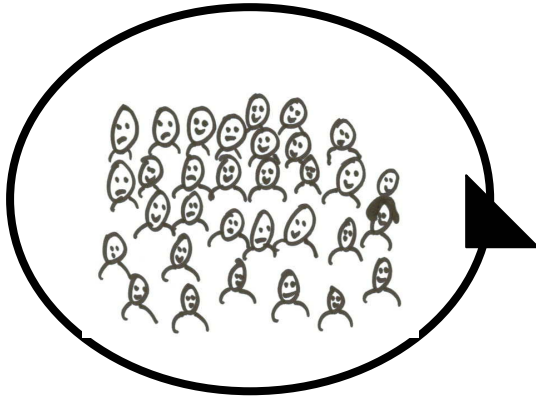
The Group were informed that Councillor Ayre and Councillor Crisp would be taking over from Councillor Vassie and Councillor Looker as Chair and Vice-Chair respectively, subject to full Council approval expected the following week.

Tribute was paid to the contribution that Councillor Vassie and Councillor Looker had made to the Social Inclusion Working Group and thanks were expressed for the work that they had carried out.

Chair

[The meeting started at 6.30 pm and finished at 9.15 pm].

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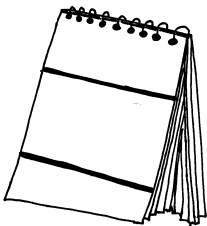


Social Inclusion Working Group

(Social inclusion means including everyone in society. The Social Inclusion Working Group has been set up to look at how all different communities in York can be given the same chances to take part in life and be included)



MINUTES

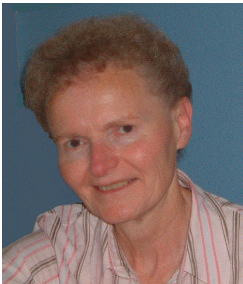


Date of meeting: 13 May 2009

**Members of the Council who were at the meeting
(to be known as 'Members' in these minutes):**



People who were at the meeting representing community groups:



Sue Lister (Older People's Assembly)
Larry Hotchkiss (Older People's Assembly)

Sarah Fennell (LGBT)

Daryoush Mazloum (Black Minority Ethnic Citizens Forum)
Rita Sanderson (Black Minority Ethnic Citizens Forum)

Corry Hewitt (York Interfaith)
Paul Wordsworth (Churches Together in York)

David Brown (York Access Group)



Nicola Bedford (Higher York), Steve Rouse (Youth Service Equalities Team Leader), Maureen Ryan (Valuing People Partnership) and George Wright (Humanist) were also present as expert witnesses.

1. Minutes



It was agreed that the minutes of the meeting of 11 March 2009 were correct.

The Group asked officers to make sure that everything that they had agreed had been taken on board by the Council and by National Express.

2. Chair's Report



The Group looked at the "Help us to Get it Right Day" Final Report.

They looked at some of the Equalities Impact Assessments (EIAs) - The aim of an EIA is to look at council services and identify any unintended discrimination against, or negative impact on, people from the six equality strands (race, gender, disability, age, sexual orientation and religion and belief). The EIA also details the actions to be taken to avoid or minimise any issues found.



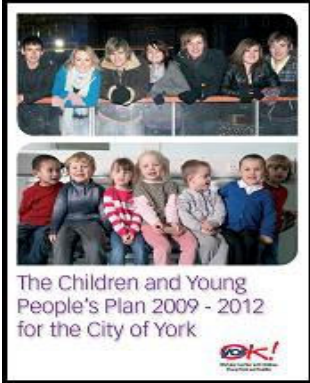
The Group made the following suggestions:

- The word "seek" should be replaced by "will"
- The Council should let the public know how it will meet their needs if they want to become a councillor. More people should be encouraged to stand for election.
- Information from the Council should include a note saying that the information could be provided in different languages and in ways that made it easier for visually impaired people.





- The Procurement Strategy (this is about how the Council buys things) should take into account ethical values.



The Group wanted to know if the Children and Young People's Plan took into account non-traditional families and the equality strands. They were given examples of how the plan did this. It was agreed to look at the plan at a future meeting.

3. Key Issues in the Community



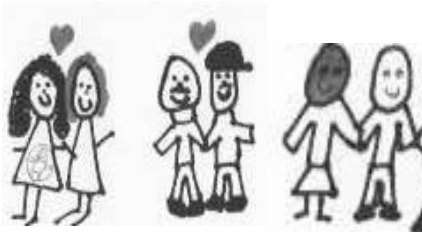
Members of the Group raised issues about equality in relation to council services. They also reported on their organisation's recent activities.



Community Cohesion

The Group's attention was drawn to the effect that the sending out of European Parliament campaign leaflets was having on some members of the community. There needed to be a named person at the Council who people could contact if they were concerned.

York and District LGBT Forum

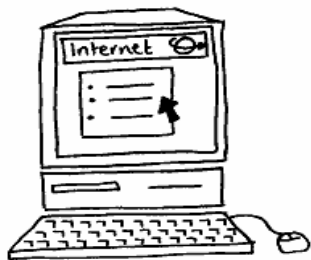


A written report was circulated on LGBT issues and which detailed future events.

The Group wanted the Council to be more aware of trans equality issues in policy making. Training was available from Gendershift and other groups.

Online Fraud

The Group's attention was drawn to the number of online financial scams. Elderly and vulnerable members of the community were particularly at risk. www.getsafeonline.org was a good place to go for advice.



Higher York Students' Forum

The Higher York Students' Forum was carrying out a project to find out what it was like to be a student in York. A report on the project would be considered by SIWG at a later date.



50+ Festival

The SIWG Diversity Day project would take place as part of the 50+ Festival. Groups were encouraged to take part by organising displays or arranging events. Details were given of other events which members of the group were invited to attend.



Access Group Directory

The Access Group were writing a guide which would include useful contacts.



York Humanists

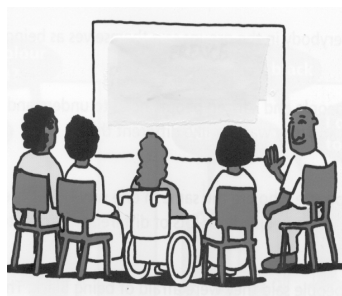
The representative from York Humanists said that it was important that everyone in the community had a say when policies were made.



Valuing People Partnership

The Group heard about the "Valuing People Now" strategy. More information about the strategy would be given at a future meeting.

Details were given of a "Hate Crime Conference" that was to be held in Harrogate on 13 July 2009.





City of Faiths

A "City of Faiths" survey was taking place and was available on the Council's website www.york.gov.uk

4. Gender Issues and Engagement in the Social Inclusion Working Group



A project had been carried out by the Council on gender equality issues in the city. The Group looked at the report. Discussion took place regarding two key issues:



Domestic Violence

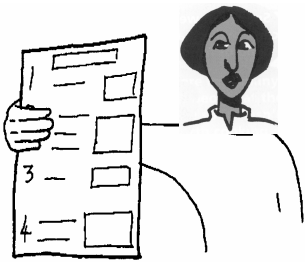
The Group heard about the work of the Independent Domestic Abuse Services (IDAS). This organisation had previously been called "Women's Aid" but now helped services to both men and women although most of their clients were women. It was suggested that a representative from IDAS should become a member of SIWG. More consideration would be given to this idea at the SIWG Development Day.



Family Friendly Policies

The Group heard about the importance of family/child friendly policies in the workplace. The Council could play a role in developing this type of policy. The Group suggested that the Inclusive York Forum should be asked for their views on the report.

5. Collecting Information About the Needs and Views of People from the Equality Strands



The Council was looking at the information it collected about the gender, race, disability, sexual orientation, age and religion and belief of the people it served and employed.



The Group was asked for its views on the questions that the Council wanted to ask. Some members of the group thought that the questionnaire was too long. Other members of the Group said that they already collected this type of information from people who used their services and it was very helpful. The Council had to collect some of the data by law.

The Group were asked to contact Evie Chandler by 5.00 pm on 30 June 2009 if they had any more comments about the questionnaires.

6. Council Equality Strategy and Schemes 2009/12



The Group looked at the plans and actions that the Council would be carrying out between July 2009 and July 2012 to ensure that it was a fair and inclusive service provider and an employer.

As time was running out it was agreed that the Group would look at the plans in more detail at the SIWG Development Day.

7. Dates of Future Meetings



Dates of future meetings of the SIWG:

- Thursday 2 July 2009 at 6.30 pm
- Thursday 24 September 2009 at 6.30 pm
- Wednesday 2 December 2009 at 6.30 pm
- Thursday 28 January 2009 at 6.30 pm
- Wednesday 17 February 2010 at 6.30 pm
- Tuesday 20 April 2010 at 6.30 pm

SIWG Development Day - Wednesday 20 May 2009
from 10.00 am to 4.00 pm.

8. Chair and Vice-Chair



Councillor
Vassie

Councillor
Looker

Councillor Ayre and Councillor Crisp would be taking over from Councillor Vassie and Councillor Looker as Chair and Vice-Chair.



Councillor
Ayre

Councillor
Crisp

The Group recorded their thanks to Councillor Vassie and Councillor Looker for the work that they had carried out.



Agenda Item

Meeting of the Social Inclusion Working Group **2 July 2009**

Report of the Head of Civic, Democratic and Legal Services

Report from Social Inclusion Working Group (SIWG) Development Day - 20 May 2009

Summary

1. A key event in the SIWG work-programme for 2008/9 was the second Development Day that took place on 20 May 2009.
2. **Annex 1** outlines the programme for the day. Notes from the day are attached in **Annex 2**.
3. The notes illustrate SIWG's contribution to Council service improvement that benefits people from the equality strands and points to further action needed to make the SIWG work more effectively.
4. SIWG members are requested to note the report and confirm its contents so that a development plan for SIWG can be put in place to be brought for consideration at a future meeting.

Background

5. The SIWG was set up in July 2006 to advise the Council's executive about fairness and inclusion issues in Council services and employment. It helps the Council to meet the Duties it has under current equalities legislation, by providing a mechanism for council services to engage with and consult with key community groups that advocate for and promote fairness and inclusion issues in the city.
6. The Group's membership and current objectives are in **Annexes 3 & 4** respectively.

Consultation

7. This report draws on comments made and recorded by those attending the development day.

Options

8. N/A

Analysis

9. N/A

Corporate Priorities

10. Engaging with groups from the equality strands contributes to the Inclusive City and Effective Organisation priorities of the corporate strategy 2009-12.

Implications

11. These are as follows:
 - **Financial** – None.
 - **Human Resources (HR)** – None
 - **Equalities** - As in paragraph 5 above
 - **Legal** – Engaging with people from the equality strands helps council to meet the Duties it has under current equality legislation.
 - **Crime and Disorder** - None
 - **Information Technology (IT)** - None
 - **Property** - None
 - **Other** - None

Risk Management

12. Implementing improvement actions identified through engaging with the SIWG helps the Council ensure that it offers quality services that meet the needs of people protected by equalities legislation.

Recommendations

- 13. SIWG members are requested to note the report and confirm its contents so that a development plan for SIWG can be put in place to be brought for consideration at a future meeting.

Reason: To summarise findings from the day and agree them so that a SIWG development plan can be put in place.

Contact Details

Author: Evie Chandler

Chief Officer Responsible for the report: Quentin Baker

Tel: 551704

**Report
Approved**



Date

Wards Affected:

All



For further information please contact the author of the report

Background papers – None

Annexes

Annex 1 – Development Day Programme

Annex 2 – Notes from the Day

Annex 3 – SIWG membership May 2009

Annex 4 – SIWG objectives

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Annex 1

**Social Inclusion Working Group Development Day
Wednesday 20 May 2009**

**York St John's University,
De Grey Court, Room 125**

Programme

10.00	<i>Arrival and refreshments</i>
10.15	Welcome and introductions
10.25	About today. About SIWG.
10.35	Where are we now? <ul style="list-style-type: none">■ Current objectives■ Achievements■ Contributions■ The way we work now: positives, negatives
11.30	<i>Coffee</i>
11.45	The context in which we operate
12.00	Refreshing our objectives
12.30	<i>Lunch and networking</i>
13.30	Council Fairness and Inclusion strategy and scheme 2009-12
14.15	<i>Coffee</i>
14.30	2009/10 SIWG work programme
15.00	Improving the way we work
15.45	Conclusions. Next steps
16.00	End

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SIWG Development Day – 20 May 2009

Notes from the Day

Overall

During the day we:

1. Considered the context in which we operate
2. Looked at our group and asked:
 - What have we collectively achieved and how?
 - What have the community groups that participate in the SIWG contributed?
 - What helped them contribute?
 - What stopped from contributing?
3. Considered our objectives and whether they needed changing
4. Looked at what future meetings (content and style)
5. Discussed the contents of the Council's next equality strategy and scheme for 2009-12 and commented on key issues that officers needed to know before they assess the impact of Council policies and practices on people from the equality strands

We had planned to look at the way we currently work and consider improvements, but decided to spend more time on discussing and identifying key issues to be included in the council's next equality strategy that we called Fairness and Inclusion strategy (2009-12)

The context

We identified that the context in which we operated was complex as it was made up of expectations and demands by:

- The people who live in York
- The Councillors
- The senior managers in the Council
- Equalities legislation
- The various bodies that inspect the Council to confirm that it does a good job

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Looking back

Achievements

- We have increased the Council's and each other's understanding of equality and inclusion issues in the city, focusing in particular on groups of people who face disadvantage and continue to feel excluded, like those with learning disabilities.
- We have promoted collaborative working and helped networking between community groups that had not talked to each other previously.
- We have broken down formality in Council meetings. Working in small groups every time we met helped everyone to get a voice.
- We have had direct access to councillors who promote fairness equality and inclusion in the Council and felt that we were listened to and action was taken as a result.
- Because of groups like ours, the Council can show that it is a listening organisation, acting on feedback it receives from community groups
- Our membership is committed and there is high attendance every time we meet.

SIWG community groups

Community groups involved in the SIWG have contributed the following:

- Offered the Council free/cost effective channels of communication to and from communities of interest (as opposed to communities of place) e.g. YREN Open Forums
- Helped the Council research and identify the needs of people from the equality strands.
- Kept people in the community informed about how the Council approaches equality fairness and inclusion and why.
- Were able to challenge decisions and thinking that affects lives in the city.

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- Offered officers and councillors the chance to have diverse voices in one place, giving a snapshot of diversity in the city and increasing their awareness about it.
- Highlighted issues concerning groups that are not represented in SIWG at present.

The following **helped** community groups contribute to SIWG work:

- Networking with other groups to find common issues and promote them together.
- The Equality Impact Assessments Fair on 5 November 2008, where community groups worked with council officers to “equality-proof” key Council services like access to leisure services. .
- A sense that they “own” the SIWG

The following **stopped** community groups from contributing their best to the SIWG:

- Lack of training/understanding issues both for community representatives as well as officers. Suggestions for training or briefings needed, included:
 - Workshop by York People First about learning disabilities and using easy-read/accessible language;
 - Understanding the rights of people from the six equality strands;
 - How the Council works; how the budget is allocated and managed;
 - The impact of sport and leisure on community cohesion/quality of life in the city
 - Library services
 - Human Rights and Equality legislation (full day training)
- Inaccessible information: Need more accessible presentations and pre-meeting briefings for community groups. Officers and councillors need training on using easy-read.
- Open questions when working in small groups or consulting. Prefer “targeted” questions.
- Lack of clarity about the role/obligations of community representatives.
- Too many community groups around the table, too little time to cover the agenda. Meetings can be too long.

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- Permission to be frank.
- Lack of understanding of how the Council works and how its budgets are allocated.
- Not getting feedback about issues raised in meetings.

SIWG objectives

Overall, it was felt that our current three objectives were ok. Areas that we needed to focus on to help realise our objectives better, included:

- Better links with ward committees that will:
 - Help us to know fairness and inclusion issues arising in localities
 - Give us a "geographical" map of inclusion issues in the city
 - Use YOUR WARD to communicate what SIWG does
 - Get those attending to think about issues that affect everyone not just dog-bins and issues about their immediate neighbourhoods.
- A Community Cohesion strategy for York.
- A review of SIWG membership (community groups).
- Community groups on SIWG need to work together more; need shared and neutral space to work from (within the new Council HQ?); need shared events; need to share information (can council contact centre give out information about local groups?)
- Work harder to include small hard-to-reach groups.
- Council vision should include valuing everyone and Council services need to take on board Human Rights issues.

Looking forward

Future meetings

To improve the way we work we should:

- Follow up actions from previous meetings, every time we meet
- The first meeting with a new Chair should include short presentations from each of the groups involved about their work and issues they have identified to Council to take on board.
- Hold an event to attract/promote SIWG to young people.

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- Hold a day-long meeting with Council Executive and Council Management Team, once a year.
- Have "Ask the Director" slots at our meetings.
- Have informal meetings between formal meetings.
- Have SIWG training and development days.

The following were suggested as items for future meetings:

- Value for money: Does it deliver better outcomes for people from the equality strands?
- Including people with learning disabilities in public and democratic life.
- Briefing sessions (for the topics see page 3 above).
- Progress with the Council Fairness and Inclusion strategy and scheme 2009-12.

Council equality strategy 2009-12: Fairness and inclusion issues for council officers to consider
--

We looked at issues already identified and added the following:

Issues that affect all strands

- Class issues accentuate problems
- There is still inequality in employment and education
- Provide shared and neutral space for groups from the strand to meet and work together. Free rooms in new Council HQ??

Gender

- Glass ceiling for women still not broken
- Male awareness of female issues is still poor
- Must engage with the Trans community
- Don't forget white working class males (employment, lifelong learning etc)

Disability

- Support independent living; offer the right support for each individual
- Offer training to people receiving direct payments about what they are and how to use them
- Accessibility to life in the city is still an issue. For example, people with hearing problems continue to feel disadvantaged in

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service and employment but service providers/employers do not seem aware of/wiling to deal with this major problem.

Race

- Discrimination is a problem
- Need pre-school/ early-years education provision with language support. Language can be a barrier when in school too. Need to consider the needs of children coming from different education systems.
- Training qualifications from other countries are not recognised.
- Refugees in the city feel isolated and disadvantaged
- Encourage Black Minority and Ethnic peoples engagement in politics.

Age

- Need to raise awareness educate and promote tolerance towards older age.
- Need intergenerational projects
- Rural isolation is a problem for people of all ages
- Student accommodation is limited/poor in some areas of York
- Dignity in Social Care needs improving
- Employment opportunities for older and younger workers

Sexual Orientation

- Community awareness
- Bullying in schools. Specific support needed for LGBT pupils.
- Older LGBT entering care, face inclusion issues.
- Community safety. Hate crime.
- Gay friendly services are needed.
- LGBT people should be encouraged to engage in local politics.

Religion and Belief

- Improve knowledge about new groups in the city.
- Encourage engagement in politics.

Councillors

Cllr N Ayre (Chair)
Cllr S Crisp (Vice Chair)
Cllr K Aspden
Cllr J Gunnell
CllrJ Brooks

Substitutes

Cllr Susan Galloway
Cllr P Healey
Cllr T Simpson-Laing
Cllr S Sunderland
Cllr J Watt

Co-opted community representatives

Age

Sue Lister
Larry Hotchkiss
Stephen Rouse

LGBTQ

Peter Blackburn
Sarah Fennell

Race

Rita Sanderson
Daryoush Mazloum

Religion/Belief

Corry Hewitt
Rev Paul Wordsworth

Disability

Physical/sensory

David Brown

Mental Health

John Bettridge

Learning Disabilities

Fiona Walker

Learning Disabilities

Becca Cooper

Expert Witnesses

Humanists

Colin Campbell

George Wright

Higher York

Claire Newhouse

Travellers Trust

Christine Sheppard

PCT

Elaine Schofield

Education/Children

Bernie Flanagan

Access Group

Linda McElroy

Independent Living

Ralph Edwards

Annex 4 –SIWG objectives

Objective 1

Advise the Executive on equality issues in general or in relation to major CYC projects and initiatives

Objective 2

Extend and build contact with groups and individuals involved in Equality issues in York to facilitate equality related input into CYC policy and plans, and provide opportunities for all citizens to influence the CYC equalities agenda

Objective 3

Provide a link with Ward Committees so that Equality issues which are raised there are taken further

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Agenda Item

Meeting of the Social Inclusion Working Group **2 July 2009**

Report of the Head of Civic, Democratic and Legal Services

Draft Council Fairness and Inclusion Strategy and Single Corporate Equality Scheme 2009-12

Summary

1. This report asks members of the Social Inclusion Working Group to receive the draft Fairness and Inclusion Strategy 2009-12 and make further comments if needed, so that they can be taken on board before the draft is finalised and approved by councillors in the autumn 2009.

Background

2. The SIWG discussed and agreed the approach to and the contents of this Strategy at their meeting in January 2009 as well as at the SIWG Development Day on 20 May 2009.
3. The copy attached here is based on comments already made by SIWG.
4. A summary of the draft Strategy and a full copy of the draft are attached as Annex 1 and 2 respectively.
5. The time-line for approval of the strategy was discussed both at the meeting in January as well as the Development Day on 20 May 2009 and is as follows:

Council Management Team (CMT) -	1.7.09
Social Inclusion Working Group -	2.7.09
Directorate Equality Leads officers' network-	8.7.08
CYC Equality Leadership Group -	9.7.08
Published on website for on-going consultation	10.7.08
Final version to CMT	early Sept 2009
Final version to Council Executive	late Sept 2009

Consultation

6. In line with “Listening, informing and working together “ the Council’s Community Engagement Strategy, extensive consultation and engagement with relevant communities and groups has taken place as outlined on page 43 of Annex 2 of this report . This draft has come about as result of these consultations.
7. The strategy will be updated annually around June. The draft will be placed on the council’s website on 10 July 2009 and comments will be welcome at anytime throughout the lifetime of the strategy so that they can be taken on board when the strategy is updated each year.
8. Copies of the draft will be sent to organisations involved in the Local Strategic Partnership and will be taken to the Inclusive York Forum in October 2009.
9. Between September 2009 and December 2009, the Equality and Inclusion Manager will visit every community group that attends SIWG to present the Strategy and get further feedback.

Options

10. N/A

Analysis

11. N/A

Corporate Priorities

12. The strategy contributes to the Inclusive City and Effective Organisation themes of the Corporate Strategy 2009-12

Implications

13. **Financial** – None
14. **Human Resources (HR)** – None
15. **Equalities** - This strategy outlines the plans for this council’s contribution to making York an inclusive city and meets Council fairness and inclusion objectives as well as SIWG objectives.

16. **Legal** – The Council has a duty in equality legislation to produce equality schemes and update them regularly. Part B of this strategy updates previous schemes and outlines this council's detailed plans for fairness and inclusion in service provision and employment between July 2009 and July 2012.

17. **Crime and Disorder** - None

18. **Information Technology (IT)** - None

19. **Property** - None

20. **Other** - None

Risk Management

21. N/A

Recommendations

22. The Social Inclusion Working Group is asked to receive the draft Fairness and Inclusion Strategy 2009-12 and make further comments if needed at the meeting.

Reason: To ensure that SIWG receives the full draft of the strategy they have helped put in place in the past year.

Contact Details

**Author: Evie Chandler
Equality and Inclusion
Team
Tel: 551704**

**Chief Officer Responsible for the
report:
Quentin Baker**

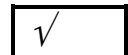
**Report
Approved**



Date

Wards Affected:

All



For further information please contact the author of the report

Annexes

Annex 1 – Building Strong Foundations Summary

Annex 2 - Draft Council Fairness and Inclusion Strategy and Single Corporate Equality Scheme 2009/12

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Building on Strong Foundations

The City of York Council Corporate Fairness and Inclusion Strategy and Single Corporate Equality Scheme

July 2009 to July 2012

Summary

This strategy follows on and updates the Council's first equality strategy for period 2005-8, called "Pride in our Communities" (PIOC).

It has three parts:

- **Part A: The Strategy.** This includes the Council's definition of fairness and inclusion, the reasons for being a fair and inclusive council, the main issues that make people feel excluded from life in the city, who is responsible for making sure the council is fair and inclusive and how they will know that the strategy is working.
- **Part B: The Single Corporate Equality Scheme 2009-12.** This is the plan of action that Council will take between July 2009 and July 2012, to make sure it continues its journey towards inclusive working and employment practices.
- **Part C: Annexes.** They include further information that helps the reader understand the strategy and scheme better.

Fairness and inclusion are about treating people differently according their needs, so as to arrive at fair results in service and employment offered by the Council, its partners, outside organisations that work for it, and organisations that the Council gives grants to.

This strategy focuses on people who may face disadvantage in:

- accessing and receiving services provided, bought or grant-funded by the Council, and/or

- being employed by the Council because of their gender, race, disability, age, sexual orientation and religion & belief. These are called the "six equality strands".

The strategy has 6 objectives :

- Know the needs of groups from the six strands in the local community.
- Working with partners and showing leadership and commitment to fairness and inclusion in service planning, service provision and employment in the city.
- Engage with groups of people from the equality strands.
- Provide responsive services to people from the equality strands.
- Employ a modern diverse workforce that understands the needs and aspirations of people from the equality strands and acts accordingly.
- Make sure that specific actions are be taken in each of the six Council business areas, called "Directorates".

The strategy and scheme were put together following extensive internal and external consultation and engagement and will be reviewed annually as the city, the council and the social economic and legal environment in which the council operates, change.

Views about this strategy are welcome at any time. They will be collected and recorded so that they can be considered when the strategy and scheme are reviewed annually. Views and comments can be sent by e-mail to equalities@york.gov.uk or by post to the Manager, Corporate Equality and Inclusion Team, The Guildhall, York YO1 9QN.

Building on Strong Foundations

The City of York Council Corporate
Fairness and Inclusion Strategy
and
Single Corporate Equality Scheme

July 2009 to July 2012

Draft

Contents

Introduction

Part A The Strategy

Section 1 What is Fairness and Inclusion?

Section 2 Why Fairness and Inclusion ?

Section 3 Fairness and Inclusion issues in York

Improving the lives of people from the equality strands - 6 themes for action (objectives)

- Section 4**
- Know the community
 - Leadership, partnership and commitment
 - Engaging with people from the equality strands
 - Providing responsive services
 - Having a modern diverse workforce
 - Acting in each Directorate

Section 5 **Who is responsible for the Strategy and Scheme?**

Section 6 **How will we know the Strategy is working?**

Section 7 **Tell us what you think**

Part B **The Single Corporate Equality Scheme 2009-12**

Part C **Annexes**

Introduction

In the Autumn of 2005, following extensive consultation and active engagement from the various communities of interest in York, City of York Council published its first ever corporate equality strategy and related schemes, called **Pride in our Communities (PIOC)**.

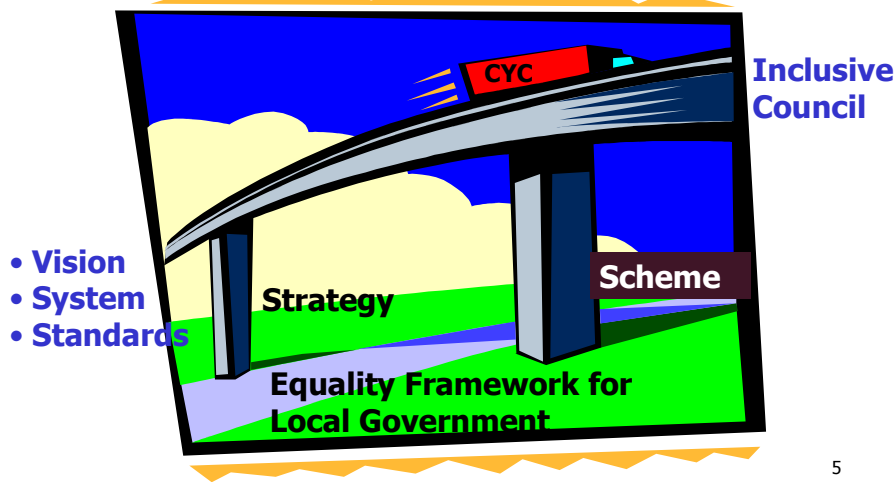
In summer 2008, the council updated PIOC and the schemes and published its first **Single Corporate Equality Scheme** for 2008-9, putting in place a plan of action to meet duties and requirements arising from further changes in equality legislation, standards for local government inclusive working and the new performance management framework for local government.

Pride in our Communities (PIOC) 2005-8 and the Single Corporate Equality Scheme (SCES) 2008-9, described the council's journey towards understanding and placing fairness and inclusion at the centre of everything it does. The aim was (and still remains) to make a difference to people in York facing disadvantage and discrimination in service and employment because of their gender, disability, race, age, sexual orientation and religion and belief.

PIOC and the SCES helped the council to put in place a clear vision for fairness and inclusion and to lay the foundations for fair and inclusive working. However, the council is a very large organisation made up of numerous and diverse services each one having to meet an increasing number of sometimes contradicting pieces of legislation, standards and practice requirements. This meant that although the vision and commitment for fair and inclusive practice are now embedded in the organisation, the practice is not yet consistent across all of the operational areas.

The Fairness and Inclusion Strategy and the Single Corporate Equality Scheme 2009-10, update the PIOC and aim to achieve consistency in practice across the council, placing people who face disadvantage and their needs first in the way we plan and deliver our services.

Our on-going "journey"



This Strategy and single scheme are based on the **Equality Framework for Local Government 2009**¹. They take into account what groups and people from the equality strands told us as well as information we have collected through research and the analysis of data the council and its partners hold.

The long-term aim is to tackle multiple disadvantage as experienced by individuals who face multiple issues because of a combination of their gender, disability, race, age, religion or belief and sexual orientation.

Both, the Strategy and the Single Corporate Equality Scheme 2009-12, have been produced following extensive consultation and engagement with groups and people from the equality strands.

This document is for use by Councillors, staff and service users of City of York Council. It is also a reference point for bodies that inspect the Council, such as the Audit Commission.

¹ The Framework has been put together by local government associations and is approved by the government. It sets the standards for fair and inclusive public services.

Part A - The Strategy

Section 1: What is “Fairness and Inclusion”?

Fairness and inclusion are about treating people differently according to their needs, so as to arrive at fair results in service and employment offered by the Council, its partners, outside organisations that work for it, and organisations that the Council gives grants to.

The aim is to make sure that people do not suffer disadvantage in service and employment, because of their:

- **Gender**, including transgendered people (i.e. people going through sex-change and people who have a sense of self that belongs to the other gender)
- **Disability**
- **Race**
- **Age**
- **Religion and Belief**
- **Sexual orientation**

These 6 categories are called the “**equality strands**”.

Fairness and inclusion are about acting differently, rather than spending more money or using more staff resources.

They are about **thinking about people first**, especially people from the equality strands, understanding their needs and taking them into account every time we make decisions and act.

In accordance with local people’s expectations as well as government requirements, fair and inclusive services and employment must happen within the council’s means, whenever possible delivering more services for less money and making sure that council resources are applied where they are expected to make the most impact (i.e. affecting large numbers of people or dealing with profound disadvantage that affects large numbers of people)

This means that it will not always be possible to meet all individual needs and that the council has to prioritise and work in partnership with a number of organisations to make sure that it acts in a fair and inclusive but cost-effective way.

Section 2: Why Fairness and Inclusion?

Fair and inclusive service planning, delivery and employment practice are required by:

- The people who live in city, as it improves their lives
- Our Councillors and senior managers
- Our partners in the private, public, and community and voluntary sectors
- The law
- The bodies that inspect us, to confirm that we do a good job

Improving people's lives

Planning and delivering services in a fair and inclusive way matters to people, particularly those likely to suffer disadvantage because of their gender, disability, race, age, sexual orientation and religion and belief.

Below are examples of fair and inclusive cost-efficient practice, that resulted in life-changing improvement.

Interpreting for life-changing decision making: *Housing and Adult Social Services*

A Social Care Manager contacted the directorate Equalities and Information Development Manager to get help with interpretation services for an older lady from another European country, who because of her confused state, had reverted to her mother tongue.

She had some important life-changing decisions to make about whether to move into residential care or not. She could only answer yes or no and, although the decisions were not of a complex nature, it was felt that an interpreter was necessary to help her understand all the options so as to make a fully informed decision about her future.

There were no family members available and it was agreed that the professional but impersonal interpreters on offer were not suitable. The Equalities and Information Development Manager contacted the relevant country's Embassy in London to make enquiries. They signposted him to the church organisation of the lady's country in London. On contacting the church, he was informed that they provide social care support to

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natives of their country currently living in the UK. They were able to provide a sensitive interpretation service free-of-charge and were happy to have the interpreter travel to York, asking for travel expenses only.

Within a week and a half of the original query, the woman was able to meet with the appropriate professional and after she received the necessary interpreted advice and guidance, she was able to make the decision that suited her best.

Bridge over troubled waters: *Neighbourhood Services*

The City Mills sheltered accommodation scheme in Skeldergate is often cut off when the River Ouse rises, preventing residents, care workers, medical staff, friends and family from getting in and out the building. For years, they had to rely on council staff in Land Rovers to drive them to and from the building, often having to be lifted and carried to and from the cars.

Thinking about the needs and dignity of residents first, an operations manager came up with a solution to allow access to and from the sheltered accommodation in City Mills, during floods. He designed and commissioned a lightweight, portable and adjustable temporary bridge which can span up to 14 metres of floodwater to a maximum depth of one metre. Strong enough to carry wheelchairs, motorized scooters or ambulance stretchers, the aluminium walkway fits into a Ford Transit-type van and can be erected by two people in one hour. Residents' feedback has been very positive as the bridge is strong, quick to erect and has made a big difference to people who use it allowing for independent and dignified access to and from the building.

Providing support for young people claiming benefits: *Benefits Service, Resources Directorate*

Working with young people, the service put in place the 'young people's report' (YPR) support system. This includes:

1. "Z" cards and posters on display around the city and at council reception points, to advertise the dedicated YPR mobile phone and the benefits@york email address.
2. Dedicated staff taking phone calls and dealing with any emails.

3. The ability to identify cases of young people who may need support because they are not managing to deal with their benefit claim etc. This does not happen that often, as most young people manage their affairs well. However, where a case is highlighted for monitoring, a member of the team carries out regular checks.

4. When looking at the progress of a claim, staff may phone the young person concerned, text them, email them, or offer interviews with them where this would be useful.

5. This system is linked to the Benefits Advisor Team who give welfare benefits advice, if a young person prefers to be helped by them rather than in any other way.

6. Staff work with a number of internal and external organizations and teams dealing with young people (e.g. housing, rents, council tax, Pathway, Castlegate, Teenage Parents, Homelessness etc) through e-networking. This can highlight cases where extra advice or support will help the young person.

Accessible leisure facilities: *Leisure Services, Leisure Culture and Children Services.*

“We approached City of York Council to request their support in enabling our T4C group to undertake three Disability Equality Audits. We would like to thank City of York Leisure Services Department for their full co-operation with this undertaking, which was based on the experiences of both the T4C group and other disabled young people.

Disability Equality Audits were carried out at Oaklands Sport Centre, Yearsley Swimming Pool, and Edmund Wilson Swimming Pool. The Disability Equality Audits would not have been possible without funding from York Children’s Trust (YorOK), Big Lottery Funding for PACT’s Skills Link young people and The Children Society.

The T4C group have had the full co-operation of City of York Council and this has been a privilege and an enjoyable learning experience for the young people taking part.

The Disability Discrimination Act aims to end the discrimination which many disabled people, including children and young people, face. can

Annex 2

take place in two ways – by treating a disabled person less favourably and/or by failing to make reasonable adjustments so that disabled people can participate in services, including leisure.

In completing this audit, we have been pleased to acknowledge examples of good practice, with many of our recommendations requiring only minor and inexpensive adjustments in order to make them more fully inclusive of all disabled people.”

PACTS’s T4C Young People’s Group

The Explore Computer Club – Acomb Library Learning Centre, Leisure Services

Prior to the closure of the Huntington Road Day Centre in 2008 its customers were consulted on which activities that they would like to continue to participate in. Using computers had been popular at the day centre and the customers were keen to continue this.

It was important that any possible venue had the facilities to accommodate the needs of the customers who all have some form of physical disability (three are wheelchair users).

In June 2009, Explore Computer Club was born and meets every Friday afternoon. Most of the members have problems with remembering so the key is to repeat the bite-sized pieces of learning often. An important part of the afternoon for everyone is break time in the café where they enjoy a well-earned drink and chat.

The environment at Explore is a new experience for the members but with the support of their Activity Support Leaders who worked with them at Huntington Day Centre, they have embraced the change that has empowered them, giving them independence and confidence. The group has become a part of the Explore community.

“I had been at Huntington Road Day Centre for over 21 years. It was a big change for me when the Day Centre closed. I started at the *Explore Acomb Library Learning Centre* about two months later. This group enables me to carry on learning computer skills” “I feel secure here because I am familiar with the staff members from the Centre.”
(Richard)

"Since arriving to work here I have found that the staff are very helpful with all the different uses of Computer. Having a rather bad memory does not help as I start doing something then seem to forget what I intended to do, luckily the staff are well aware of my shortcomings and all help me to complete whatever I have started. They do not do it for me, but try to stir my memory, so that I can often pick it up and continue to complete the task involved. It's very awkward being like I am, but with a little help and understanding my task is always fruitful and I am able to be understood." (Mervyn)

York top-rated council for disabled children's services – *Children Services, LCCS*

Information from CHILDREN AND YOUNG PEOPLE BULLETIN

Between January and March 2009, the Department for Children, Schools and Families collected information about 30 authorities through a questionnaire, asking parents about their views of health, social care and education services for their disabled children over the past 12 months.

The results revealed the highest scoring authority was York City Council with 65 scores out of 100, when judged against the five standards from the government's "core offer" - information, assessment, transparency, participation and feedback (though York like other Councils has to improve on the feedback core offer).

The aim of this annual survey, is to provide a baseline for local authorities to assess their performance on the provision of services for disabled children.

The "core offer" was introduced by the government through *Aiming High for Disabled Children* and is about local authorities and primary care trusts committing to inform and involve disabled children and their parents as their needs are assessed and necessary services are delivered.

Councillors' vision . Officers' commitment

Our Councillors' vision for fairness and inclusion, was first stated in **Pride in our Communities 2005-8** :

"York is a diverse city where everyone regardless of their background is able to take advantage of its benefits and opportunities, and is supported to contribute towards its future"

The vision is restated in our refreshed **Corporate Strategy 2009-12:**

"We will do our best to make sure that all citizens, regardless of race, age, disability, sexual orientation, faith or gender, feel included in the life of York. We will help improve prospects for all, tackle poverty and exclusion and make services and facilities easy to access"

In response to this vision, the Council Management Team (i.e. the Chief Executive and Directors) has made the following commitment:

We commit to:

- ⇒ Aiming for fair outcomes in service and employment, working within our means
- ⇒ Valuing diversity; tackling discrimination
- ⇒ Promoting good community relations
- ⇒ Using our economic power to support equality and diversity (procurement, grants, loans)
- ⇒ Aiming for a representative workforce and councillor body
- ⇒ Engaging equality groups and supporting them to influence and scrutinise our decisions
- ⇒ Fairness and inclusion being corporate imperatives

Partners' vision and commitment

Without Walls, York's Local Strategic Partnership of public, private and community and voluntary sector bodies and that sets and delivers a long

Annex 2

term vision for York, has a vision to improve lives in York amongst others by doing their best to ensure that

"....all citizens feel included in the life of York. We will help improve prospects for all, tackle poverty and exclusion and make services and facilities easy to access"

The Law

The council has a legal duty to be fair and inclusive in service planning delivery and employment, to promote fairness and inclusion in the community it serves and the organisations it commissions, and to have plans in place (called "Schemes") showing how it will meet the requirements (called "Duties") it has under the following Acts and Regulations:

- Disability Discrimination Act 1995 and 2005
- Employment Equality (Age) Regulations 2006
- Employment Equality (Religion or Belief) Regulations 2003
- Employment Equality (Sexual Orientation) Regulations 2003
- Equality Act 2006
- Equal Pay Act 1970
- Gender Equality Duty 2007
- Race Relations Act 1976 (as Amended 2000)
- Sex Discrimination Act 1975

These Acts aim to protect people who face disadvantage because of their gender, disability, race, age, religion and belief and sexual orientation. These are called **the equality strands**.

Inspections

The body that looks at whether the council overall is doing a good job, is the Audit Commission. The questions that inspectors from the Audit Commission ask when they look at council services, are in documents published by the Commission every year. There are other bodies that look at specific areas of the council and report back to the Audit Commission – for instance the Care Quality Commission. In summary inspecting bodies expect the council to:

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- Know the needs of its local communities.
- Respond to these needs by delivering fair results that take account of the specific needs of groups of people from the equality strands.
- Involve and engage groups that represent the equality strands in its decision making and in public life in general.
- Communicate in a fair and inclusive way to make sure that people from the equality strands know about, understand and are able to access its services.
- Evidence that, working with its partners, it is having a positive effect on the lives of people from the equality strands.
- Monitor its decisions and actions to make sure they are inclusive.
- Act within its means.
- Be “proportional” i.e. put resources where they will have a positive effect on as many people from the equality strands as possible.

Section 3. Fairness and Inclusion issues in York

The council uses a number of sources to research and analyse information about fairness and inclusion issues in York. These include:

a. Data collected and analysed from:

- The Equality Profile of York as in the 2001 Census
- The Story of Place 2008
- The Joint Strategic Needs Assessment
- The Place Survey
- The CYC annual staff survey

b. Issues that groups from the equality strands have told the council during consultation events and as they engage with council services. Details can be found in Annex 1 .

Overall York is a prosperous city with some pockets of deprivation. These pockets are amongst the 10% most deprived areas in the country. People living in those areas, particularly people from the equality strands, are likely to face poor education, health and employment.

Across the city, the population is growing. The numbers of women, older people and Black and Minority Ethnic (BME) groups are growing. People from different religion and belief backgrounds and the Lesbian, Gay Bisexual and Trans communities, are increasingly asserting their identities and needs.

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Common issues that people in York told us² have a negative effect on people from the equality strands are:

- Difficulty in accessing information services and employment, particularly through our publications and website
- Unfair treatment in services and employment (with and outside the council), mainly arising from lack of understanding and respect for diversity
- Community safety
- Bullying and harassment in services and employment
- A sense of isolation; a need for support networks and places to meet

These issues will be considered by council services as they assess the likely impact of their decisions and actions on the quality of life of people from the equality strands.

Questions that officers are expected to ask in relation to these issues will include:

- Does what I am doing/proposing to do lead to unfair treatment of people from the equality strands? What can we do about this?
- Does it make their access to service or employment harder? What can we do about this?
- Does it make them feel safe, welcome, valued and included in the council and in the city? If so, can we apply this action in other things we do?

Action needed as a result of asking these questions, will be listed in the action plans included in **Equality Impact Assessments (EIAs)**.

EIAs are documents that will be published every year on the council's website and will also be available from the Equality and Inclusion team upon request, showing what council officers propose to do to deal with issues they have identified that lead to unfair discrimination and exclusion. Contact equalities@york.gov.uk or write to the Manager, Corporate Equality and Inclusion Team, The Guildhall, York YO1 9QN

² Mapped at a number of engagement and consultation events which started in 2007 and concluded in May 2009.

Section 4: Improving the lives of people from the equality strands - 6 themes for action (objectives)

The Strategy and Single Scheme have 6 themes for action and on-going improvement. They are based on the newly published Equality Framework for Local Government and will help the council to meet the requirements of equality legislation, the Customer Services Excellence Standard³, the Comprehensive Area and Organisational assessments⁴

T1 - Know the community

The prosperity and quality of life of people who live in York, is affected by their differences in terms of gender, age, disability, age, religion or belief and sexual orientation.

Knowing our community is about collecting data and feedback to help us understand differences within and between communities in York, looking for gaps in quality of life determinants (like access to services, health, education, community safety and access to work) that the council and its partners need to deal with. It also reassures us that we reach all parts of our community, hearing as many voices as possible.

T2 - Leadership, partnership and commitment

Political and managerial vision and commitment to fairness and inclusion are key to achieving positive change and improving lives in the city.

Our councillors have a key role in this, as they have the most up-to-date knowledge of the needs of different sections of the community and changes in the population.

To make sure that identified gaps are dealt with, our managers and staff will be committed to working in partnership with bodies and groups in the city and beyond, narrowing the gaps and improving lives.

This means that our councillors and managers will work with partners and stakeholders to consider allocation of resources, fairness and

³ The standard that government has developed and uses to measure whether public services are effective efficient empowering and equitable

⁴ The two assessments are done by the Audit Commission looking at life in the city and whether inequalities are being dealt with as well as how well the Council manages its business

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inclusion in procurement and grant giving, and to support the engagement of people from the equality strands in the planning and delivery of services and the scrutiny of services delivered.

T3 –Engaging with people from the equality strands

To recognise people’s different needs situations and goals, we need to know and work towards removing the barriers that limit what people can do and be. The council has a duty under equality legislation to reach out and engage with people from protected groups particularly groups of vulnerable people.

Our recently published corporate Engagement Strategy (please see http://www.york.gov.uk/council/community_eng/), offers guidance about how to do this. In terms of including people from the equality strands in service planning, delivery and employment improvements, we shall focus on supporting the engagement of vulnerable groups through the **council’s Social Inclusion Group** and our **Staff Equality Reference Group**. Both groups include people from all the six strands and their terms of reference can be found in Annex 2.

T4 – Providing responsive services

Our services, whether provided directly or procured and commissioned, must take into account the needs of people from the six equality strands.

To make sure this happens, we shall assess the impact of services and decisions we or organisations we procure/commission from make, on people from the equality strands to make sure we do unintentionally discriminate against some of them. This process is called doing an **Equality Impact Assessment (EIAs)**. The results of EIAs will be published on our Internet annually around March and will also be available in various accessible formats from the Equality and Inclusion Team contact

Each assessment will lead to action plans that will be included in our service plans and monitored regularly.

T5 – Having a modern diverse workforce

Delivering fair inclusive and personalised services depends on the make-up, skills, commitment and understanding of our workforce.

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Therefore we shall put in place a Workforce Strategy⁵ that has clear and relevant equality objectives, is based on understanding our local labour market and takes into account the barriers to employment faced by people from the equality strands. We shall also make sure that all our current employment practices are equality impact assessed, that our training programmes address equality issues and that we promote a workplace culture in which staff are treated with dignity and respect.

T6 - Acting in each Directorate

The council is organised in six directorates or business areas:

- Chief Executive's
- Resources
- Learning Culture and Children Services
- Housing and adult social services
- Neighbourhood services
- City strategy

Each of these will put in place their own fairness and inclusion action plan for 2009-12 called the **Directorate Single Equality Scheme**. These will be based on the five action areas mentioned above in this section starting with yearly programmes of staff training and Equality Impact Assessments.

Section 5 - Who is responsible for the Strategy and Scheme?

The council **Executive and Council Management Team**, guided by the Executive Member for Leisure, Culture and Social Inclusion as advised by the council's Social Inclusion Working Group and Staff Equality Reference group, will be responsible for the delivery of this strategy and single scheme.

They will be supported by:

1. The corporate Equality Leadership Group, led by the Corporate Equalities Champion,
2. The Directorate Equalities Leads network, supported by the Equality and Inclusion Manager,
3. The Directorate Equality networks and groups, supported by Directorate Equality Leads,

⁵ This is a plan to make sure that we recruit and keep the right people to help us deliver our vision for an inclusive and fair council

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4. The Staff Equality Reference Group co-ordinators
5. The corporate Equalities and Inclusion Team.

In addition, all councillors employees and partner agencies have a role to play in making sure that fairness and inclusion are at the heart of everything the council does.

The diagram in Annex 3 shows who is involved in fairness and inclusion work in the Council.

Section 6: How will we know the Strategy is working?

The Strategy is a long-term plan. It will take time for uniform improvement to come through.

However, every year we shall look at “markers” that tell us whether we are improving and publish the results. These markers make up the **Corporate Fairness and Inclusion Scorecard** which has four components:

- Progress with **national performance indicators**, that relate to equality and inclusion at a high level (i.e. the city, the entire council)
- Progress with local **performance indicators** that Council Executive, Management Team (CMT) and the Equality Leadership Group (ELG) set (e.g. the number of women and BME officers holding senior jobs in the Council; the number of disabled employees)
- The level⁶ of the **Equality Framework for Local Government**, the council as a whole is at
- Completing a programme of annual **Equality Impact Assessments (EIAs)** as agreed by the Equality Leadership Group and Council Management Team and ensuring that actions arising from previous years’ EIAs have been included in service plans and are progressing

Details about the scorecard are in Annex 4.

In addition we shall seek feedback about how we are progressing from the community representatives and other community leaders involved in Social Inclusion Working Group and the members of our Staff Equality Reference Group.

⁶ The Framework has 3 levels; Developing, Achieving and Excellent.

Section 7 : Tell us what you think

This strategy and scheme were put together following extensive internal and external consultation and engagement (please see Annex 5). They will be reviewed annually as our city, the council and the environment in which we operate, change.

For example, currently a Single Equality Bill is going through Parliament, aiming to draw together the numerous pieces of equality legislation. The Bill is expected to come into force in 2011 to streamline the requirements that public bodies must meet making them easier to identify and follow. Also the role of local government is continually evolving and the council faces constant change.

Therefore your views about this document are welcome at any time. They will be collected and recorded so that they can be considered when the strategy and scheme are reviewed. Please send your views and comments about the content of this strategy by e-mail to equalities@york.gov.uk or by post to the Manager, Corporate Equality and Inclusion Team, The Guildhall, York YO1 9QN

You can also fill in a questionnaire to send back to us. If you would like a copy of the questionnaire please contact equalities@york.gov.uk or write to the Manager, Corporate Equality and Inclusion Team, The Guildhall, York YO1 9QN

Part B- The Single Corporate Equality Scheme (SCES)

Introduction and background

This Scheme follows on from the PRIDE IN OUR COMMUNITIES, the council's first Equality Strategy 2005-08 and the Corporate Single Equality Scheme 2008-9. As a result the council was able to:

1. Build and develop inclusive governance and engagement mechanisms, to promote and support fairness and inclusion throughout the council
2. Start collecting, analysing and using equality data
3. Complete a programme of priority Equality Impact Assessments for 2008-9
4. Develop and deliver a programme of equality and inclusion training for staff
5. Develop the corporate Fairness and Inclusion System and Standards i.e. corporate approaches to all the aspects of fairness and inclusion work like collecting and using data, Equality Impact Assessments, inclusive engagement etc

This scheme describes the actions that the council will take between July 2009 and July 2012, to deliver the Fairness and Inclusion Strategy 2009-12 and also to meet its legal duties arising from current equality legislation.

The council has a legal duty to have Gender, Disability and Race Equality schemes in place under the following Acts:

- Race Relations (Amendment) Act 2000 (RRAA)
- Disability Equality Duty 2006 (DED)
- Gender Equality Duty 2007

These can be separate schemes or a "single" scheme.

This is a **single scheme** that covers common requirements in the three Acts such as:

- To have 'due regard' to the need to eliminate discrimination and to promote equality.
- To assess and consult on the impact of proposed policies, monitoring existing policies and monitoring key employment processes.

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It also covers a number of specific requirements, in particular:

- a requirement under the race equality duty to promote good race relations
- a requirement under the disability equality duty to treat disabled people preferentially if necessary in order to deliver equality
- a requirement to involve disabled people in developing the Disability Equality Scheme
- a requirement to promote positive attitudes towards disabled people
- a requirement under the gender equality duty, to address the causes of any gender pay gap.

Fairness and Inclusion Action Plan July 2009-July 2012

The Plan is constructed around the six action themes/objectives of the Strategy. Each theme has a number of detailed actions. The six strategic themes/objectives are:

1. Know the community
2. Leadership, partnership and commitment
3. Engaging with people from the equality strands
4. Providing responsive services
5. Having a modern diverse workforce
6. Acting in each Directorate

T1 - Know the community

Action 1 – Agree the National Performance Indicators (NPIs) and local Performance Indicators (Pis) to be collected and analysed by each directorate disaggregated in the six equality strands, to measure progress with fairness and inclusion in each directorate. Put in place an agreed protocol and action plan for the collection, analysis and use of reliable equality data across the council.

By: April 2010

Led by: Corporate Equalities and Inclusion Team, Chief Executive's

Duties met: All (gender, disability, race)

Action 2: Agree which NPIs will be collected, analysed and disaggregated in the six equality strands by the Without Walls Local Strategic Partnership to measure progress with fairness and inclusion across the city and put in place an agreed protocol and action plan for

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the collection, analysis and use of reliable equality data across the LSP.

By: July 2012

Led by: Strategic Partnerships Team, City Strategy

Duties met: All (gender, disability, race)

T2 - Leadership partnership and commitment

Action 1: Support the development of a **Community Cohesion Strategy** at LSP level.

By: July 2010

Led by: Corporate Equalities and Inclusion Team, Chief Executive's and Strategic Partnerships Team, City Strategy

Duties met: All (gender, disability, race)

Action 2: Review council internet and intranet sites, press releases, publications and general communication, to facilitate **easy access to services and employment.**

By: July 2010

Led by: [Easy@York](#), Resources and the Marketing and Communications team, Chief Executive's

Duties met: All (gender, disability, race)

Action 3: As in Action 2 above, working with Without Walls partners

By: July 2012

Led by: Strategic Partnerships Team, City Strategy

Duties met: All (gender, disability, race)

Action 4: Refresh **the council's Procurement Strategy, third sector commissioning and grants processes** as in the COMPACT, to ensure that they are fair and inclusive and that they promote fairness and inclusion in the city and beyond.

By: July 2010

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Led by: the relevant teams in Resources and City Strategy directorates

Duties met: All (gender, disability, race)

Action 5: Put in place an action plan to **promote civic and public participation opportunities**, targeting people from the six strands starting with disabled people and Black and Minority Ethnic people

By: July 2010

Led by: Civic and Democratic Services, Chief Executive's

Duties met: All (gender, disability, race)

T3 - Engaging with people from the equality strands

Action 1: Review how the Social Inclusion Working Group operates to ensure that it reaches and engages with all strands, particularly with groups within the strands that are hard to reach.

By: July 2010

Led by: The Corporate Equality and Inclusion Team, Chief Executive's

Duties met: All (gender, disability, race)

Action 2: Support the ongoing development of council staff equality reference groups.

By: July 2012

Led by: Corporate HR with the Corporate Equality and Inclusion Team, Chief Executive's

T4 - Providing responsive services

Action 1: Undertake a rolling programme of **Equality Impact Assessments (EIAs)** of current and new council policies, strategies and practices and use these to put in place **Directorate Equality Schemes (DES)**. Ensure that the resulting remedial action is taken on board in directorate and service planning. Monitor that actions agreed have taken place and whether the effect has been beneficial or not.

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By: EIAs completed and published on our internet site by March each year. 3 year Directorate/Service Equality Schemes published after July 2009 and reviewed each year thereafter.

Led by: Corporate Equality Leadership Group/ Directorate Equality Leads

Duties met: All (gender, disability, race)

Action 2: Review current and new commissioning and procurement contracts, to include a requirement to deliver an effective and appropriate service fairly and equitably.

By: July 2012

Led by: Corporate Procurement Team, Resources

Duties met : All (gender, disability, race)

Action 3: Develop an equalities accreditation scheme for bodies we procure and commission from.

By: July 2012

Led by: Corporate Procurement Team, Resources

Duties met: All (gender, disability, race)

Action 4: Review our Customer Strategy and complaints procedures to ensure that they take on board the needs of vulnerable and marginalised groups like homeless people, refugees and asylum seekers etc

By: December 2009

Led by: Customer and governance services, Resources.

Duties met: All (gender, disability, race)

Action 5: Develop and deliver a rolling programme of training in Equality and Human Rights issues, for councillors and staff.

By: This will be done in the context of part of our Workforce Development Plan expected to be completed by January 2010.

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Led by: Corporate HR, Corporate Equalities and Inclusion Team, Civic and Democracy Services.

Duties met: All (gender, disability, race)

Action 6: A rolling programme of service reviews to assess access to services and participation in public life by people from the six equality strands. **By:** On going to June 2012

Led by: All Directorates

Duties met: All (gender, disability, race)

Action 7: Facilitate the development of a common approach to fairness and inclusion in access to services provided by all LSP partners

By: On going to June 2012

Led by: Strategic Partnerships Team, City Strategy

Duties met: All (gender, disability, race)

T5 - Having a modern diverse workforce

Action 1: Put in place a corporate Workforce Development Plan that takes on board fairness and inclusion, is based on a good understanding of the local labour market and considers the barriers faced by people from the equality strands, disabled people and BME people in particular

By: December 2010

Led by: The Corporate HR Team, Chief Executive's

Duties met: All (gender, disability, race)

Action 2: Review current HR policies to ensure that they are compliant with the latest requirements of equality and employment legislation

By: Ongoing to July 2012

Led by: Corporate HR with the Corporate Equality and Inclusion Team, Chief Executive's

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Duties met: All (gender, disability, race)

Action 3: Put in place a prioritised programme of EIAs of major and new employment policies and procedures.

By: Ongoing to July 2012

Led by: Corporate HR with the Corporate Equality and Inclusion Team, Chief Executive's

Duties met: All (gender, disability, race)

T6 - Acting in each Directorate

Action 1: Every directorate will put in place a 3 year Directorate Equality Scheme that will be monitored annually. This will include how the directorate deals with equality data, a programme of directorate and service level EIAs and a programme of equality and human rights training for staff.

By: July 2009

Led by: Directorate Equality Leads

Duties met: All (gender, disability, race)

Action 2: Every directorate will self-assess against the 3 levels of the Equality Framework for Local Government by March each year. Action plans will be put in place to make sure that the directorate is progressing through the 3 levels of the Framework, aiming for the Achieving level by July 2012.

By: March each year

Led by: Directorate Equality Leads

Duties met: All (gender, disability, race)

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Part C - Annexes

Annex 1 – Data and issues

Annex 2 – Terms of reference: Social Inclusion Working Group and Staff Equality Reference Group

Annex 3 – Who does what for Fairness and Inclusion in the Council

Annex 4 - Corporate Fairness and Inclusion Scorecard

Annex 5 – Who was engaged and consulted

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## Annex 1 – Data and Issues

### A. Data

#### 1. The Equality Profile of York

| <b>Ethnicity</b>        | <b>2006 Estimate</b>                |          |
|-------------------------|-------------------------------------|----------|
|                         | <b>Number</b>                       | <b>%</b> |
| All persons             | 191800                              | 100%     |
| White British           | 174500                              | 90.98%   |
| White Irish             | 1300                                | 0.68%    |
| White Other             | 6600                                | 3.44%    |
| White non-British TOTAL | 7900                                | 4.12%    |
| Mixed White / Caribbean | 500                                 | 0.26%    |
| Mixed White / African   | 200                                 | 0.10%    |
| Mixed White / Asian     | 700                                 | 0.36%    |
| Mixed Other             | 500                                 | 0.26%    |
| Mixed TOTAL             | 1900                                | 0.99%    |
| Asian Indian            | 1500                                | 0.78%    |
| Asian Pakistani         | 800                                 | 0.42%    |
| Asian Bangladeshi       | 600                                 | 0.31%    |
| Asian Other             | 700                                 | 0.36%    |
| Asian TOTAL             | 3600                                | 1.88%    |
| Black Caribbean         | 400                                 | 0.21%    |
| Black African           | 700                                 | 0.36%    |
| Black other             | 100                                 | 0.05%    |
| Black TOTAL             | 1200                                | 0.63%    |
| Chinese                 | 1800                                | 0.94%    |
| Other                   | 1100                                | 0.57%    |
| Chinese / Other TOTAL   | 2900                                | 1.51%    |
| Total BME               | 17500                               | 9.12%    |
|                         | Estimated to the nearest 100 people |          |

Based on 2006 estimate figures from Office of National Statistics

## Disability

| Ward                                   | All People    | With a limiting long-term illness (LLTI) | % with LLTI   |
|----------------------------------------|---------------|------------------------------------------|---------------|
| Area                                   |               |                                          |               |
| Acomb                                  | 7729          | 1321                                     | 17.09%        |
| Bishopthorpe                           | 3802          | 658                                      | 17.31%        |
| Clifton                                | 12017         | 2081                                     | 17.32%        |
| Derwent                                | 3540          | 612                                      | 17.29%        |
| Dringhouses and Woodthorpe             | 10733         | 1791                                     | 16.69%        |
| Fishergate                             | 7921          | 1289                                     | 16.27%        |
| Fulford                                | 2595          | 507                                      | 19.54%        |
| Guildhall                              | 6676          | 1276                                     | 19.11%        |
| Haxby and Wigginton                    | 12468         | 2113                                     | 16.95%        |
| Heslington                             | 4122          | 302                                      | 7.33%         |
| Heworth                                | 11743         | 2126                                     | 18.10%        |
| Heworth Without                        | 3786          | 697                                      | 18.41%        |
| Holgate                                | 11564         | 1866                                     | 16.14%        |
| Hull Road                              | 8269          | 1277                                     | 15.44%        |
| Huntington and New Earswick            | 12089         | 2425                                     | 20.06%        |
| Micklegate                             | 10994         | 1797                                     | 16.35%        |
| Osbalwick                              | 3149          | 598                                      | 18.99%        |
| Rural West York                        | 10286         | 1390                                     | 13.51%        |
| Skelton, Rawcliffe and Clifton Without | 12160         | 1574                                     | 12.94%        |
| Strensall                              | 7862          | 1168                                     | 14.86%        |
| Westfield                              | 13690         | 2665                                     | 19.47%        |
| Wheldrake                              | 3899          | 531                                      | 13.62%        |
| <b>Total York</b>                      | <b>181094</b> | <b>30064</b>                             | <b>16.60%</b> |

From Census 2001

## Age and Gender

| Age Range      | Total | Males | Females |
|----------------|-------|-------|---------|
| <b>0 - 4</b>   | 9372  | 4779  | 4593    |
| <b>5 - 9</b>   | 9778  | 4910  | 4868    |
| <b>10 - 14</b> | 10602 | 5358  | 5244    |
| <b>15 - 19</b> | 11963 | 6006  | 5957    |
| <b>20 - 24</b> | 14198 | 6975  | 7223    |
| <b>25 - 29</b> | 12119 | 5983  | 6136    |
| <b>30 - 34</b> | 13829 | 6769  | 7060    |
| <b>35 - 39</b> | 13796 | 6876  | 6920    |
| <b>40 - 44</b> | 12295 | 6057  | 6238    |
| <b>45 - 49</b> | 11107 | 5470  | 5637    |

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|                    |              |             |               |
|--------------------|--------------|-------------|---------------|
| <b>50 - 54</b>     | 12621        | 6158        | 6463          |
| <b>55 - 59</b>     | 9953         | 4854        | 5099          |
| <b>60 - 64</b>     | 8901         | 4276        | 4625          |
| <b>65 - 69</b>     | 8230         | 3930        | 4300          |
| <b>70 - 74</b>     | 7574         | 3321        | 4253          |
| <b>75 - 79</b>     | 6657         | 2776        | 3881          |
| <b>80 - 84</b>     | 4375         | 1614        | 2761          |
| <b>85 - 89</b>     | 2459         | 736         | 1723          |
| <b>90 and over</b> | 1265         | 289         | 976           |
| <b>Totals</b>      | 181094       | 87137       | 93957         |
| <b>% gender</b>    | 100%         | 48.12%      | 51.88%        |
|                    | <b>Total</b> | <b>Male</b> | <b>Female</b> |

from 2001 census

## Lesbian, Gay, Bisexual or Trans (LGBT)

We don't have any local statistics for LGBT people in York; it wasn't included in the 2001 Census. However, the government estimates that between 5 and 7% of the British population is LGBT. Therefore York potentially has an LGBT population of between 9,000 to 13,000 people. Yorkshire MESMAC puts the estimate higher at 9% which is around 16,500 people.

## Faith and Belief

| <b>York</b>            | <b>Number</b> | <b>% of total population</b> | <b>% of people with a faith</b> |
|------------------------|---------------|------------------------------|---------------------------------|
| <b>Christian</b>       | 134,771       | 74.42%                       | 98.10%                          |
| <b>Buddhist</b>        | 388           | 0.21%                        | 0.28%                           |
| <b>Hindu</b>           | 347           | 0.19%                        | 0.25%                           |
| <b>Jewish</b>          | 191           | 0.11%                        | 0.14%                           |
| <b>Muslim</b>          | 1,047         | 0.58%                        | 0.76%                           |
| <b>Sikh</b>            | 95            | 0.05%                        | 0.07%                           |
| <b>Other religions</b> | 538           | 0.30%                        | 0.39%                           |
| <b>Total</b>           | 137,377       | 75.86%                       | 100.00%                         |

|                            |        |        |
|----------------------------|--------|--------|
| <b>Religion not stated</b> | 13,714 | 7.57%  |
| <b>No religion</b>         | 30,003 | 16.57% |

Source: 2001 census

## 2. Highlights from the Story of Place 2008

## Demographics

- The population of York is 191,800 (2006 Mid Year Estimate, ONS) and has risen by 11% since the 1991 census.
- Number of residents projected to increase by 9.2% between 2003 and 2021 (Figures released by DCLG, April 2006), which equates to approximately 17,000 additional people.
- York is the only city in the North of England to appear in the top ten of growing populations nationally 1997-2003.
- 17% of the population are over the age of 65, and the sub-national projection figures indicate a rise of 31% by 2020.

## Black and Minority Ethnic population

- The Office for National Statistics population estimates show that between 2001 and 2003 BME groups in York (i.e. all ethnic groups except 'White British') experienced an increase from 4.9% to 6.1%.
- 1,870 National Insurance Number Registrations in respect of non-UK Nationals in 2006/07. The largest numbers of new arrivals in York registering for National Insurance are Polish 33%, Chinese 10% and Indian 5.5%. (Source: Department for Work and Pensions).
- Largest Black and Minority Ethnic population by ward; Heslington 28.06%; Fishergate 9.18%; and Guildhall 8.27%.
- The State of the English Cities report (ODPM, 2006) noted that York experienced the second highest percentage growth rate in ethnic minorities of any city in the country in the period 1991-2001.
- York is also one of only six cities in which segregation of ethnic minorities is increasing (ODPM, 2006).
- Empirical evidence shows that participation in the running and planning of local services has never been particularly high in the case of those who are most deprived, BME communities, and the young. (York Racial Equality Network research, 2007)

### 3. Highlights from the Joint Strategic Needs Assessment December 2008

## Demography

Overall the population of York is expected to increase from a baseline in 2006 by 6% by 2015, rising to nearly 10% in 2020.

Within that period there will be increases above 40% in the 70-74 years and 85+ years age-group. The increase in older people will have a significant impact on public services for this age group and for carers within the community.

The gender split follows the national pattern with roughly equal numbers under 60 years of age and larger numbers of females than males in older age groups.

Lower numbers of births in the period 2001 to 2003 will influence the population structure of the younger age group with a predicted readjustment seen as births increased once again in recent years. This will impact all services that relate to maternity and childbirth, child health and education. The expansion of the University of York is expected to increase the 15 to 29 age group with a planned increase in student numbers of around 5000 by 2015.

## Changing Ethnic Mix

We know that people from different ethnic backgrounds have different risk profiles for disease and may also have problems accessing services.

In the 2001 Census, 95% of the York population classified themselves as White British, 0.7% White Irish; 2.1% White Other; 0.8% Asian or Asian British; 0.2% Black or Black British; and 0.4% Chinese. Compared to figures for England as a whole, the proportion of non white-British residents was very small, with comparable levels only in 'white other' and, to some extent, Chinese (England proportion 0.8%).

ONS population estimates indicate that between 2001 and 2003 BME groups in York increased from 4.9% to 6.1% The largest BME populations by ward estimated at that time were Heslington (28% non white British), Fishergate (9%) and Guildhall (8%)<sup>6</sup>. There is an obvious link to the University of York which will impact on the ethnic mix in Heslington ward. There are around 350 Gypsy and Traveller households in the city of York.

Annex 2

In recent years there has been a further increase in the number of people who would classify themselves as White British in the city of York area. In 2007/8 there were 1,720 national insurance registrations for non-UK nationals in York.

#### **4. The Place Survey 2008**

At the time of writing the strategy, the results of the Place Survey 2008 were still being analysed and baseline targets were being developed by the government. This section will be updated as soon as they are available

#### **5. The council staff survey 2008**

At the time of writing the strategy, the results of the Staff Survey 2008 were still being analysed and baseline targets were being developed by the government. This section will be updated as soon as they are available

## **B. Issues arising from consultation and engagement**

These have been arrived at after a number of consultation and engagement events as listed in Annex 5

### **1. Issues from Staff**

- Increase the number of women employed in senior management positions.
- Decrease pay differentials between male and female employees for jobs of the same value.
- Review and extend the scope of equality compliant flexible working practices.
- Consider how to improve the numbers and position of disabled employees and employees from different ethnic backgrounds.
- Deal with bullying and harassment in the workplace.

### **2. Issues from equality groups in the city**

#### **Affecting all strands**

- Class issues accentuate problems faced by all the strands.



Annex 2

- There is still inequality in employment and education in the city.
- Need free shared and neutral space for groups from the strands to meet and work together.

## **Gender**

- Domestic abuse (all)
- Homelessness (with mental health, men)
- Financial abuse (women)
- Glass ceiling for women still not broken. Pay differentials are still there.
- Male awareness of female issues is limited.
- Consider the needs of the Trans community.
- Consider the needs of white working class males (employment, life long learning).

## **Disability**

- Independent living. Offer training to people receiving direct payments.
- Community safety.
- Need employment and leisure opportunities.
- Access to services and life in the city is still an issue.

## **Race**

- Discrimination (in service delivery and employment) is a problem.
- Access to services
- Community safety and hate crime
- Isolation (refugees and women especially)
- Feeling unwelcome
- Need special pre-school/ early-years education provision especially language support. Language can be a barrier. Need to consider the needs of children coming from different education systems.
- Training qualifications from other countries are not recognised.
- Encourage BME engagement in politics.

## **Age**

A number of issues relating to children and young people and what the council and partners will do can be found in the **Children**

## Annex 2

**and Young People's Plan.** Details can be found at <http://www.yor-ok.org.uk/children-young-peoples-plan.html>

- Receptive Council (older)
- Leisure facilities needed (older, younger)
- Safe streets (older)
- Need to raise awareness, educate and promote tolerance towards older age.
- SIWG to do intergenerational projects.
- Rural isolation is a problem for people of all ages.
- Student accommodation is limited in some areas of York.
- Dignity in social care needs improving.
- Employment opportunities for older and younger workers

### **Sexual Orientation**

- Community safety: Hate crime.
- Organised activities/leisure specifically tailored to community needs.
- Need to develop support networks.
- Need to raise awareness about the issues.
- Bullying in schools. Specific support needed for LGBT pupils
- Older LGBT entering care face discrimination issues. "Gay friendly" services are needed.
- LGBT people should be encouraged to engage in local politics

### **Religion and Belief**

- Need support to work together to improve:
  - dialogue
  - the environment
- Need neutral places to meet and publicity about meetings
- Improve knowledge about new groups in the city
- Encourage engagement in politics

## Annex 2 – Terms of reference: Social Inclusion Working Group and Staff Equality Reference Group

### a. Social Inclusion Working Group (as in the Council Constitution)

It is the role of this group of elected members and people from the equality groups in the city, to advise the Executive on all matters relating to equalities issues. It seeks to promote awareness of equalities issues and to ensure improved access and facilities for all service users. It is concerned both with improving the council's own services and facilities and, by adopting good practice, to encourage other service providers to improve their services. In this context the group:

- advises the Executive on major projects and initiatives on equalities issues and on equalities issues generally in the City of York Council
- extends and builds contact with groups and individuals in the area in order to facilitate input into equalities and provide opportunities for all citizens in the area
- provides a link with Ward Committees so that equalities issues which are raised can be taken further

### b. Staff Equality Reference Group (as agreed in MAY 2009)

#### **Purpose**

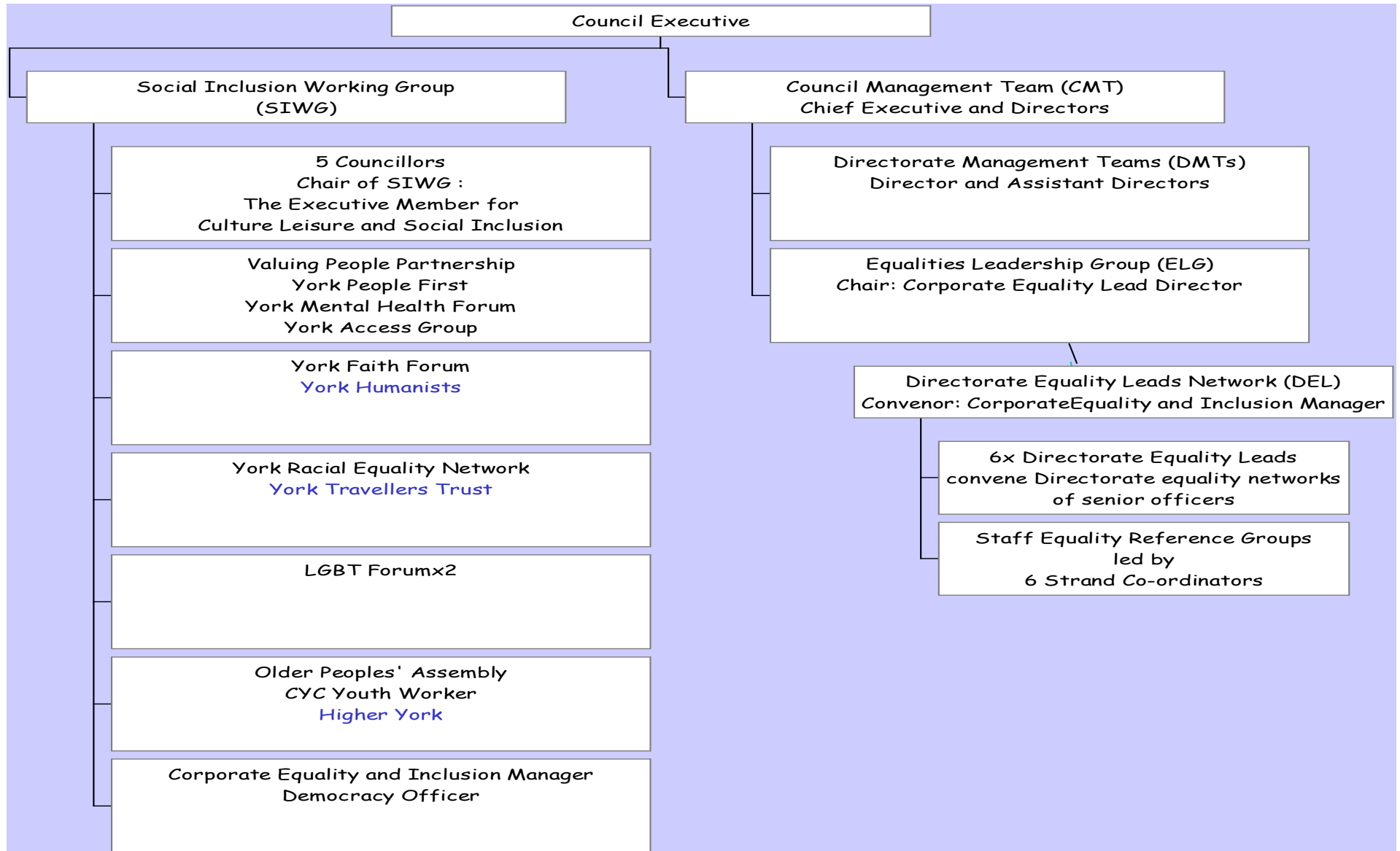
To promote equality, diversity and fairness in employment practices and service delivery, especially where it affects employment practice, within City of York Council.

#### **Objectives**

The staff equality group has three primary objectives, which are as follows:

- To act as a reference group for City of York Council's employment policies and practices.
- To act as consultative group that examines the council's service delivery issues related to gender, disability, race, age, sexual orientation, religion & belief, age and caring responsibilities particularly where they affect employment practice.
- To provide staff the opportunity to network and exchange information with others.

**Annex 3 – Who does what for Fairness and Inclusion in CYC - June 2009**



Annex 2

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## Annex 4 – Corporate Fairness and Inclusion Scorecard

### 1. Fairness and Inclusion National Performance Indicators (NPIs)

These are indicators that the public sector (including the council) uses to check that it does a good job.

There are 198 NPIs. For the purposes of monitoring progress with the Strategy across the whole of the council we have selected six. These have been selected because:

- they offer an indication as to whether the council meet the duties arising from equality legislation,
- government recommends that they are used to measure overall local and national progress with equality, inclusion and customer care
- meeting the targets set for these indicators, will require the council and its partners to work together, thus embedding equality and inclusion across public services in the city.

Targets will be set every year by the corporate Equality Leadership Group. Progress with targets will be tracked by collecting and analyzing data in as many of the six equality strands as possible.

There is a plethora of service-related equality and inclusion national and local indicators (such as “the extent to which older people are supported to live independently”). These will be used to measure and report progress with Directorate Equality Schemes.

The six corporate indicators are:

**NI 1: % of people who believe people from different backgrounds get on well together in their local area.**

This indicator is included in our Local Area Agreement and data will be collected through the Place Survey that occurs every 2 years.

**NI 2: % of people who feel they belong to their neighbourhood**

Data will be collected every two years in the Place Survey.

**NI 3: Civic participation in the local area.** This means participation in local and city-wide decision-making structures such as ward

Annex 2

committees, council committees etc. Data will be collected every two years in the Place Survey.

**NI 4: % of people who feel they can influence decisions in their locality.** This indicator, which is in our Local Area Agreement, will measure the success of our, and our partners', engagement strategies and of local community involvement mechanisms such as ward committees. Data for this indicator will be collected every two years in the Place Survey

**NI 14: Reducing avoidable contact: minimising the proportion of customer contact that is of low or no value.** The council is a key point of contact for citizens when they need or want to access public services which affect their quality of life. This indicator will enhance our local understanding of customers needs. Although the guidance does not make collection of equalities data mandatory, we aim to collect data in at least four of the six equalities strands which will help us ensure that no barriers exist to access to services because of issues relating to gender, race, disability, and age. Data for this indicator is collected from regular customer and service user surveys.

**NI 140: Equal treatment by local services.** This indicator will measure whether individuals are treated with dignity and respect by the council and other public services. Data will be collected every two years in the Place Survey

## 2. Local Performance Indicators

These are indicators that senior councillors and managers put in place to monitor how the council is performing in general and specific areas they are responsible for. At the time of writing this strategy this set of indicators was in development.

## 3. Meeting the Equality Framework for Local Government

The Framework lists actions needed to ensure fair and inclusive practice in the public sector. It has 3 levels:

- Developing
- Achieving
- Excellent

Meeting the Framework assures the council that it offers quality services and employment, also meeting the requirements of:

- The Customer Service Excellence Standard for the public sector

Annex 2

- The Comprehensive Area Assessment, undertaken by the Audit Commission to evaluate the quality of life in council areas
- The Public Duties as in equality legislation
- The Organisational Assessment, undertaken by the Audit Commission to evaluate how well the council is managing its business

The Framework is recognised by the Audit Commission and other inspection bodies. They require councils to demonstrate that they are making good progress working through the Framework, meeting the requirements of each level.

Each year, the council will assess what level of the Framework it is at and will put in place a set of actions to progress through its levels.

At the beginning of this strategy, the council is at level Developing of the Framework working towards level Achieving.

Details about the Framework can be found on <http://www.idea.gov.uk/idk/core/page.do?pageId=9491107>



## Annex 5 – Who was engaged and consulted

- Various equality strand groups were consulted and engaged by the relevant council services to inform key council policies and strategies that promote Fairness and Inclusion and complement this Fairness and Inclusion strategy including:
  - The Sustainable Community Strategy
  - The Council's Corporate Strategy
  - Local Development Plan
  - Engagement Strategy
  - The Children and Young People's Plan,
  - Private Sector Housing Strategy
  - Homelessness Strategy,
  - Physical and Sensory Impairment Strategy
  - Prevent Strategy
  - Community Safety Strategy
  - Ward Committee Action Plans
- Disability and Ethnicity conferences – June 2007
- The Changing Population of York Conference – Oct 2007
- SIWG Chair and Vice Chair community "surgeries" - Oct 2007 to March 2008
- SIWG Development Day– Feb 2008 and May 2009
- The Disabled People Together Day – March 2008
- SIWG/OPA survey – June 2008
- SIWG/Interfaith Forum survey – August 2008
- SIWG/York LBGT Forum survey – Summer 2008
- YREN Open Forums – On going
- SIWG Gender strand engagement project – autumn/winter 2008/9
- Feedback from staff: Chief Executive's female staff survey 2006; International Women's Day 2008
- Dead Ernest staff sessions - June 2008 and April 2009
- Meeting with the CVS Chair and CEO – October 2008
- SIWG EIAs Fair: Help us to get it right Day – Nov 2008
- Staff Equality reference groups – meetings in January 2009 and April 2009

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## Agenda Item

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Meeting of the Social Inclusion Working Group      **2 July 2009**

Report of the Head of Civic, Democratic and Legal Services

### **Equality Impact Assessment: City of York Corporate Strategy 2009/12**

#### **Summary**

1. This report asks members of the Social Inclusion Working Group to consider and comment on the findings of the Equality Impact Assessment of the City of York Council Corporate Strategy 2009-12.

#### **Background**

2. Equality Impact Assessments (EIAs) help council officers to identify any negative effects Council policies and strategies may have on groups of people protected by equality legislation, so as to eliminate or minimise them.
3. The Corporate Strategy is a high level plan of action that Council services and departments use to guide their work. It outlines what the council thinks is important, what it is going to deliver, how it is going to deliver it, and by when over a three year period.
4. The council's Corporate Strategy is directly linked to the Sustainable Community Strategy (SCS) which was published in July 2008 by the Local Strategic Partnership (LSP), called Without Walls (WOW). WOW is made up of the council, business representatives, the local NHS, police and other public services, the voluntary and charitable sectors.
5. The SCS was put together after a lot of listening to and consulting with local communities. It set out a collective ambition for York, describing how people in York want our city to be in the next 10-20 years. The ambitions are summarised under seven headings:

- The Sustainable City
  - Thriving City
  - The Learning City
  - The City of Culture
  - The Safer City
  - The Healthy City
  - The Inclusive City
6. The Corporate Strategy represents the council's contribution towards the each of the ambitions of SCS, and therefore its contribution to achieving the ambitions that the public have for the city. An additional ambition has been added to the Corporate Strategy about making the Council and Effective Organisation. A copy of the Strategy can be found at [http://www.york.gov.uk/council/Performance/Council\\_Plan/Corporate\\_strategy/](http://www.york.gov.uk/council/Performance/Council_Plan/Corporate_strategy/)
7. The Equality Impact Assessment (EIA) of the Strategy is attached as Annex 1. During the meeting officers will make an short simple presentation that will identify the key findings of the EIA and action they propose to take to minimise any negative effects found as a result of the EIA. Following the presentation officers will invite comments from those present at the meeting. These will be used to finalise the EIA and actions that council will take as a result of the findings of this EIA.

### **Consultation**

8. Equalities legislation requires the Council to engage with equality groups to check the findings of EIAs before they are finalised.

### **Options**

9. N/A

### **Analysis**

10. N/A

## **Corporate Priorities**

11. The Strategy represents the Councils main priorities for 2009-12.

## **Implications**

12. **Financial** – None
13. **Human Resources (HR)** – None
14. **Equalities** - Community contribution to and feedback on the findings of Equality Impact Assessments supports making York an inclusive city and meets Council Equality objectives as well as SIWG objectives.
15. **Legal** - Community engagement in policy and strategy planning is a requirement under equality legislation.
16. **Crime and Disorder** - None
17. **Information Technology (IT)** - None
18. **Property** - None
19. **Other** - None

## **Risk Management**

20. N/A

## **Recommendations**

21. To invite SIWG to comment on the findings of the EIA.

Reason: To ensure that SIWG have the opportunity to comment on the findings of this EIA and suggest any changes needed.

## **Contact Details**

**Author: Evie Chandler  
Equality and Inclusion  
Team  
Tel: 551704**

**Chief Officer Responsible for the  
report:  
Quentin Baker**

**Report  
Approved**

**Date**

**Wards Affected:**

**All**

**For further information please contact the author of the report**

## **Annexes**

**Annex 1- Equality Impact Assessment: The Corporate Strategy  
2009-2012**

# Equality Impact Assessment

## The Corporate Strategy 2009-2012

| Name of Strategy                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Who is conducting this EIA?                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Corporate Strategy 2009-2012                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Name: Janna Eastment                                                                                                                                                                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Job Title: Corporate Planning and Development Officer<br>Contact Details:<br>Performance and Business Assurance Team<br>City of York Council<br>Guildhall<br>Lendal<br>York<br>01904 551019<br>Janna.eastment@york.gov.uk |
| <b>Describe the Strategy:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                           |
| What is the purpose of the strategy (describe in simple, easy to understand terms)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                           |
| <p>The Corporate Strategy is the highest level document that covers the whole of the council’s work. It demonstrates what the council thinks is important. It shows what we are going to deliver, how we are going to deliver it, and by when over a three year period.</p> <p>The Strategy is directly linked to the Sustainable Community Strategy (SCS), which is a document that the whole city is working towards, and shows the city’s ambition for the next 10-20 years. This document was developed through major consultation with the people of York. The Corporate Strategy represents the council’s contribution towards the achievement of the SCS, and therefore our contribution to achieving the ambitions that the public have for the city.</p> <p>The Corporate Strategy provides a high level plan for services and departments to organise their work around.</p> |                                                                                                                                                                                                                           |

## Equality Aims in the Strategy

|                                                                                                                                                                                                  | Yes                                                                                                                                                                                                                                                       | No | Explanation and Evidence                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Does the Strategy have an equalities statement (or vision / policy) that specifically mentions the 6 strands?<br><br>(race, disability, gender, sexual orientation, religion and belief and age) | ✓                                                                                                                                                                                                                                                         |    | The strategy's main reference to equalities can be seen in the Inclusive York theme. It has taken the vision for becoming an Inclusive city from the SCS, and extended it so it now reads 'We will do our best to make sure that all citizens, regardless of race, age, disability, sexual orientation, faith or gender, feel included in the life of York. We will help improve prospects for all, tackle poverty and exclusion and make services and facilities easy to access.' |
| How did you decide what went into this statement?                                                                                                                                                | The statement in the SCS did not have specific reference to the six strands, and it was through consultation with Members who represent their communities at Council Executive, who insisted that the wording be expanded to recognise the six strands.   |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Has it been agreed by all partners?                                                                                                                                                              | ✓                                                                                                                                                                                                                                                         |    | As the Corporate Strategy is strongly linked to the themes within the SCS, and the actions agreed in the Local Area Agreement, all partners that are involved with the Local Strategic Partnership have agreed this. Internally, the process of the developing the strategy involved a high level of cross directorate working, and it was signed of by the Executive and Full Council, which meant cross party agreement.                                                         |
| What processes are in place to monitor progress on achieving this statement?                                                                                                                     | The whole strategy, with its yearly milestones and three year targets has been fed into the Corporate Performance Management System. Directorate Plans and Service plans all show how services will be contributing to the achievement of the milestones. |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |



## Annex 1

|                                |                                                                                                                                                    |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|
| Whom will this be reported to? | The whole strategy will be monitored at the Corporate Management Team (CMT) on a monthly basis, and by the Council Executive on a quarterly basis. |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|

## Development of the Strategy

| <b>Has the Strategy considered:</b>                                                                                                                                                                        | <b>Yes</b> | <b>No</b> | <b>Explanation and Evidence</b>                                                                                                                                                                                                                                                                                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The make up of the local population as the time of writing the strategy?                                                                                                                                   | ✓          |           | There were areas where this could have been improved, which needs to be considered when we refresh the milestones next year, and every subsequent year. Age was a strong consideration, with issues around young people and older people being identified as needing attention, and therefore actions were developed and included in the strategy.                                                                      |
| Potential changes to the local population over the life of the strategy?<br><br>e.g. aging population (and therefore an increase in disabled people), increasing Black and minority ethnic population etc. | ✓          |           | It was recognised through the development of the healthy city theme, that the council has not done enough to prepare for effect that the ageing population will have on council services. A specific commitment was included in this theme, to be ready for the effects of the aging population, and a milestone this year was set to do a study across the whole council investigating what we need to do to be ready. |
| How information on different communities' needs is collected and used by the council and partners. E.g. to:                                                                                                |            |           | Information and data collection and sharing about different communities, within the Council and with partners is not consistent at present. Action to address this will be included in the corporate Fairness and Inclusion Strategy 2009-12 as well as in the Effective                                                                                                                                                |

## Annex 1

|                                                                                     |   |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------------------------------------------------------------------------------------|---|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a. plan and manage services<br>b. develop indicators/targets<br>c. monitor progress |   |  | Organisation theme of this strategy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Any limitations of current data and what will be done to address this?              | ✓ |  | The strategy used the Local Area Agreement indicators as a basis for improvements over the next three years. It would be beneficial if this data could be broken down into equality strands where relevant, so we could ensure we are improving services for everyone in the community, and not missing anyone out. However, we are still developing internal and external approaches to collecting and analysing data in the six equality strands. Action about this is also included in our Fairness and Inclusion Strategy 2009-12. |

## Community Cohesion

| <b>Has the Strategy considered:</b>                                               | <b>Yes</b> | <b>No</b> | <b>Explanation and Evidence</b>                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------|------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Any past and current community tensions in the local area?                        | ✓          |           | The commitments in the Safer City theme were chosen to address some local community tensions, including anti social behaviour. It was recognised that the perception of antisocial behaviour is worse than the actual crimes committed, so actions were developed to address this. A community cohesion strategy is being developed through the LSP, and the results from this will need to be considered in future refreshes of the corporate strategy. |
| Neighbourhoods / wards on which to focus community cohesion/building initiatives? | ✓          |           | Kingsway West was identified as the city's most deprived area. A specific commitment was made in the strategy to complete the pilot in the area, which is working to address a wide range of issues, and roll out the good practice to other parts of the city who may benefit from                                                                                                                                                                      |

## Annex 1

|                                                                                                                                           |                                                                                                                                                                                                                                                                                 |  |                                                                                                                                                                                                                                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                           |                                                                                                                                                                                                                                                                                 |  | targeted work.                                                                                                                                                                                                                                                                                                                                                                                            |
| Development and capacity building of appropriate local organisations which could assist with developing and improving community cohesion? |                                                                                                                                                                                                                                                                                 |  | We recognised that the voluntary sector have a huge part to play in the lives of communities and individuals of York, providing services beyond the council's capabilities. We recognised that the council does not have a coordinated approach to the funding and commissioning of this sectors services, and made commitments to address this so they can make the biggest difference to the community. |
| What actions are being taken to promote community cohesion?                                                                               | As part of the strategy's development, we have committed to holding a young peoples festival, to re-launching the central library to become an important part in community life, and to opening a 9 <sup>th</sup> Children's centre which will be a hub for community activity. |  |                                                                                                                                                                                                                                                                                                                                                                                                           |

## Equality Legal Duties

| <b>What actions are in the strategy to promote our legal duties to:</b>                                                                               | <b>Yes</b> | <b>No</b> | <b>Explanation and Evidence</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Eliminate <u>discrimination and harassment</u> on the grounds of race, disability, gender, age, sexual orientation and religion and belief?           | ✓          |           | The strategy was developed through a system of workshops with officers working on the front line amongst the community, with Councillors who represent their communities, and with partners. The commitments and milestones were chosen to address the greatest needs in the community, by the people who are working in the community every day. The SCS was used as a basis for all decisions, which was developed following a huge consultation exercise considering all six equality strands.<br>In addition to this, the action arising under the themes of |
| Promote <u>equality of opportunity</u> between Black and minority ethnic (BME) and white British people, disabled and non-disabled and men and women? | ✓          |           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |

## Annex 1

|                                                                                                       |   |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------|---|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Promote <u>good relations</u> between different ethnic groups (not just BME and white British people) | ✓ |  | this Strategy have to be delivered through service plan within the council. These will incorporate actions needed to deal with issues that affect people from the six equality strands adversely. One of the overarching objectives of the Strategy, is to narrow any gaps, reduce inequalities and increase opportunities for participation in the life of the city, making sure everyone is included, as stated in the vision statement under Inclusive City. |
| Promote <u>positive attitudes</u> towards disabled people (and other communities)                     | ✓ |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Promote <u>participation by disabled people</u> in public life?                                       | ✓ |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|                                                                                                       |   |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

## Annex 1

# Links from this Strategy to other Strategies or Policies / Working Practices

|                                                                                                               | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | No | Explanation and Evidence                                                                                                                                                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Do any policies or other strategies need to be changed to reflect the objectives or actions in this strategy? | ✓                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |    | The next step for this strategy is implementation, which means the budget process has to be amended to ensure resources follow the commitments that we have made. The Corporate Risk register also needs to be updated to reflect the content of the strategy.                                                    |
| Do any policies or other strategies that sit under this strategy need to be Equality Impact Assessed?         | ✓                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |    | Most of the policies and strategies that sit under this strategy have been or are about to be equality impact assessed under a rolling yearly programme of retrospective EIAs.<br>All new policies and strategies that will stem from this strategy will be equality impact assessed as they are being developed. |
| Who will do this?                                                                                             | The Performance and Business Assurance Team will work with the Finance team to amend the budget process. The Risk Management Team will work with the Corporate Leadership Group to amend the Risk register. The Equalities Team will oversee the EIA process guided by the corporate Equalities Leadership Group (made up of Directors and other senior officers) and the Social Inclusion Working Group (made up of councillors who lead the fairness and inclusion agenda and key equality community groups). |    |                                                                                                                                                                                                                                                                                                                   |

## Annex 1

### Implementation

|                                                                                                             | Yes | No | Some | Explanation and Evidence                                                                                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------------------------|-----|----|------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Do staff / partners have the skills and capacity to achieve the equality aims and actions in this strategy? | ✓   |    |      | A criteria for inclusion into the strategy was that actions needed to be deliverable, and not unachievable aspirations. For future updates of the yearly milestones, the budget process and the corporate strategy process will go hand in hand to ensure money backs commitments. |
| If not, how is this being addressed?                                                                        |     |    |      |                                                                                                                                                                                                                                                                                    |

### Involvement & Consultation

|                                                                                                | Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | No | Explanation and Evidence |
|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|--------------------------|
| What consultation mechanisms are in place to engage the views of communities on this strategy? | The corporate strategy was developed using the existing SCS and LAA and the previous versions of each document as its basis. Thorough consultation has been undertaken with all of the six Equalities strands, to the extent that the team and the document has received praise from Central Government. Communications through the LSP and a wide variety of consultation events and public meetings were arranged to ensure that all relevant stakeholders were involved in the process. This is |    |                          |
| Are consultation methods inclusive and accessible?                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |    |                          |

## Annex 1

|                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| <p>Have you actively sought the views of groups from the 6 equality strands on this strategy? (either individuals or community or voluntary groups)</p> <p>If so ,which groups?</p> | <p>particularly evidenced through the Festival of Ideas 1 and 2 consultation processes. The events made great strides in involving parties who might not normally be included in compiling these documents, such as presenting in primary and secondary schools to gain the ideas of young people. At the launch of the Festival of Ideas in 2004, a group of students put together a 20 minute film (SCS 6) involving groups from hard to reach areas to get their ideas and aspirations for the future of York. The film was used to spark debate with other groups to get an integrated approach and those consulted included travellers, homeless, single parents with young children, students, housebound elderly, and people with a mental or physical impairment. Debates were also held at Ward Committee level to allow those who wished to contribute to do so locally, and on a less formal basis.</p> |  |  |
| <p>How are these views used in the strategy decision making processes?</p>                                                                                                          | <p>During the Festival of Ideas 2 children and young people were asked to give their views using interactive voting technology as an aid to discussion.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |  |  |
| <p>Will groups from the 6 strands be involved in setting priorities or targets in the strategy and assessing progress on these?</p>                                                 | <p>✓</p> <p>The strategy will be considered by the Social Inclusion Working Group, and recommendations from them will be fed into the refresh of next year’s milestones.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  |  |

## Communication

|                                                                           | <b>Explanation and Evidence</b>                                                                                                        |
|---------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| <p>How has the Strategy been communicated to partners and the public?</p> | <p>The strategy will be communicated to partners through the LSP Board. It will be available to all through the council’s website.</p> |

## Annex 1

### Partnerships

| Has this strategy stimulated any specific areas for partnership development or improvement? | Yes | No | Explanation and Evidence                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|---------------------------------------------------------------------------------------------|-----|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Community involvement?                                                                      | ✓   |    | <p>The strategy has been developed around the 7 themes from the SCS and one additional theme focused on our internal processes. These themes do not match the council's internal directorate or department structures. This meant that the development of the strategy through workshops brought people and service groups together who may not have worked together before, and definitely would not have considered the issues of the city together before.</p> <p>This resulted in (and will continue to reinforce) joint working between Council departments as well as with external partners, including partners from the community and voluntary sector.</p> <p>It is expected that LAA indicators will be broken down into equalities strands where relevant.</p> <p>Corporate Management Team and the Executive are being more heavily involved in the monitoring of the strategy than ever before, due to the improvements in the strategy that have made it SMART</p> <p>The Inclusive City vision can only be realised if EIAs of key policies and initiatives take place.</p> |
| Consultation mechanisms?                                                                    | ✓   |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Community cohesion and equality (e.g. fulfilling legislative duties)?                       | ✓   |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Assessment and analysis of specific community needs?                                        | ✓   |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Development or improvement of data and profiling of data?                                   | ✓   |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Monitoring and evaluation of the strategy?                                                  | ✓   |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| Equalities Impact Assessments?                                                              | ✓   |    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |



## Annex 1

|                   |   |  |          |
|-------------------|---|--|----------|
| Priority setting? | ✓ |  | As above |
|-------------------|---|--|----------|

## Key Issues and Actions

|                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Summarise the key equalities issues contained in this strategy?</b>                                                                          |
| Limited data from the Local Area Agreement are broken down into equality strands                                                                |
| Involvement of equality groups in setting actions                                                                                               |
| Equalities issues considered when developing key actions                                                                                        |
|                                                                                                                                                 |
| <b>What are the key actions you are taking to address these issues?</b>                                                                         |
| Investigate with the partnership team and the equalities data officer the potential to report all/most Local Area indicators into the 6 strands |
| Feedback what SIWG says about this EIA, into next year's refresh of key actions.                                                                |
| Equalities issues will need to be more specifically considered in future refreshes of the key actions.                                          |
|                                                                                                                                                 |

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