



**Notice of meeting of
Equality Advisory Group**

To: Councillors Crisp (Chair), Richardson (Vice-Chair), Aspden, Barnes and Jeffries

Non Voting Co-opted Members:

Sue Lister, York Older People's Assembly

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

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

Revd. Paul Wordsworth, Churches Together in York

David Brown, Access Group

Claire Newhouse, Higher York

Becca Cooper, York People First

Fiona Walker, Valuing People Partnership

John Burgess, Voluntary Sector Mental Health Forum

Diane Roworth, York Independent Living Network

Simon Rodgers, LGBT

Hann Bunn, LGBT

Date: Monday, 18 July 2011

Time: 6.00 pm

Venue: Priory Street Centre

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. Minutes** (Pages 3 - 24)
To approve and sign the minutes of the last meeting of the Group held on 15 February 2011. An “easy read” version of these minutes is also attached.
- 3. 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 **Friday 15 July 2011 at 5.00pm.**
- 4. Update on Actions Agreed at the Last Meeting**
An update on actions agreed at the last meeting will be circulated at the meeting.
- 5. Community Issues**
Community representatives are invited to raise equality and inclusion matters about council policy and services which are of importance to the groups they represent.
- 6. Equality Advisory Group Development Day** (Pages 25 - 46) **2011**
This report is about the planning of the Group’s Development Day 2011, which is to take place in September 2011.
- 7. Equality Framework for Local Government** (Pages 47 - 50) **Diversity Peer Challenge**
This report gives details about the council’s Equality Framework for Local Government Diversity Peer Challenge, which will take place on 26 and 27 July 2011.
- 8. Community Stadium**
A presentation will be given about the current status in respect of the Community Stadium. This will be followed by discussion as to what the Group would like to see in relation to the stadium.

**9. Round Table Discussions for City-Wide (Pages 51 - 54)
Equality Groups**

This report is about the planning and delivery of a series of discussions about important quality of life issues as they affect equality community groups in York's neighbourhood and ward committee areas.

10. Urgent Business

Any other business which the Chair considers urgent under the Local Government Act 1972. This will include information about the Fairness Commission.

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

Would you like to speak at this meeting?

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 ধরণের চেষ্টা করা হবে, এর জন্য দরকার হলে তথ্য অনুবাদ করে দেয়া হবে অথবা একজন দোভাষী সরবরাহ করা হবে। টেলিফোন নম্বর (01904) 551 550।

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Holding the Cabinet to Account

The majority of councillors are not appointed to the Cabinet (39 out of 47). Any 3 non-Cabinet councillors can 'call-in' an item of business from a published Cabinet (or Cabinet Member Decision Session) agenda. The Cabinet 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 Cabinet 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	Equality Advisory Group
Date	15 February 2011
Present	Councillors Ayre (Chair), Aspden, Brooks, Crisp (Vice-Chair) and Gunnell
	Community Representatives:
	David Brown – York Access Group
	Marije Davidson – York Independent Living Network
	Sue Lister – York Older People’s Assembly
	Daryoush Mazloun – York Racial Equality Network
	Claire Newhouse – Higher York
	Simon Rodgers – LGBT Forum
	Diane Roworth – York Independent Living Network
	Maureen Ryan – Valuing People Partnership
	Carolyn Suckling – Access Group
	Fiona Walker – Valuing People Partnership
	Paul Wordsworth – Churches Together in York
Apologies	John Burgess – York Mental Health Forum
	Becca Cooper – York People First
	Lynn Jeffries – York Independent Living Network
	Rita Sanderson – York Racial Equality Network

Welcome and Introductions

The Chair welcomed Marije Davidson from York Independent Living Network to the meeting. Introductions were carried out.

16. 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. None were declared.

17. Minutes

Resolved: That the minutes of the meeting of the group held on 11 November 2010 be approved as a correct record.

A member of the group had expressed concerns about the accessibility of the papers provided for EAG meetings. The Chair sought the group's views on this issue. Members of the group stated that they found the easy read minutes to be very useful and that generally the papers were accessible. Some members stated that they found it difficult when information was presented in table form. Officers stated that if members of the group had difficulties with the information provided, they were welcome to meet with them.

18. Public Participation

It was reported that there had been no registrations to speak under the council's Public Participation Scheme.

19. Responses to Community Issues

Officers responded to the following issues raised by community groups at the last meeting:

(i) Equalities Profiling Form

Copies of the Equalities Profiling Form that had previously been agreed by the Group were tabled. Simon Rodgers reported that the LGBT Forum had discussed the matter further at their last meeting. The LGBT Forum recommended that the following wording be used on the Monitoring Form:

"Which of the following best describes how you think of yourself?

- Bisexual
- Gay Man
- Gay woman/lesbian
- Heterosexual/straight
- Other _____
- Prefer not to say

The Group agreed that the council should be asked to use the wording suggested by the LGBT Forum.

Referring to the section on the form about learning disabilities, Fiona Walker informed the Group that the Partnership Board had agreed wording in respect of dyslexia and learning disabilities. She would forward this

to the Equalities and Inclusion Manager for inclusion on the Equalities Monitoring Form. It was noted that, with effect from April 2011, the form would also need to ask if the person was a carer.

It was suggested that the council needed to consider how the Monitoring Form could be made more accessible so that people could complete the form in confidence without asking for help. It was requested that the font size be increased and that it be made available in different formats on request in order to meet individual needs. It was also important that the form was used across all council services to ensure consistency.

Members of the group stated that more needed to be done to make all council documentation more accessible. It was noted that the council was working towards ensuring that information was provided in size 14 sans serif font. Details were given of the work that the Valuing People Partnership Making Information Accessible cross-sector taskforce was carrying out to encourage the council and other organisations in York to commit to a charter of minimum standards for accessible information.

(ii) Accessible Toilets

Following issues raised at the last meeting regarding the fact that the alarms in the toilets were not linked to a source of help, the Head of Neighbourhood Pride Services was in attendance to discuss the Group's concerns. He informed the Group that other local authorities had been approached to find out what systems they had in place but none had alarms that were linked to a call out system. The ambulance service had stated that they were unwilling for the alarm to be linked into their system because of the possibility of false alarms. Service providers had been approached about possible solutions but a way forward had not been found. Consideration had also been given to linking the alarms to the Eco Depot but this would not resolve the problems, as there could be no guarantee that the person on duty would not have been called out to attend to other issues.

Members of the Group suggested that the alarm be linked to the Warden Call Service who would then be able to contact the emergency services.

The Group reiterated their concerns that the alarms gave a false sense of security. When the alarms were activated a light flashed but members of the public would be unaware that action needed to be taken to obtain assistance. If it was not possible to link the alarm to the Warden Call Service, signs should be placed outside the toilets to advise members of the public of the need to take action to obtain help.

(iii) Green Badge Scheme

The City Centre Manager was in attendance to discuss with the Group, the concerns that had been raised at the last meeting about the Green Badge Scheme. Details were given about the footstreets scheme and leaflets were circulated. The officer explained the application process and the criteria that was used when allocating green badges.

Clarification was sought as to whether there was a threshold regarding the number of green badges that were issued. Officers explained that there were approximately 2000 green badges currently issued and there were around thirty vehicle spaces in the area. Concerns had been expressed that green badge holders had not been able to find a place to park and a decision had therefore been taken to cease to issue green badges. This decision had subsequently been reversed.

Members of the Group stated that they found the green badges to be very useful. Concerns were, however, expressed at the misuse of the blue badge scheme. Officers explained the difficulties faced in enforcement and gave details of the powers of enforcement of the police and the council.

The Group was informed that a review of the footstreets scheme was taking place and the Group's views would be taken on board.

(iv) Consultation

Members of the Group expressed concern that when consultation took place on issues such as footstreets, the council did not consult with all the relevant organisations. They suggested that the council should compile a comprehensive list of relevant consultees and that all council consultations should be available for organisations and members of the public to complete on the council's website. The Group stated that they would welcome the opportunity to have an input when a list of consultees was being compiled.

(v) Access Issues in the Design of Council Buildings

As requested at the previous meeting, officers were in attendance to provide further information as to the arrangements that were in place to ensure that the new council building would be fully accessible.

The Group was informed that the contractors had to comply with a detailed brief that ensured that the building was fully accessible throughout and that it would comply with legislation. The building itself was very complex as it was based on the refurbishment and extension of existing buildings. Floor levels varied so there would have to be some ramps and potentially longer routes for wheelchair users in some areas. There would be three lifts in key locations, accessible toilets and a Changing Places facility.

Members of the group asked if employees with disabilities would only be able to work in certain parts of the building. Officers stated that this was not the case. The council's workforce strategy aimed to encourage more diversity in the workforce.

Officers were asked about the consultation that was taking place with access groups regarding the design of the building. They explained that the developer had been asked to consult with a wide range of groups across the spectrum. The developer also had an access consultant as part of the team. The Group stated that it was important that they were involved as soon as possible. Councillor Gunnell informed the group that the contractors

had attended a ward committee meeting and had stated that members of the public were welcome to visit their offices to discuss any issues they may have. It was noted that the contractors had been due to attend the EIA Fair that had been cancelled. It was agreed that they should be invited to attend the EIA Fair in March¹. In the meantime information would be obtained regarding the timescales for the project to enable more urgent action to be taken if necessary². The group requested that the parts of the design brief for the project that related to accessibility were circulated to them³.

Members of the group made the following points:

- Accessibility was about more than mobility, it was also important that the building was accessible for people with visual or hearing impairments or other disabilities.
- It was important that appropriate signage was in place, including signs in Braille.
- Staff training was essential. Staff needed to be aware of how to use evacuation chairs etc in the case of an emergency.
- As well as access within the building, consideration should also be given as to how accessible the building was for people to get to.

- Resolved: (i) That it be recommended to the Executive that the Equalities Monitoring Form (attached as a minute annex) be adopted for use by all council departments⁴.
- (ii) That it be recommended to the Executive that consideration be given to linking the alarms in the accessible toilets to the Warden Call Service or, if this was not possible, to ensure that signs were placed outside of the toilets to alert members of the public as to the action that they needed to take if the alarm was activated⁵.
- (iii) That it be recommended to the Executive that the council compile a comprehensive list of organisations that

should be consulted when consultation exercises took place and that all council consultations be made available for organisations and members of the public to complete on the council's website⁶.

- (iv) That the contractors for the new council building be invited to attend the next EIA Fair.

Reasons: (i) To ensure that the council is a fair and inclusive service provider and that the information collected is consistent across all council services.

- (ii) To ensure that arrangements are in place to provide assistance for users of accessible toilets in the case of an emergency.

- (iii) To ensure that arrangements are in place to enable effective consultation with voluntary organisations and members of the public.

- (iv) To ensure that the group's expertise is taken on board when ensuring that the new building is accessible.

Action Required

- | | |
|--|----|
| 1. Include on programme for next EIA Fair | EC |
| 2. Timescales for project to be circulated | IA |
| 3. Circulate relevant extracts of design brief | IA |
| 4. Refer to Executive for consideration | JC |
| 5. Refer to Executive for consideration | JC |
| 6. Refer to Executive for consideration | JC |

20. Community Issues

Community representatives were invited to raise further equality and inclusion matters about council policy and services as they affected the groups they represented. The following issues were discussed:

(i) Family Carers and People with Learning Disabilities

Maureen Ryan gave details of forthcoming events including a workshop on Hate Crime that was to be held on 18 February 2011. Although the focus of the workshop would be on disability hate crime, other strands would also be brought in to the discussions.

Marije Davidson informed the group that the Royal Association for Disability Rights (RADAR) was looking at issues as to why disabled people were reluctant to report hate crime.

(ii) Representation on Equality Advisory Group

Sue Lister, referring to the discussions that had taken place at the previous meeting, stated that she had concerns at the decision that community groups would no longer be required to nominate one male representative and one female representative. She stated that it was important that a good gender balance was maintained on the group. Members of the group agreed that it would not be appropriate to implement a quota and that the arrangements that were in place should allow there to be some flexibility when appointments were made. It was agreed that if it became apparent that there was a gender imbalance on the group, the situation would be reviewed.

It was noted that the group's working arrangements were due to be reviewed after May. It was suggested that, at that time, consideration should also be given to ensuring that the group had representation from all the strands, including enabling the views of carers to be heard. It was suggested that the Carers' Centre should receive copies of the group's agendas and minutes and be offered the opportunity to bring issues to the group's attention. This arrangement should also be extended to young carers¹.

(iii) International Women's Week

Information was circulated on events that were planned to take place during the International Women's Week Centenary celebrations from 5 to 12 March 2011. The events included a theatre production entitled "Encounters".

(iv) York Older People's Assembly

Details were given of an auction of 50 promises that was to be held during a fundraising banquet arranged by York Older People's Assembly.

(v) City of Sanctuary

Paul Wordsworth circulated information about the movement for York to become a City of Sanctuary. He explained that the vision was for York to be nationally recognised as a place of physical safety and security, in which people were free to live without fear of hostility, persecution, hatred, oppression or exclusion. The movement was grass roots driven and it was hoped that organisations would support the move. A public meeting would be held in May to provide more information about this initiative. The group would be kept updated on developments. The group expressed their support for this initiative.

Action Required

1. Contact Carers' Centre to ascertain if they wish to be included on EAG circulation list EC

21. EAG Poverty Awareness Raising Project

Discussion took place regarding the poverty project that was being co-ordinated by the LBGT Forum.

Claire Newhouse informed the group that the Students' Forum was willing to be involved in the project but it was important to establish the proposed context and audience for the DVD. She outlined some of the suggestions that the students had put forward. Members of the group suggested that consideration could also be given to a project focussed on young carers, student housing or drugs/alcohol. It was noted that it would be possible to carry the funding forward into the next financial year which would enable more time to consider how best to use the funding.

Resolved: (i) That a working party be established to move the project forward.

- (ii) That the membership of the working party include Claire Newhouse, Fiona Walker and Maureen Ryan (and any other member of the group who wished to contribute).

Reason: To ensure that progress is made in utilising the funding allocated for the poverty awareness-raising project.

22. Library Square Proposals

The group was informed about proposed changes to disabled parking facilities at Library Square. Officers explained that a scheme had been included in this year's capital transport programme to improve the setting and access to the Explore Centre. The Explore Centre was a key facility and was currently used by around half a million people a year. This figure was set to rise to around a million. Unfortunately the environment around the building was very poor and there were concerns regarding safety and access.

Plans of the proposed development were circulated. Officers went through the proposals with the group. They explained that the scheme would include:

- Removal of the ramp and pavements to provide a level access.
- Removal of the disabled parking bays, which were currently substandard, and replacing them with one disabled parking bay with a time limit of one hour.
- Replacing the restricted parking provision in Blake Street and Lendall Street with disabled parking provision. This provision would comply with national standards.
- Improving the crossing points.
- Provision would remain for vehicles to enter the area outside the Explore Centre to drop off or collect passengers.

Officers informed the group that there would be a significant enhancement in overall disabled parking in the vicinity. The Group stated that they welcomed the fact that there would be more disabled parking in the area and that the area around the Explore Centre would be enhanced but they wished the following points to be taken into consideration:

- They were very concerned that there would be only one bay in the immediate vicinity of the Explore Centre. It would be difficult for people with walking disabilities to get from the disabled bays in the surrounding streets to the Explore Centre. They urged that consideration be given to including more than one bay close to the centre.
- The one-hour limit is not sufficient and is against the ethos of the Explore Centre.
- Some people prefer steps to ramps.
- Vast areas of pavement can be difficult for people who are visually impaired.
- The alternative parking provision in Blake Street and Lendall Street should be in place before the work commences at Library Square.
- Many disabilities are not visible and staff need to be more disability aware.
- There also needed to be more parking provision for the Visitor Information Centre.

Members of the Group asked if consideration could be given to changing traffic orders in Duncombe Place. Officers stated that there were no plans to do this under the current scheme.

Clarification was sought as to the arrangements that would be put in place if a member of staff at the Explore Centre required disabled parking provision. Officers stated that arrangements could be made for them to park at the rear of the building.

The officers thanked the Group for their feedback and stated that they would welcome the group's involvement in the work that would be taking place to look at how access in the city centre could be improved.

The Group requested that when presentations were made to them, they were fully accessible, including the use of large font size on plans and documentation.

Resolved: That the views of the group be considered when decisions were taken in respect of the library square proposals.

Reason: As part of the consultation process.

Action Required

1. Ensure the group's views are considered as part of consultation arrangements GT

23. Pedestrian safety in shared areas

Following concerns raised at the previous meeting, officers gave details about pedestrian safety in respect of Cycling City and the Footstreets Review.

Officers explained that there were currently two areas of shared use – Crichton Avenue and Beckfield Lane. Shared use was only implemented as a last resort. In the case of Beckfield Lane the scheme had been introduced primarily to ensure that children and inexperienced cyclists did not have to cycle on a busy route. The width of the road meant that there was insufficient space to put in place two cycle lanes and hence shared space had been used to provide a safe route for children cycling to Manor School. An equality impact assessment had been carried out.

In the case of Crichton Avenue, the scheme was currently undergoing a six-month pilot which had commenced in mid-February. After mid-July, a decision would be taken by the Executive Member as to whether or not the shared use arrangement should continue on a permanent basis. Representation could also be made at that stage should members of the group so wish. Representation on the shared area pilot can be sent to cycling.city@york.gov.uk

Details were given of the measures that were put in place to improve safety in shared areas, including the use of “hoof prints”. The group requested that they receive a copy of the design standards that were in place.¹

Members of the group expressed concern that the use of shared space was not policed effectively and that such arrangements also encouraged cyclists to use footpaths in areas that were not designated as shared space. Officers explained the role of the Safer Neighbourhoods Team in enforcement. The group expressed concerns that shared areas made some pedestrians feel very vulnerable. It was important that pedestrians were the priority.

Officers stated that a review of footstreets was in its early stages and that this would include consideration of issues including:

- The time periods in which footstreets operated and whether they need to be standardised.
- The green badge scheme.
- Cycling in the city centre.
- Access restrictions.
- Whether footstreets should be extended.

The Group agreed that they would wish to be involved in the consultation that would take place as part of the review of footstreets. They expressed concern that, because of time constraints, it had not been possible to give this item the consideration that they would wish.

- Resolved:
- (i) That a workshop on the review of footstreets be held as part of the EIA Fair that was to be held in March².
 - (ii) That, as part of the consultation on footstreets, a questionnaire be prepared to enable EAG representatives to consult with members of the groups they represent³.

Reason: To ensure that the views and expertise of the EAG were taken into account as part of the review of footstreets.

Action Required

- | | |
|--|----|
| 1. Circulate design standards/guidance | GT |
| 2. Include in programme for EIA Fair | EC |
| 3. Questionnaire to be produced | GT |

24. Equality Advisory Group meeting with City of York Council Corporate Management Team

The group had received a report that summarised the points that had been raised at the meeting between the Equality Advisory Group and the corporate management team that had taken place on 10 December 2010.

Due to time constraints this item was not discussed at the meeting.

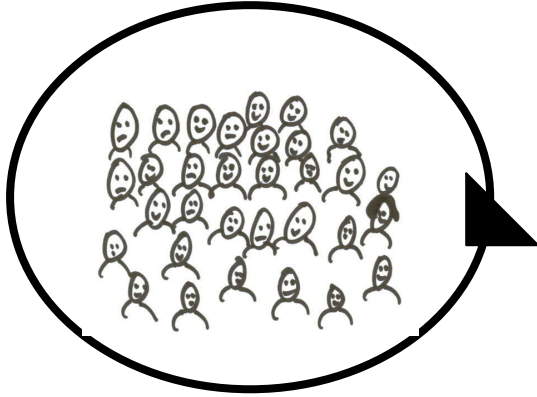
25. Council Budget 2011-12 - Equality Impact Assessment and report from meeting on 19 January 2011

The group had received a report that summarised the discussion that had taken place at the recent meeting of the Equality Advisory Group, during which the Group examined growth and savings proposals in the draft council revenue budget for 2011-12.

Due to time constraints this item was not discussed at the meeting.

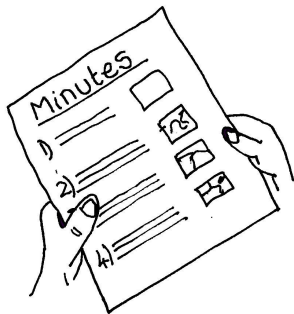
Councillor N Ayre, Chair

[The meeting started at 6.00 pm and finished at 9.50 pm].

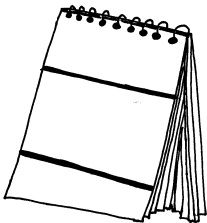


Equality Advisory Group

(This group looks 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: 15 February 2011

Members of the Council who were at the meeting



**Nigel Ayre
(Chair)**

**Sonja Crisp
(Vice-Chair)**

Keith Aspden

Jenny Brooks

Julie Gunnell

People who were at the meeting representing community groups and as expert witnesses:



David Brown (York Access Group)

Marije Davidson (York Independent Living Network)

Sue Lister (York Older People's Assembly)

Daryoush Mazloum (York Racial Equality Network)

Claire Newhouse (Higher York)

Simon Rodgers (LGBT Forum)

Diane Roworth (York Independent Living Network)

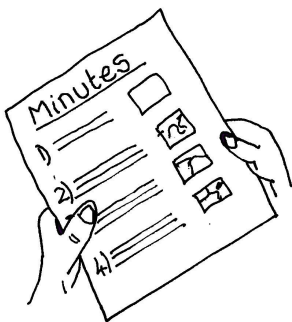
Maureen Ryan (Valuing People Partnership)

Carolyn Suckling (York Access Group)

Fiona Walker (Valuing People Partnership)

Paul Wordsworth (Churches Together in York)

1. Minutes



The Group agreed that the minutes of the meetings of 11 November 2010 were correct.



Clear Language



Easy Read



Website



Large Print



Braille



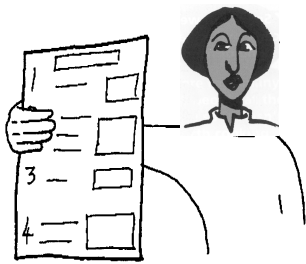
Audio

A member of the group had said that the papers for the meeting were hard to understand. The Chair asked if other people shared this problem. The Group said that the easy read minutes were useful. Usually the information was fine but it was difficult if tables were used to present information. Officers were happy to help if any member of the Group had problems.

2. Actions since last meeting



Details were given of the actions taken following the last meeting:

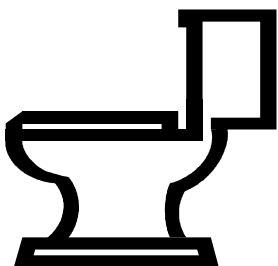


Equalities Form

The Group agreed some more changes to the Equalities Monitoring Form. The Council would be asked to approve the changes.

The Group said that more needed to be done to make information from the council easier to understand.

Accessible Toilets



A council officer was at the meeting to discuss the Group's concerns about the alarms in the accessible toilets. The Group asked if the alarms could be linked to the Warden Call Service so that help could be sent if needed. If this was not possible, signs should be placed outside the toilets to let the public know what to do if the alarm went off.

The council would be asked to consider the Group's ideas.

Green Badge Scheme



A council officer explained how the Green Badge Scheme worked. The Group said that the scheme was very useful. They heard about the problems in trying to make sure that the scheme was not misused.

The Group's views would be taken into account as part of the council's review of the footstreets scheme.

Consultation



The Group said that the council could improve the way it tried to find out people's views. There should be a list that officers could look at so they knew which groups to contact about particular issues. Members of the public should also be able to take part in consultation on the council's website.

Design of new Council Building



The Group was told more about the design of the new council building. They were told that the building would be fully accessible. There would be three lifts, accessible toilets and a Changing Places facility.

The Group made the following points:



- The building must be accessible for people with all types of disability, including those with visual or hearing impairments, as well as people who had mobility problems.
- Good signage was needed.
- It was important that staff were well-trained.
- The building had to be easy to get to.



The builders wanted to hear the views of access groups and other members of the community. The Group agreed that the contractors should be invited to attend the next Equality Impact Assessment (EIA) Fair.

2. Community Issues



Community representatives updated the Group on the following issues:



Hate Crime

The Group were invited to attend a workshop on Hate Crime. The focus would be on disability hate crime but other types of hate crime would also be included.



Membership of EAG

Some members of the Group were worried about the decision that had been taken at the last meeting about community representatives. They were concerned that there might not be a good gender balance if groups no longer had to nominate a male and a female representative.

The Group agreed that community groups should be able to nominate who they wished. However the membership of the Group would be kept under review.



The Group also agreed that the EAG should listen to the views of carers. Evie agreed to contact the Carers' Centre to see if they wanted to receive copies of agendas. They would also have the opportunity to bring issues to the Group.



International Women's Week

The Group received information about events that were planned for International Women's Week that was taking place from 5 to 12 March 2011.



York Older Peoples' Assembly

The Group heard about an Auction of Promises that was taking place at an event arranged by York Older People's Assembly.



City of Sanctuary

The Group heard about the aim for York to become a City of Sanctuary. This would mean that the city was recognised as a place where people felt safe and were included. The Group really supported this aim. They would hear more about it at future meetings.

3. EAG Poverty Awareness Raising Project



The Group put forward more ideas as to how people could be made more aware of problems caused by poverty. They agreed to set up a working party to look at how the money could be used.

4. Library Square Proposals



Library Square Proposals

The Group was told about the plans to change Library Square. The plans were intended to improve the way the area looked, provide easier access and make the area safer.



The Group heard about plans to remove the current disabled parking bays and replace them with one improved bay. There would be more disabled parking in Blake Street and Lendall Street.



The Group said that one disabled parking bay was not enough. They were pleased that the area would be improved but said that there needed to be more disabled parking bays close to the Explore Centre. They also told officers about other things that needed to be taken into account, including pavement design.

5. Pedestrian Safety in Shared Areas



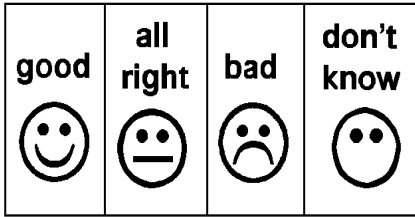
Pedestrian Safety in Shared Areas

Officers came to talk to the Group about pedestrian safety in shared areas. They explained that there were two areas of shared use - Crichton Avenue and Beckfield Lane. The sharing of space between pedestrians and cyclists was only done as a last resort.

Crichton Avenue

The Crichton Avenue scheme was being tried out for six months. A decision would be taken after mid-July as to whether it would continue. The Group could send their views to cycling.city@york.gov.uk

The Group said that some pedestrians did not feel safe when they were sharing space with cyclists. Shared areas also encouraged cyclists to use footpaths in areas that were not shared spaces. People who were walking must be the priority.



The Group heard about the review of footstreets that was taking place. They asked for a workshop about this to be included in the EIA Fair. They also wanted a questionnaire to be prepared so that they could find out the views of other members of the groups they represented.

6. Other Items



There was no time left to talk about the following agenda items:

- EAG meeting with City of York Council Management Team
- Report on EAG meeting about the council budget



Meeting of the Equality Advisory Group 18 July 2011**Report of the Director of Communities and Neighbourhoods****Equality Advisory Group Development Day 2011****About this report**

This report is about the planning of the group's Development Day 2011 in September 2011.

The Development Day is an informal meeting not open to the general public as its main purpose is:

1. To welcome and introduce new members
2. To discuss the way we work, including minimum standards for communication and the organisation of our meetings
3. To discuss our work programme and allocate our budget for the next 12 months
4. To discuss the details of one big council and partners project expected to have a positive effect on the quality of life in the city

Officers request that the group discusses and agrees the date for the Development Day and the agenda as outlined below. They will also seek suggestions for the venue.

Getting to know each other

The group is made up of five councillors (3 Labour, 1 Conservative and 1 Liberal Democrat), equality community group representatives appointed by full council to advise the Cabinet on equality issues in council policy and practice, and officers who support the work of the group.

Following the May 2011 council elections new members, both councillors and community representatives, have joined the group. This

session will introduce new comers to the rest of the group and the other way around.

The way we work

The group last discussed this topic in June 2010 (please see Appendix 1).

This session will look at:

- current working arrangements and whether they need to be reviewed, including how we work with other key groups in the city, like the Local Strategic Partnership, the LiNK, the Fairness Commission etc
- minimum standards for communication and the organisation of meetings with a view to developing and testing out standards that will inform council minimum standards

Work programme and budget 11-12

The session will look at what each of the meetings of the group is likely to cover up to March 2012. It will also consider how the group should allocate its annual budget, looking at how the budget has been used to date.

Key project discussion

This purpose and content of this session will be discussed at the meeting on 18 July.

What are we asking EAG to do?

Council officers request EAG to discuss and agree the venue, date and agenda for the group Development Day 2011.

Reason: To ensure that EAG works effectively, meeting its stated objectives.

Contact Details

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**Chief Officer Responsible for the
report: Sally Burns**
Tel: 55 1000

**Report
Approved**

Date

Wards Affected:

All

For further information please contact the authors of the report

Appendices

Appendix 1 - EAG Working Arrangements

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City of York Council Equality Advisory Group (EAG) (ex Social Inclusion Working Group - SIWG)

Arrangements for the period April 2010 to May 2011

This paper is the result of extensive Group discussions that took place in February 2008, May 2009, December 2009 and March 2010.

The arrangements in this paper were finalised and agreed at the EAG Development Day on 29 March 2010.

1. Background

The Group was set up in July 2006. Its main objective was to advise the council's Executive about equality issues in council services, through the Executive Member for Social Inclusion who chairs the Group.

The Group revisited its objectives at a workshop in December 2009 and concluded that they should be:

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- i. advise the Executive on major council projects and initiatives and on equalities issues generally in the City of York Council;

- ii. extend and build contact with other equality groups and individuals in York in order to facilitate as wide an input as possible

Currently the Group is made up of 5 councillors (including the Chair), representatives from 10 equality community groups and relevant officers. It faces a number of opportunities and challenges that have resulted in this interim review of its role and objectives:-

Opportunities

The Group has gained a good reputation amongst council officers as a time and cost efficient mechanism that supports equality community groups feed into and influence the **Equality Impact Assessment (EIA)** process, in accordance with the council's Fairness and Inclusion Strategy and corporate single equality scheme 2009-12.

In 2009/10, there were about 2-3 additional requests for the Group to consider proposed changes to council policy and practice, every time the Group met. This was partly due to a significant increase in the number of EIAs undertaken by council services. In 2008/9 officers undertook 18 EIAs. In 2009/10 year officers had upward 78+ EIAs in hand.

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Since March 2008, the Group has considered approximately 40 council policy and service EIAs and has made comments and observations that have contributed significantly to: raising the profile of equality and diversity in the council; increasing awareness about equality and inclusion issues amongst councillors and officers; and influence changes that benefit customers from equality groups in the long run.

Although benefits arising from the EIA process will take time to come through, below are examples of changes that have resulted from EIAs that the Group has considered:

- The debt recovery policy was amended to take on board the needs of people from the equality strands, who through no fault of their own may find themselves indebted to council
- Door-step recycling processes were reviewed to ensure that disabled residents are enabled to recycle
- Current and future processes in the York Customer Centre were altered to take on board the needs of vulnerable users
- Council HQ design principles were reviewed to make sure that they were inclusive and the design brief issued to developers was amended accordingly
- Council communications (especially the internet and intranet and some key information leaflets) were reviewed to make them more accessible
- Competency assessment and disability equality training for drivers of wheelchair accessible hackney carriages and private hire vehicles was put in place, working with disability groups in the city

Challenges

- As a result of increased awareness about the importance of equality and diversity to customer-focused services, the number of EIAs in the council has increased significantly. As a result, officers need to ask the Group (community representatives in particular) for input more frequently than before.
- Key challenges arising from the economic situation and the recent change in government are putting pressure on councillors' time.
- Community representatives who face a lot of demand on their time
- Continuing confusion between the Group and Inclusive York Forum, mainly arising from having similar-sounding names
- The introduction of the Single Equality Act from 1.10.10

Next steps

In view of challenges faced by the council in 2010-11 (and beyond) because of the continuing recession as well as the council election in May 2011, during the Development Day in March 2010 the Group discussed and arrived at interim arrangements for the period 1.4.2010- 31.3.2011. These are outlined below.

1. Name

So as to avoid the continuing confusion with Inclusive York Forum, during this interim period, the name of the Group will be **Council Equality Advisory Group (EAG)** - the name agreed at the Development Day in

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March 2010. **This new name will need to be approved by the Council Executive.**

The Group and Inclusive York Forum

The Group works to improve council and council-led equality and diversity **practice** in council service and employment.

Inclusive York Forum (IYF) works to improve equality and diversity **outcomes** across the city. It works to improve life in the city for people from the equality strands.

2. Membership and way of working

The membership will remain largely as it is at present.

Elected members

As the Group advises the Executive, it will continue to be chaired by the Executive portfolio holder for Social Inclusion.

In the interest of continuity, councillors who are currently members of the Group should remain for the period 2010-11.

As the role of the Group is advisory rather than decision-making, there is no need for political proportionality or for a minimum number of elected members to be present for **business meetings** (please see below for definition) to proceed . However, the Chair or the Vice Chair should be present during business meetings.

Appendix 1

Roles and responsibilities for EAG councillors were developed at the Development Day on 29 March 2010 and can be found in **Appendix 1**.

Community representatives

Community groups that currently attend EAG (including those who send expert witnesses) will nominate no more than two representatives each, to attend the **business meetings** (see below). For the purpose of continuity in this interim period, the groups will be encouraged to confirm current attendees as their nominated representatives.

As agreed last year, the York Independent Living Network - YILN (previously referred to as Centre for Independent Living) should be invited to send two representatives to business meetings. This is because in the past year the Network has made progress in developing an inclusive organisation for disabled people in the city. YILN representatives will serve side-by-side with the Access Group, the Valuing People Partnership and York People First, who in the interest of continuity should continue to be members of the Group for this interim year.

In addition the Youth Council will be invited to engage with the Group in ways that its members deem appropriate.

Officers

Business meetings will be supported by Democracy Services. The Chair will be supported by the Corporate Equality and Inclusion Manager and the Council Management Team Equality Lead, who in 2010/11 is the Director of Communities and Neighbourhoods.

Way of working

Every effort will be made to have fully accessible meetings. There will be:

- Accessible venues
- Support for community representatives to attend and participate, if requested
- Accessible communication, including short reports (whenever possible, no longer than 3 pages of A4), preferably in font comic sans serif (or other sans serif fonts), size 14, in plain English and whenever possible in Easy Read
- No Power Point presentations in general, unless done in Easy Read.

Roles, responsibilities and ground rules

Roles and responsibilities for EAG members were agreed at the Development Day on 29 March 2010 and are in **Appendix 1**. Ground rules for meetings are in **Appendix 2**.

3. Meetings

Because of increased demand on councillor, officer and community representatives' time, during this interim period there will be 3 business meetings, 2 community engagement events (EIA Fairs/ Help us to get it right days), and one meeting with Council Management Team.

Business meetings

- Will take place in June, November and February.
- Will be organized and supported by Democracy Services.
- Will be open to the public and announced on the Council internet site.
- Minutes and matters arising from the meetings will be considered by the Executive, with a request that this is a distinct item on its agenda.
- Will be 3-hour long, including 15 minutes interval half way through
- Light refreshments will be served from 5:30 pm, the meetings will start at 6:00 pm and end at 9:00 pm at the latest
- The agenda will include:
 - A session at the beginning of each meeting lasting one and a half hours. This will cover issues concerning council policies and services tabled by community representatives, in advance of the meeting whenever possible. Issues of concern to a number of strands, will be considered first. Officers will

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respond to issues tables in advance during the meeting or by the following meeting at the latest.

- Reports on progress with the corporate Single Equality Scheme
- Reports about progress made with actions arising from the EIA process
- The members of the Corporate Equality and Inclusion Team will be available to brief and support elected members and community representatives before each meeting.
- Community representatives who attend business meetings, will be offered free transport to and from the venue and will be able to claim for attendance-related costs e.g. caring costs.
- In between business meetings, the Executive Member will co-ordinate attendance by councillors who are members of EAG, at community group meetings. The purpose will be to offer the opportunity to EAG community groups to discuss and share issues about equality in council services and employment with EAG councillors.

Community engagement events

("Help us to get it right" days, also called "EIA days")

- Will take place in **October and January**. Dates will be announced by August 2010.

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- One will take place 10:00 to 15:00 (with lunch), the other 15:00 to 20:00(with supper), to make sure that those who are not available during the day or in the evenings get a chance to attend.
- There will be at least 9 EIAs considered at each event
- Will be open to all equality community "groups-of-groups" in the city, as listed on the York CVS site, not EAG groups only. They will be invited to send a limited number of representatives each (excluding personal assistants).
- All community representatives who attend, will be offered free transport to and from the venue and will be able to claim for attendance-related costs e.g. caring costs.
- Meetings will be organized and supported by the corporate Equality and Inclusion Team and the council's Directorate Equality Leads network (DEL).

**Meeting with Council Management Team
(Directors and Chief Executive)**

This meeting was first requested by EAG community groups at the Development Day in May 2009 and agreed in principle with the Chief Executive and corporate management team Equalities Lead in post at the time. The meeting is:

- Expected to take place in December 2010
- Likely to take place 10:00 - 15:00 or 15:00 - 20:00 with refreshments

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- Not open to the general public, but open to all equality community groups-of-groups (or "umbrella" groups) in the city. They will be invited to send two representatives each (excluding personal assistants)
- The main aim is for each Director to:
 - report on progress with their directorate equality scheme
 - present and discuss personal and directorate equality objectives for the coming year
- Organised and supported by the corporate Equality and Inclusion team.
- All community representatives who attend, will be offered free transport to and from the venue and will be able to claim for attendance-related costs e.g. caring costs.

4. Budget

There is £7,240 total available for 2010-11. This is expected to be spent as follows:

- **£ 3,240** to go towards accessible meetings costs, including the 2 EIA Fairs and the meeting with Council CMT
- **£ 3,000 (£250 each)** to be allocated equally amongst the 12 EAG community groups. The groups are:
 1. YOPA (older people)
 2. Higher York (young people in higher education)
 3. Youth Council (young people)

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4. YREN (race)
5. ACCESS the Group (physical and sensory disability)
6. York People First (learning disability)
7. Valuing People Partnership (learning disability)
8. Mental Health Forum (mental health)
9. Interfaith Forum (religion and belief)
10. York Humanists (belief)
11. LGBT forum (sexual orientation, trans issues)
12. York Independent Living Network (disability)

Increasingly, officers need to approach one or several of the EAG groups outside scheduled meetings to seek guidance about strand-specific issues, sometimes at very short notice. So far groups have been asked to help on a voluntary basis and have not been recompensed for their input.

Given the anticipated rise in EIA numbers during 2010-11, the need to approach groups outside scheduled meetings and at short notice is likely to increase. Therefore, each EAG group will receive a sum of £250 early in the municipal year in lieu of making limited members' time available when required, to attend discussions about EIAs- even if this request comes at a short notice (not shorter than 5 working days). If members of community group(s) have to travel to meet with officers, travel and attendance expenses will be paid from the £250 given to each group, except for expenses over £50

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(mainly expected to be for translation etc). These will be met from the £3,240 available for accessible meeting costs.

The Equality and Inclusion Team will make the necessary arrangements and brief both officers and community attendees before they meet. Officers will make no more than 5 such requests per group per year (excluding business meetings and EIA Fairs).

- **£1,000** to be available in 2010-11 for EAG community groups to work collaboratively to promote awareness about poverty and social exclusion as it affects people from the equality strands, in the context of **2010 European Year for Combating Poverty and Social Exclusion**¹. This will help the council meet equality legislation duties, as well as the requirements of its own single equality scheme. It will also raise awareness about poverty and exclusion faced by people who have multiple equality identities. In recognition of the findings of the Place Survey and various studies recently published in the city, events funded from this budget will be encouraged to focus on B&ME, younger and older people and LGBT poverty and exclusion issues, as a priority.

¹ Details about the European Year can be found at <http://europa.eu/rapid/pressReleasesAction.do?reference=IP/07/1905&format=HTML&aged=0&language>

Appendix 1 - Roles and responsibilities as agreed at Development Day 29 March 2010

The role of **EAG community representatives** is:

- To be the main conduit of information between EAG and the community group they represent.
- To be a voice for the community and strand they represent.
- In relation to council services, to find out the views needs and experiences of members of the group(s) they represent and bring them to the attention of EAG
- To contribute to council EIAs

They will be expected to:

- Attend regularly (at least two out of three meetings)
- Be mandated or elected by their group
- Be open and transparent
- Be realistic
- Value and respect other EAG members
- Be prepared to provide information to, and learn from, other members of EAG
- Cascade information to and from the group they represent
- Put forward representative rather than personal opinions
- In relation to council services, find out the views needs and experiences of members of the group(s) they represent and bring them to the attention of EAG

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The role and responsibilities of **EAG councilors** are:

- In the case of the Chair, to be the main conduit between the Group and the Executive
- To be the main channel of communication and information between EAG and the wider councilor body
- To be the voice for equality issues in the councilor body and to help raise awareness about equality and diversity in the council in general

They will be expected to:

- Attend regularly or send their nominated substitute
- Be open and transparent
- Be prepared to learn from community representatives
- Listen and act .
- Respect and value community representatives
- Not to be political
- Visit EAG groups between EAG meetings
- Be well informed about equality and diversity

The role of **council officers** who support and attend EAG(including Council Management Team members when they attend) is:

- To make information accessible to community representatives - for example, use font Arial or Comic Sans Serif when they write reports; use Easy Read whenever possible

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- Take action as agreed and provide regular updates about progress

They will be expected to:

- Be well informed about equality and diversity. [*Council Management Team members will be encouraged to undergo mandatory equality awareness training*].
- Avoid "council-speak" when they communicate and/or provide glossary of terms
- Show respect and goodwill towards community representatives
- Attend business meetings and update EAG about progress with equality action in each Directorate. They should be senior officers and Directors(not just the Director responsible for equality in the council)

Officers should be clear that the Group is not a substitute for consultation and engagement with specific equality communities and partnerships, where the work area under review relates mainly to specific equality strands. Groups and partnerships that fall in this category include YorOK, Physical and Sensory Impairment partnership, Valuing People Partnership etc

**Appendix 2 - EAG meetings ground rules as agreed at
Development Day on 29 March 2010**

- Respect each other's learning and level of expertise
- Allow previous speaker to finish before speaking
- Respect each other's opinion, even though you may disagree
- Work through the chair of the meeting

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Meeting of the Equality Advisory Group **18 July 2011**

Report of the Director of Communities and Neighbourhoods

Equality Framework for Local Government Diversity Peer Challenge, 26 – 27 July 2011

About this report

This report is for information. It gives details about the council's Equality Framework for Local Government Diversity Peer Challenge that sometimes is also called "review" "inspection" or "external assessment". The challenge will take place on 26 and 27 July 2011.

The results will tell the council how it is performing in equality and diversity now and what it needs to do next to continue to improve.

The Equality Framework for Local Government

The framework is the national standard that measures council performance in equality and diversity work. It has been put together by the Local Government Information and Development (LGID), the national organisation that supports councils to improve continuously.

The framework combines the requirements of the British Customer Services Excellence Standard and of current equality legislation.

It has three levels of performance: Developing, Achieving and Excellent. The council will be assessed against level Achieving.

Diversity Peer Challenge

The "challenge" is an external assessment against the requirements of each of the levels of the framework.

The assessment is done by a team of "peer reviewers" or "peers". They are senior managers and councillors from other councils that are at level Achieving already. They will look at written evidence and also

visit York to interview councillors and officers as well as talk to partners including EAG community group representatives.

The peers will visit York on 26 and 27 July 2011 and have asked to meet with community group representatives who are members of EAG on 26 July to discuss equality and diversity work in York.

Council preparations

To prepare for the Peer Challenge, the council did a self assessment against level Achieving.

Overall this showed that the council meets (and in some cases exceeds) the requirements of level Achieving. It also showed that there was room for improvement.

Areas where the council found out is doing particularly well include:

- Senior councillors and managers are committed to equality and diversity.
- Services where we know the customer and their needs are very good and in many cases excellent, for example services for disabled children and young people.
- We work well with our partners to deal with socioeconomic disadvantage in neighbourhoods where it exists. Examples include work in Kingsway West, Bell Farm, Foxwood etc
- We have strong consultation and engagement ethos and processes, but they need to be co-ordinated better.

Areas for improvement include:

- Collecting and using up to date information about the needs of our customers and staff, across all of our services.
- Using the results of equality impact assessments to make improvements where possible, across all of our services.
- Using our buying power and grants we give to improve equality and inclusion outcomes in our city.

When the council finished its self assessment it asked other councils in Yorkshire and the Humber to check its findings. They looked at the evidence and agreed that the council is at level Achieving.

The council then sent its final self assessment report and supporting evidence as well as an improvement plan to the LGID in the middle of June 2011, so that the peers can go through the evidence before they

visit the council on 26 and 27 July.

What will happen after the peer challenge finishes

At the end of the two day visit, the peers will tell us whether the council meets the requirements of Level Achieving or not.

A couple of weeks after their visit they will send us a report about what they found and any recommendations they have for improvement.

Officers shall use this information to put in place an action plan that will get the council to Level Excellent , the top level of the framework, hopefully in the next 18- 24 months.

What are we asking EAG to do?

Officers are asking the group to note the report.

Reason: To ensure that the Equality Advisory Group knows about the peer challenge.

Contact Details

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**Chief Officer Responsible for the
report: Sally Burns
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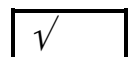
**Report
Approved**



Date

Wards Affected:

All



For further information please contact the author of the report

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Meeting of the Equality Advisory Group 18 July 2011

Report of the Director of Communities and Neighbourhoods

Round table discussions for city-wide equality groups

About this report

This report is about the planning and delivery of a series of discussions about important quality of life issues as they affect equality community groups in York's neighbourhoods and ward committee areas. It is proposed that these discussions are called "round tables".

The council's Neighbourhood Management Unit will support EAG community groups to participate in the planning and delivery of these discussions.

The reason is to make sure that actions agreed in the One City plan happen and lead to improving the lives of people who may face disadvantage in York because of who they are.

About the One City Plan

The **One City** plan is about people living together happily in their local areas. Sometimes it is called the "Community Cohesion" plan or strategy. It was approved by the Inclusive York Forum and the Local Strategic Partnership Board in the first half of 2011.

The plan has a number of actions to support residents to participate in the life of the local community and also in decisions about the local community, because they feel included and have a sense of belonging to the local area.

Some key actions in the plan are:

1. Use different ways to involve people, so that everyone is included.

2. Identify where and what type of disadvantage there is in neighbourhoods and communities and work with the local community to deal with it.
3. Support communities experiencing tensions by making sure that people know what to do to resolve conflicts, to promote understanding and appreciation of differences and to celebrate similarities.
4. Support those living in and working within communities to challenge prejudice when it happens.

Round Table Discussion – Hate Crime

To help these actions and in particular action 2 above, council officers would like to hold discussions with equality groups about issues that may stop people from feeling included and belonging to a neighbourhood or ward committee area, because of their gender, disability, age, race, sexual orientation, religion and belief or because they are carers of older and/or disabled people.

A number of partner organisations work together in specific York neighbourhoods and ward committee areas, to continue to improve local lives. One such organisation is the Safer York Partnership. They are currently looking at how people experience race hate crime and ways to make it easier to report it.

Therefore, it is proposed that the first round table discussion (supported by York Racial Equality Network) should look at this and other issues concerning the quality of life of black and minority ethnic groups. This first round table discussion is likely to cover the following questions:

1. What is your experience of hate crime and what can we do to make it easier to report it?
2. How can we work with and through citywide organisations to engage black and minority ethnic residents in their wards and neighbourhoods?
3. What other issues and/or challenges black and minority ethnic groups would like to explore at future round tables?

Why we want to do this

Members of the Equalities Advisory Group and other community groups they work with, provide a voice for equality community groups across the city.

It is therefore important that EAG supports partners to work together with equality groups to discuss issues that specifically affect the quality of life in each of the ward committee areas in the city.

What next?

Over the next few months, a number of round table discussions about topics that affect the local quality of life of different equality groups, such as the LGBT community, disabled people, women, men etc will also take place.

EAG is requested to suggest topics that should be covered during these discussions.

What are we asking EAG to do?

Council officers request EAG to discuss this report, approve the first roundtable about race hate crime and also to consider topics for future roundtables

Reason: To ensure that EAG influences discussions about issues that affect the quality of life of people living in York neighbourhoods and ward committee areas, who may face disadvantage because of who they are.

Contact Details

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**Chief Officer Responsible for the
report:** Sally Burns
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Report **Date**

Approved

Wards Affected:

All

For further information please contact the authors of the report

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