

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Housing and Communities		
Service Area:	Customer, Communities and Inclusion		
Name of the proposal :	City of York Council Neighbourhood Model – Implementation Phase		
Lead officer:	Laura Williams, Assistant Director, Customer, Communities and Inclusion		
Date assessment completed:			
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	To implement the York Neighbourhood Model – a place-based, person-centred approach that brings together council, health, care, and community services to deliver integrated, preventative support closer to home. The model aims to ensure residents access the right help early, reduce health inequalities, strengthen community resilience, and enable more responsive and equitable local services.
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	Equality Act 2010 and the Public Sector Equality Duty NHS 10 Year Plan – emphasis on prevention and integrated community care Care Act 2014 – promoting wellbeing and preventing needs from escalating Local Government Act 1999 – best value duty Human Rights Act 1998 – right to health, housing, and participation
1.3	Who are the stakeholders and what are their interests?
	Residents of York - particularly those experiencing inequality or poor access to services. Staff and volunteers across health, care, and community sectors. Elected members. Voluntary and community sector partners and strategic system partners including the York Health and Care Collaborative.

1.4	What results/outcomes do we want to achieve and for whom? 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 (2019- 2023) and other corporate strategies and plans.
	<p>Improved access to health, care, and wellbeing support within neighbourhoods.</p> <ul style="list-style-type: none"> - Reduced health inequalities through early intervention and prevention. - Stronger, more inclusive communities empowered to shape local priorities. - Enhanced staff satisfaction, retention, and collaboration across sectors. - Delivery of Council Plan (2023–27) priorities on Health Inequalities, Affordability, Environment, and Equalities and Human Rights.

Step 2 – Gathering the information and feedback

2.1	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? 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.	
Source of data/supporting evidence		Reason for using
'Realising the Potential of Integrated Neighbourhood Teams' (University of York, 2024–25)		Evidence base for partnership integration and workforce impacts.
Local Area Coordination evaluation (Community Catalysts, 2024)		Evidence of prevention and equality impact in York.
NHS Confederation 'Working Better Together in Neighbourhoods' (2024)		National learning on equality within integrated systems.

Ward-level data and population health insights	Identify geographical and socio-economic inequalities.
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Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.		
Gaps in data or knowledge		Action to deal with this	
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Disaggregated equality data at neighbourhood level		Develop shared data agreements and insight packs (Workstream 5).	
Limited evidence on workforce diversity across partners		Map workforce demographics and align with Workforce Strategy (Workstream 6).	
Limited feedback from underrepresented groups (e.g. refugees, LGBTQIA+, disabled residents)		Undertake targeted engagement and co-production activities during implementation.	

Step 4 – Analysing the impacts or effects.

4.1	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? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts Positive impacts are expected across all protected characteristics, particularly for disabled residents, older	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)

	adults, carers, and low-income groups. The model will improve access to services, reduce inequalities, and promote inclusive community engagement.		
Age	Older residents will benefit from joined-up neighbourhood care and reduced isolation, while younger people and families gain easier access to local wellbeing, education, and youth support services.	+	H
Disability	Disabled people will experience improved access through co-located services, outreach support, and accessible communication, ensuring earlier and more equitable help.	+	H
Gender	Neighbourhood working enhances local safety, employment, and care networks, supporting gender equality and better access to advice and wellbeing services for all.	+	L
Gender Reassignment	Inclusive training and awareness within neighbourhood teams will foster safer, more respectful interactions and greater visibility of support for trans and non-binary residents.	+	M
Marriage and civil partnership	Community-based engagement and service design recognise diverse household structures and ensure equitable access to housing, benefits, and wellbeing support.	+	L
Pregnancy and maternity	Expectant and new parents will benefit from local access to health, family hubs, and peer networks, reducing travel and improving continuity of care.	+	M
Race	The model's emphasis on co-production and partnership with cultural organisations enables tailored engagement and improved access for ethnic minority communities.	+	M

Religion and belief	Partnership working with faith groups strengthens social capital, enabling faith settings to act as trusted access points for information, wellbeing, and volunteering.	+	M
Sexual orientation	Neighbourhood forums and community hubs offer inclusive spaces that promote belonging and ensure equitable access to advice and support for LGBTQIA+ residents.	+	M
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	Local, joined-up support reduces the practical and emotional burden on unpaid carers, connecting them quickly to respite, peer support, and financial guidance.	+	H
Low income groups	By bringing advice, welfare, and wellbeing services closer to home, the model improves financial resilience and helps prevent crises linked to poverty and exclusion.	+	H
Veterans, Armed Forces Community	Delivery through neighbourhood networks builds on York's Armed Forces Covenant commitments, providing accessible signposting, wellbeing support, and pathways into volunteering and employment.	+	M
Other			
Impact on human rights:			
List any human rights impacted.	The Neighbourhood Model actively promotes and advances several key human rights by embedding early intervention, prevention, and equitable access to services within communities.		

	<p>Article 2 - Right to Life: Earlier intervention in health, care, and wellbeing helps prevent crisis and deterioration, supporting residents to live safely and independently for longer.</p> <p>Article 3 - Prohibition of torture and cruel, inhuman and degrading treatment By ensuring timely and coordinated support, the model reduces the risk of neglect, isolation, or distress among residents, particularly those with complex needs.</p> <p>Article 8 - Right to Respect for Private and Family Life, Home, and Correspondence: Neighbourhood-based delivery helps residents remain in their homes and communities, with wraparound support that respects privacy, dignity, and family life.</p> <p>Article 14 - Prohibition of Discrimination: The shared outcomes framework and co-production approach ensure that services are delivered fairly, with active measures to reduce discrimination and promote equity of access.</p> <p>Protocol 1, Article 1 - Protection of Property: Support for housing stability and local environment improvements helps residents maintain secure, habitable homes.</p> <p>Article 10 – Freedom of Expression and Participation: Residents are empowered to shape priorities and influence</p>		
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	service design through neighbourhood governance and co-production forums.		
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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.

High impact (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.
Medium impact (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
Low impact (The proposal or process might be equality relevant)	There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
	<ul style="list-style-type: none"> • Provide ongoing equality and inclusion training for staff and volunteers across all neighbourhoods. • Ensure information and engagement materials are accessible (Easy Read, multiple languages, BSL) • Monitor equality data through neighbourhood insight packs to identify emerging disparities. • Maintain co-production with diverse communities, including seldom-heard groups.

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
	<ul style="list-style-type: none"> - No major change to the proposal – 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.

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

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

Option selected	Conclusions/justification
No major change to the proposal.	The Neighbourhood Model promotes equity and human rights by delivering services closer to residents, targeting early intervention, and addressing barriers faced by disadvantaged groups. Positive impacts outweigh potential adverse effects, which are mitigated through inclusive design, workforce training, and continuous monitoring.

Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.		
Impact/issue	Action to be taken	Person responsible	Timescale
Accessibility of communication materials	Ensure inclusive formats across all engagement channels	Programme Manager	By Q1 2026
Workforce diversity	Incorporate equality monitoring into Workforce Strategy (Workstream 6)	Workforce Strategy Group	Mid-2026
Community engagement	Expand targeted consultation with underrepresented groups	Neighbourhood Management Team	Ongoing
Monitoring outcomes by equality group	Include equality metrics in Shared Outcomes Framework	PMO / YHCC	Ongoing

Step 8 - Monitor, review and improve

8. 1	<p>How will the impact of your proposal be monitored and improved upon going forward?</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>Progress will be monitored through the York Health and Care Collaborative, with annual reporting against equality outcomes and workforce diversity indicators. Neighbourhood insight packs will track reach and effectiveness by protected characteristic and area. Learning from residents and staff will inform future iterations of the Neighbourhood Model and strengthen York's approach to equity, inclusion, and early help.</p>