

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

**Who is submitting the proposal?**

<b>Directorate:</b>		Housing and Communities	
<b>Service Area:</b>		City Strategy	
<b>Name of the proposal :</b>		Tackling Poverty Today and Turning the Tide to Create Lasting Change: A Strategy and Strategic Action Plan for addressing Poverty in York 2025-2035	
<b>Lead officer:</b>		Samuel Blyth	
<b>Date assessment completed:</b>		10 October 2025	
<b>Names of those who contributed to the assessment:</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
<b>Samuel Blyth</b>	<b>Head of City Strategy and Corporate Programmes</b>	<b>City of York Council</b>	<b>Strategy and policy</b>

<b>Laura Swiszczowski</b>	<b>Head of Equity, Diversity and Inclusion</b>	<b>City of York Council</b>	<b>Equity, Diversity and Inclusion</b>

## Step 1 – Aims and intended outcomes

<b>1.1</b>	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	The strategy describes the approach that the Council and partners will take over the next decade to reduce the number of people experiencing poverty now and in the future. It is designed to act as a framework that the Council and partners will use to ensure the greatest impact on poverty levels in York.

<b>1.2</b>	<b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)
	The strategy sits within the context of international (such as climate change), national (eg cost-of-living crisis), and local challenges (eg high costs of living in York) which have a direct impact on people's lives. The strategy is also informed by opportunities such as the recently launched York and North Yorkshire Combined Authority Local Growth Plan and how this connects into the ambitions of York (reflected in the Council Plan and long-term 2032 narrative and strategy). It will also act as a response to the forthcoming UK Government Child Poverty Strategy.

<b>1.3</b>	<b>Who are the stakeholders and what are their interests?</b>
	All York residents, particularly the most deprived, have a stake in the development of the strategy and the executive of the accompanying action plan as it seeks to alleviate and prevent poverty in the city.
<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2023-2027) and other corporate strategies and plans.
	<p>The strategy considers actions to be taken against three objectives: supporting people out of poverty now, stopping people falling into poverty, and considering how longer-term systemic changes can reduce poverty in the city for the long-term. In doing so, it responds directly to the 10 year city plan which states ““We will harness the capacity and capability in the city to tackle the causes of poverty. Recognising poverty and deprivation have direct impacts on health inequalities and economic opportunities, actions will focus on food, fuel, housing, financial inclusion and the resilience of the community sector.”</p> <p>Similarly, it also reflects action in the Council Plan “Listen to lived experience to deliver a Cost-of-Living Plan; and together with partners, develop and deliver a 10-year Anti-Poverty Strategy and Plan, including supporting young people and households reduce the cost of heating and energy bills”</p>

## Step 2 – Gathering the information and feedback

<b>2.1</b>	<b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.
<b>Source of data/supporting evidence</b>	<b>Reason for using</b>
Public Consultation	The public consultation ran from 4 August 2025 to 13 October 2025. This was an essential exercise to ensure that the voice of residents was heard in the

	development of the strategy. The feedback received as part of this consultation is reflected in the final strategy.
Stakeholder group engagement sessions	Several stakeholder group engagement sessions took place over the consultation period. This informed the development of the strategy through insight gained from those with lived experience and subject matter experts.
Other local authorities and think tanks	Research helped to identify best practice to help inform the development of the strategy. It also provided an evidence base for describing current levels of poverty in York.
Engagement with Council officers	Policy leads and senior officers from across the Council were continually engaged during this development of the strategy to ensure read across with other council initiatives, strategies and policies and to ensure cross-organisational awareness of the strategy's development.

### Step 3 – Gaps in data and knowledge

<b>3.1</b>	<b>What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.</b>	
<b>Gaps in data or knowledge</b>		<b>Action to deal with this</b>
Increased input from Poverty Truth Commissioners		Continual outreach as the strategic action plan progresses including invitation to be part of the monitoring process administered by the Financial Inclusion Steering Group
Further input from disabled people		City of York Council is committed to the social model of disability and will continue to work with Disabled People's Organisations to identify, remove and prevent barriers now and over the long-term. We will co-produce the next phase of the strategy's action plan with disabled people and report progress publicly so residents can see what's changing and when.
Input from minority ethnic groups		We will reach out to groups who we were unable to engage with during the consultation process to ensure they have an opportunity to input on activity linked to the strategy.

## Step 4 – Analysing the impacts or effects.

<b>4.1</b>	<b>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments?</b> Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
<b>Equality Groups and Human Rights.</b>	<b>Key Findings/Impacts</b>	<b>Positive (+) Negative (-) Neutral (0)</b>	<b>High (H) Medium (M) Low (L)</b>
<b>Age</b>	<p>Older people on fixed income are more at risk from the impact of cost of living, the strategy builds on work already being undertaken by the Council and partners to increase uptake of pension credit and other benefits.</p> <p>Childhood's shaped by poverty can have generational impact and impact children from an early age through to adulthood. Work to support families, address barriers and provide better access to services and support and affordable housing can break this process.</p>	<b>+</b>	<b>H</b>
<b>Disability</b>	<p>Poverty and disabling barriers reinforce one another. Activity linked to improved housing, transport, employment, services and information can play a role in supporting people to overcome these barriers although this must be kept under continued review.</p> <p>To support awareness during the consultation phase, an easy-read version of the draft strategy was developed. A version of the final strategy will also be produced.</p>	<b>+</b>	<b>M</b>
<b>Gender</b>	The proposals identified in the strategy have the potential to improve the lives of residents regardless of gender.	<b>+</b>	<b>M</b>

<b>Gender Reassignment</b>	Complex social and family dynamics play a role in pushing trans residents into poverty. Actions identified in the strategy, including working toward Domestic Abuse Housing Alliance Accreditation in alignment with the Homelessness and Rough Sleeper Strategy, will support measures to support individuals to overcome issues, reinforced by a commitment to PTC organisational standards and a trauma informed approach to customer relationships to ensure Council staff are better able to understand challenges faced in this community.	<b>+</b>	<b>M</b>
<b>Marriage and civil partnership</b>	Financial burden can have a significant impact on marriages and civil partnerships. Work to identify opportunities to improve financial awareness can support couples to overcome issues.	<b>+</b>	<b>L</b>
<b>Pregnancy and maternity</b>	Pregnant women and those on maternity face barriers to returning to and maintaining employment The strategy identifies support (eg enhanced childcare support) and recognises the need to work with employers to embody good working practices and provide skills training to support moves into or back into the workplace with confidence	<b>+</b>	<b>M</b>
<b>Race</b>	The JRF found in 2022 that deep poverty impacts BARMC disproportionately. Activity identified in this strategy will build on work contained in the Council's Anti-racism action plan to address barriers to skills, education, employment and societal opportunity considered both in the immediate and long-term as identified in its strategic objectives with ongoing engagement with BARMC residents to identify opportunities to remove barriers.	<b>0</b>	<b>M</b>
<b>Religion and belief</b>	Attitudes to giving, sharing, and accepting support differ according to beliefs which might affect a person's ability to address poverty. Further work to understand these processes and identify opportunities to support at a city level require further exploration.	<b>0</b>	<b>L</b>
<b>Sexual orientation</b>	Feedback identified concerns around safety caused by poverty from representatives of the LGBT community. Measures included in the strategy will support efforts to alleviate this issue through opportunities to reduce impact of poverty on lives	<b>+</b>	<b>M</b>
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		

<b>Carer</b>	Carers are adversely affected by poverty, the strategy outlines measures to ensure that they have access to support and information to help them	<b>+</b>	<b>M</b>
<b>Low income groups</b>	The strategy provides a framework for supporting people on low incomes and those who are experiencing poverty. This is particular related to the first strategic objective and the range of tangible measures to support people either through signposting, providing access to benefits, or creating the conditions for employment opportunities	<b>+</b>	<b>H</b>
<b>Veterans, Armed Forces Community</b>	Strategy references the continued commitment to the Armed Forces Covenant and work undertaken to advocate for veteran's needs	<b>+</b>	<b>L</b>
<b>Other</b>			
<b>Impact on human rights:</b>			
List any human rights impacted.			

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

Indicate:

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

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

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



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

5.1	<b>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</b>
<p>Whilst broadly positive, there is a need to continual engage with representatives from all groups to ensure the needs of all of York's communities are reflected in the strategy over its 10 year duration. Additional engagement will be undertaken particularly with those from the disabled communities, minority ethnic groups, and different religious communities.</p>	

## Step 6 – Recommendations and conclusions of the assessment

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

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

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

Option selected	Conclusions/justification
No major change to proposal	The strategy highlights numerous actions designed to remove the adverse effects of poverty on residents including those with protected characteristics. The strategy will be subject to regular review where additional activity will be undertaken to ensure equalities are further enhanced.

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

<b>7.1 What action, by whom, will be undertaken as a result of the impact assessment.</b>			
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b>	<b>Timescale</b>
Engagement with Poverty Truth Commissioners	Invite to monitor progress against strategy	Samuel Blyth	Ongoing in line with review schedules
Engagement with disabled people	Co-produce next phase of action plan with disabled people	Samuel Blyth/Laura Swiszczowski	Ongoing
Engagement with ethnic minority groups	Meet with representatives to ensure voice is heard in actions identified in strategy	Laura Swiszczowski	Ongoing and as soon as practicable
Engagement with religious communities	Meet with representatives to consider how to identify and target poverty in these communities	Laura Swiszczowski	Ongoing

## **Step 8 - Monitor, review and improve**

8. 1	<p><b>How will the impact of your proposal be monitored and improved upon going forward?</b></p> <p>Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?</p>
	<p>Through regular monitoring of the strategy via the Financial Inclusion Steering Group, regular engagement with identified groups, and review of action plan as the 10-year strategy period progresses.</p>