



## Notice of meeting of

### Social Inclusion Working Group

**To:** Councillors Jamieson-Ball (Chair), Cuthbertson (Vice-Chair), Fairclough, Sue Galloway, King, Potter and Scott

**Non voting Co-opted Members:**

Jack Archer - Older People's Assembly

Sue Lister - Older People's Assembly

Peter Blackburn - LGBT Forum

Karen Roberts/ Elly Treanor - LGBT Forum

Rita Sanderson - BME Citizens Open Forum(YREN)

Daryoush Mazloun - BME Citizens Open Forum (YREN)

**Date:** Wednesday, 21 March 2007

**Time:** 6.00 pm

**Venue:** Clementhorpe Room, Priory Street Centre

### AGENDA

The formal part of this meeting will begin at 7.00pm and will be preceded by an informal discussion on involving young people in the Social Inclusion Working Group, commencing at 6.00pm

**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 1 - 14)

To approve and sign the minutes of the last meeting of the Group held on 17 January 2007. An "easy read" version of these minutes is also attached for Members' consideration.

### **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 Panel'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 Tuesday 20 March 2007 at 5.00pm.

### **4. Involving Young People in the Social Inclusion Working Group** (Pages 15 - 18)

In November 2006 the Social Inclusion Working Group considered options for developing the effective involvement of young people in the Group and the various community forums that sent representatives to it. This report outlines the steps that have been taken to implement the recommendations.

### **5. Centre for Independent Living (CIL)**

To receive an update from Cllr Sue Galloway on progress with the setting up of a Centre for Independent Living in York.

### **6. Sexual Orientation Monitoring**

To receive an update on the most appropriate way of collecting data about sexuality from the Lesbian, Gay Bisexual Transgender Forum (LGBT).

### **7. Forward Plan** (Pages 19 - 20)

To consider the Forward Plan for future meetings of the Social Inclusion Working Group.

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

Democracy Officer:

Name: Jill Pickering

Tel: (01904) 552062

jill.pickering@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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City of York Council

Committee Minutes

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MEETING	SOCIAL INCLUSION WORKING GROUP
DATE	17 JANUARY 2007
PRESENT	COUNCILLORS CUTHBERTSON (CHAIR), FAIRCLOUGH, SUE GALLOWAY, KING, POTTER AND SCOTT
	NON VOTING CO-OPTED MEMBERS: JACK ARCHER – OLDER PEOPLE’S ASSEMBLY SUE LISTER – OLDER PEOPLE’S ASSEMBLY RITA SANDERSON – BME CITIZENS OPEN FORUM (YREN) DARYOUSH MAZLOUM – BME CITIZENS OPEN FORUM (YREN) GLYNIS GARNER – DISABLED PEOPLE’S FORUM KAREN WILSON – DISABLED PEOPLE’S FORUM
APOLOGIES	COUNCILLOR JAMIESON-BALL

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**20. DECLARATIONS OF INTEREST**

The Chair invited Members to declare at this point any personal or prejudicial interests they might have in the business on the agenda, in addition to the standing declarations below:

Cllr King – as a member of the Access Group  
Cllr Potter – as Older People’s Champion  
Cllr Scott – as Young People’s Champion

No further interests were declared.

**21. MINUTES**

RESOLVED: That the minutes of the Social Inclusion Working Group held on 22 November 2006 be signed as a correct record and the “easy read” version, be noted.

Arising out of consideration of Minute 16 (Involving Young People in the Social Inclusion Working Group) Officers updated that Jules Horsler had met with officers from the youth service to develop a proposal for the involvement of young people based on the recommendations of the SIWG. This proposal required development with the appropriate forums and although progress had been made, further discussions were needed (a meeting had been arranged with YREN for later in the month) before a formal paper could be brought to the meeting. This would be done in March. It was likely that this will involve a request for resources (approx £2,000) to pay for sessional work with groups of young people.

The Chair also reported that further consideration would be given at the next meeting to the participation and inclusion of young people from the BME group.

In relation to Minute 15 (The Feasibility of a Centre for Independent Living (CIL) for York) Cllr S Galloway updated that a meeting was to be held shortly to progress the setting up of a CIL in York and that a further update would be brought to the next meeting.

In relation to the Forward Plan item, Members indicated that there was a need for a formal forward plan to be agreed for future meetings to assist both Members and Officers and to help with the planning of future meetings.

### **22. PUBLIC PARTICIPATION**

It was reported that there were no registrations to speak under the Council's Public Participation Scheme.

### **23. AGE DISCRIMINATION**

Members considered a report, which summarised the forthcoming Employment (Age) Regulations 2006 and outlined the amendments made to the Council's HR processes in order to comply.

In summary the Regulations:

- Set a default retirement age of 65;
- Allowed employers to have a retirement age below 65 as long as they can demonstrate that it is appropriate and necessary;
- Give employees the right to request to work beyond their retirement age;
- Make it compulsory for employers to consider any such request.

The regulations make it unlawful on the grounds of age to:

- discriminate directly against anyone, unless objectively justified;
- discriminate indirectly against anyone unless objectively justified;
- subject someone to harassment;
- victimise someone because they have made or intend to make a complaint or allegation or have given or intend to give evidence in relation to a complaint of discrimination on grounds of age;
- discriminate against someone after the working relationship has ended.

It was reported that prior to the introduction of the regulations the Council's Comprehensive Equalities Policy already included the aim:

“to ensure that no one who deals with the Council receives less favourable treatment on the grounds of age.”

It was reported that from September 2006 guidance on age discrimination had been included in the relevant HR process and that changes were also required to other policies and practises elsewhere in the Council.

In addition to the legal implications of the Regulations, work had been undertaken through the Council's Equality in Employment Improvement Plan (EEIP) to analyse the Council's age profile and to consider what, if any, action needed to be taken in this area.

During the informal session, prior to the meeting, presentations had been made to the Group from Tracey Carter, Programme Director [easy@york](mailto:easy@york) and James Drury on "Improving Customer Service with [Easy@York](#)" and from Chris Tissiman of the HR Corporate Development Team on the forthcoming Employment (Age) Regulations 2006.

Arising out of the earlier session the main points raised were

- How could the age profile be altered throughout the council's workforce?
- Consideration should be given to where job adverts were placed e.g. young peoples journals.
- Need to feedback details of the Groups discussion on "Improving the Diversity of the Council's Workforce" from the 20 September 2006 meeting to Chris Tissiman.
- Examine how we promote careers in local government and target the audience e.g. Older Peoples Assembly, School Citizenship lessons, Universities/Colleges
- Use exit interviews to ascertain any problems to assist with future recruitment.
- Promotion of work placements within the authority.
- Need to make the Council a more attractive place to work for all age groups.
- Concerns raised regarding Annex 1 to the report, which set out the "Criteria to be used when selecting employees to be dismissed by reason of redundancy" which included
  - a. Could discriminate against young people e.g. length of work experience and women who may have had career breaks.
  - b. Caution should be exercised in relation to the Sickness Absence criteria as this should be considered in conjunction with the Disabled Discrimination Act and disabled people in general.
- The need to amend Annex 2, in particular
  - a. Page 19, paragraph 6.1 to replace the word "between" in the third line with "in excess of".
  - b. Concerns at tone of letter in Annex 2, Appendix B (Standard letter informing an employee of a meeting to discuss a request not to retire)
  - c. Questioned reference to the word "dismissal" in paragraph 9.3. and suggested its replacement with "when the employment will end"

- RESOLVED:** i) That the Social Inclusion Working Group note the action taken by the Council in respect of the Employment Equality (Age) Regulations 2006.
- ii) That Officers be requested to consider rewording the letter in Annex 2, Appendix B in a less formal manner, in line with the Groups comments and report back to a future meeting.

**REASON:** To comply with statutory requirements, to protect the Council from risk and to further support the Council's approach to equalities and social cohesion and inclusion.

**24. APPLICATION FOR FUNDING TO SUPPORT EFFECTIVE COMMUNITY INVOLVEMENT IN THE SOCIAL INCLUSION WORKING GROUP**

Members considered a report, which detailed an application received from the York Racial Equality Network (YREN) who hosted a regular community forum that sent representatives to the Social Inclusion Working Group.

Their application was made up as follows:

	<b>Amount Requested £</b>	<b>Purpose</b>	<b>Summary of what funding would pay for</b>
	480	A - Making meetings accessible and inclusive	Child care, transportation and interpretation costs
	500	B - To support engagement with wider community	Research, development, design and hosting of website (one year)
<b>Total</b>	<b>980</b>		

Officers confirmed that the application met the criteria established by Group in July for receipt of financial support.

Rita Sanderson, representing YREN, outlined further details in relation to the application.

**RESOLVED:** That the funding application made by the York Racial Equality Network (YREN) in the sum of £980 be granted in full by the Equality Officer, in accordance with his budgetary authority.

**REASON:** The funding application meets the criteria established by the SIWG and the budget to support this work for 2006/07 has sufficient resources to meet this expenditure.



**25. COMMUNITY FORUMS REPORTS AND FEEDBACK**

i) Older Peoples Assembly

Sue Lister, circulated a copy of the York Older People's Assembly 50+ newsletter (Volume 1, Issue 11) and referred to the need to change many people's perceptions of old people. She pointed out that older people should be considered a "vital resource" as referred to in a Times article published last year. She also referred to the 50+ Festival and events when mental health and physical fitness had been promoted.

ii) Disabled People's Forum

Glynis Garner, reported that a meeting had been held in October 2006 to set up the Disabled People's Forum and that a Steering Group had been formed which met in December. She confirmed that permanent representatives from the Forum would be elected in February to attend future SIWG meetings.

Karen Wilson pointed out that the Forum was a genuine user led group which ensured that it was representative of disabled people's views.

iii) BME Citizen's Open Forum (YREN)

Rita Sanderson, confirmed that YREN were now looking at their work plan for next year and she asked Group members is they had anything to include on the plan. Members confirmed that [Easy@York](#) would be contacting the Forum direct regarding consultation on improving customer service in the Council.

Rita also confirmed that the Forum were considering translating some of their leaflets into Polish in response to the increase in the Polish population in the York area.

Following the updates, Members felt that it would be useful if they received dates of the various forums meetings to enable them to attend, if at all possible, as observers.

RESOLVED: That the representatives be thanked for their updates.

REASON: To updated Members on the work of the various community groups involved with the SIWG.

**26. FORWARD PLAN**

Members considered business for future meetings of the Group.

RESOLVED: That the Social Inclusion Working Group examine the following at future meetings:

March 2007 -

- The Gender Equality Duty – due to come into force April 2007.

- To receive input from the Lesbian, Gay Bisexual Transgender Forum (LGBT) on the most appropriate ways of collecting data about sexuality.
- Involving young people – update.
- Centre for Independent Living (CIL) – update

Future Meetings -

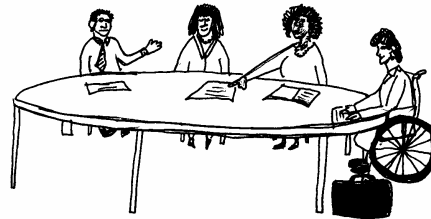
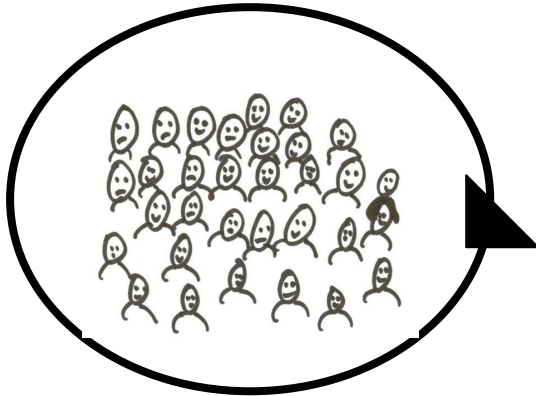
- Promotion of [Easy@York](#) initiative and follow up consultation feedback.
- Age Discrimination – feedback.

REASON: To focus the future work of the Social Inclusion Working Group.

Cllr I Cuthbertson

Chair

[The meeting started at 6.00 pm and finished at 8.00 pm].

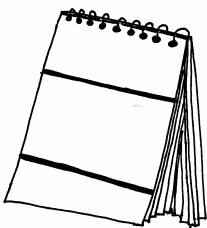


## Social Inclusion Working Group

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



## MINUTES



**Date of meeting: 17 January 2007**

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



**Ian Cuthbertson  
(Chair)**



**Sue Galloway**



**Bill Fairclough**



**David Scott**



**Ken King**



**Ruth Potter**

**Members of the Council who were not able to come to the meeting:**



**Ceredig  
Jamieson-Ball**

## People who were at the meeting representing community groups:

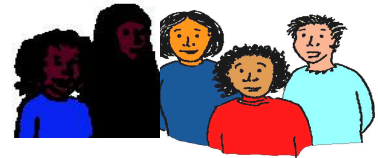
Sue Lister and Jack Archer  
from the Older People's  
Assembly



Glynis Garner and Karen  
Wilson from the Disabled  
People's Forum



Rita Sanderson and Daryoush  
Mazloum from the BME  
Citizen's Forum



## 1. Age Discrimination



The Group were given a report about changes the Government were making which meant that people could ask to work after their retirement age.



The Councils paperwork needed altering to show these changes.



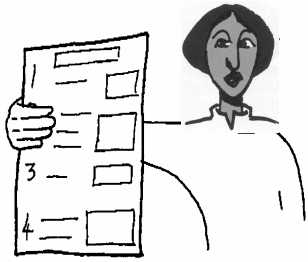
Members wanted to look at how they could make changes to the age of Council employees.

The suggestions included:

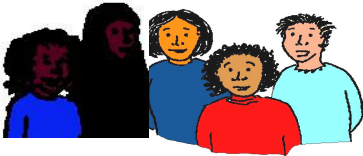
- that job adverts could be put into different papers and magazines.
- that people in Schools and Universities and older people should look at careers in Local Government.
- the Council should look at getting people of all different ages to work for them.
- speak to people leaving to obtain advice to help with the employment of new people.

Members of the Group noted the work done by Council Officers.

The Group also wanted Officers to change the letter to be sent to people who work at the Council who do not want to retire.



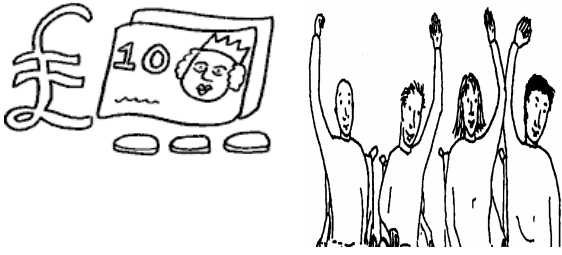
## 2. Application for Funding



The York Racial Equality Network (YREN) asked the Group for money to help them get involved with the Group and to let other people know more about their work.



YREN asked the Group for £980 to help with childcare, transport and making a website.



The Group agreed that this money would help its work and agreed to pay the Network.

### 3. Community Forum Reports and Feedback

#### Older People's Assembly



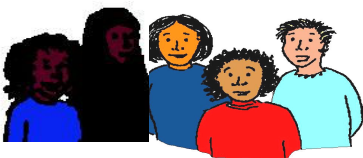
Sue gave the Group a copy of their 50+ newsletter. She pointed out that older people were still very important and that their help was still needed.

#### Disabled People's Forum



This had now been set up and had held its first meetings. The Forum would be electing representatives to come to future SWIG meetings. The Group were told that the Forum was run by and for disabled people.

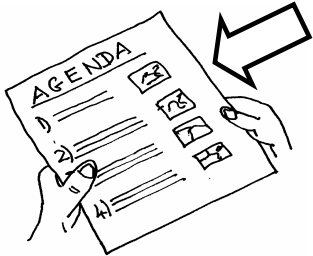
#### BME Citizen's Open Forum (YREN)



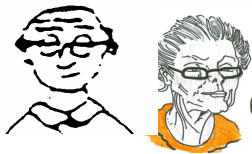
Members felt that it would be helpful if they could have the dates of future meetings for all the different Forums meetings. This was so they could go to as many meetings as possible to see what went on.



## 4. Future Meetings



The Group thought about other things it would like to talk about at future meetings.



### At the March Meeting

- Discuss the Gender Equality Duty which comes into force in April 2007 and says that public authorities must show that they are promoting equality for men and women and that they do not sexually discriminate or harass.
- The Lesbian Gay Bi-sexual Transgender Forum (LGBT) will tell the group how it thinks the council should check whether it is treating LGBT people fairly.
- For a report on the progress made on involving young people in the Group.
- For a progress report on the Centre for Independent Living (CIL).



### Future Meetings

- [Easy@York](#) to receive feedback following consultation on improving customer service at the City of York



## Council.

- Age Discrimination to receive a report on progress made.



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## **Social Inclusion Working Group**

**21<sup>st</sup> March 2007**

Report of the Head of Performance Improvement

### **Involving Young People in the Social Inclusion Working Group**

#### **1. Summary**

- 1.1 In November 2006 the Social Inclusion Working Group (SIWG) considered options for developing the effective involvement of young people in the Group and the various community forums that send representatives to it. This report outlines what steps have been taken to implement the recommendations of this Group since the November meeting.

#### **2. Background**

- 2.1 The SIWG was established to consider issues of equality and social inclusion and to advise the Council's Executive on these issues accordingly. A key aim was to ensure that those sections of the community who experience disadvantage and exclusion should be able to contribute to the work of the Group and have a real say in its decisions. The Group has therefore invited the main community forums which represent each of the equality strands to send two representatives to sit on the Group.
- 2.2 The November meeting considered a number of options for involving young people both directly in the Group itself and also in the various community forums that send representatives to the Group. These were discussed in detail by the Group and the following measures were agreed:
- 2.3 A - The Children and Young Persons Champion will attend meetings to advocate on behalf of young people. Their role would only be to articulate the views of young people as have already been expressed through consultation and involvement activity, as recorded on the consultation database.
- 2.4 B - Include issues that are important to young people are placed on the forward plan and with the advice and support of the Youth Service relevant young people are invited to attend those particular meetings.
- 2.5 C - Hold a once-yearly social inclusion event for young people – a Social Inclusion Youth Forum. This could ascertain the views of young people on a number of social inclusion and equality issues and may lead to the identification of two younger people interested in attending the SIWG on a regular basis. Representation on this would be drawn from within the BME forum and Disabled People's Forum as well as other appropriate groups across the City.

- 2.6 D - The relevant Community Forums involved in the SIWG work to better involve young people in their activities and by so doing identify a young person who would be interested in representing the views of young people from that community at the SIWG. These young people's representatives would be offered an extra place on the SIWG.
- 2.7 The Group also agreed that more pro-active work was needed to ensure that the involvement of young people was effective. This work should be developed in consultation with the community forums and with the Youth Council.

### **3. Update on work to enhance young people's involvement in the SIWG.**

- 3.1 The Council's Equalities Officer and officers from the Youth Service and Children's Trust have had initial discussions with the appropriate community forums involved with the SIWG to agree a way forward on the involvement of young people. All the groups were keen to see greater involvement of young people in their forums however there were concerns raised about capacity and ensuring the right policies and procedures were in place to support this work. Nonetheless a common approach was agreed.
- 3.2 The intention is to develop a network of young people from each of the relevant communities (ie BME young people, disabled young people, and LGBT young people) which could then develop close links with the forum itself, and maybe if wished send a young person's representative along to the SIWG meetings. These networks once established could also feed into events organised for the schools councils in the autumn ensuring these have a strong emphasis on social inclusion and equalities. If resources are found for example the groups could work with a Forum Theatre company to develop a performance on social inclusion for young people at this autumn event.
- 3.3 It is however recognised that to establish such groups requires time, resources and ongoing commitment if it is to be successful. Hence it is suggested that:
- ❑ This work begin by building on the current networks and groups that exist in these areas.
  - ❑ The Youth Service recruit sessional workers to provide the development support needed for this work, rather than this becoming an extra burden on the community forums.
  - ❑ The pace of the development work may vary according to the capacity of the current groups and forums, and the needs / priorities of the young people themselves.
- 3.4 This can be funded through the funds left in the Equalities Team budget for Social Inclusion which is spent according to the priorities established by this Group (currently £3280). Assuming a minimum of 5 hours per week will be needed for the sessional work, between April and the autumn, allowing for school holidays this should provide for about 18 weeks sessional work (at £25 per hour) whilst leaving £1030 towards the cost of ensuring the schools council event can engage with equality and social inclusion issues effectively (eg through a forum theatre event).

#### 4. Corporate Priorities

4.1 The emphasis of the SIWG is to improve the effectiveness of the organisation in meeting the diverse needs of its customers. The applications for funding from the community forums participating in the Group are designed to enhance the wider community's engagement. Hence the main corporate priority that this paper addresses is:

- Improve our focus on the needs of customers and residents in designing and providing services.

#### 5. Implications

##### Financial Implications

5.1 The Equalities Team's existing budgets will be used to support the work associated with the proposals in this report.

##### Equalities Implications

5.2 The report addresses the effective involvement of young people in the SIWG. This would support the council's work to implement the Equality Standard for Local Government and the embedding of the Council's Equality Strategy - "Pride in our Communities".

#### 6. Risk Management

6.1 In compliance with the Councils risk management strategy. There are no risks associated with the recommendations of this report.

#### 7. Recommendations

7.1 The Social Inclusion Working Group are recommended to:

7.2 Note the proposal for a way forward on the effective involvement of young people in the SIWG outlined in this report.

7.3 Ask that the officers concerned report on progress made with this work in September 2007.

Reason: To develop a more comprehensive and inclusive means of involving young people in issues of social inclusion and equality.

#### **Contact Details**

**Author:**

**Heather Johnson (on behalf of Julian Horsler)  
Equalities Officer  
Chief Executives  
551704**

**Chief Officer Responsible for the report:**

**Kevin Banfield  
Head of Performance Improvement**

Report Approved

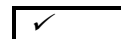


Date

12 March 2007

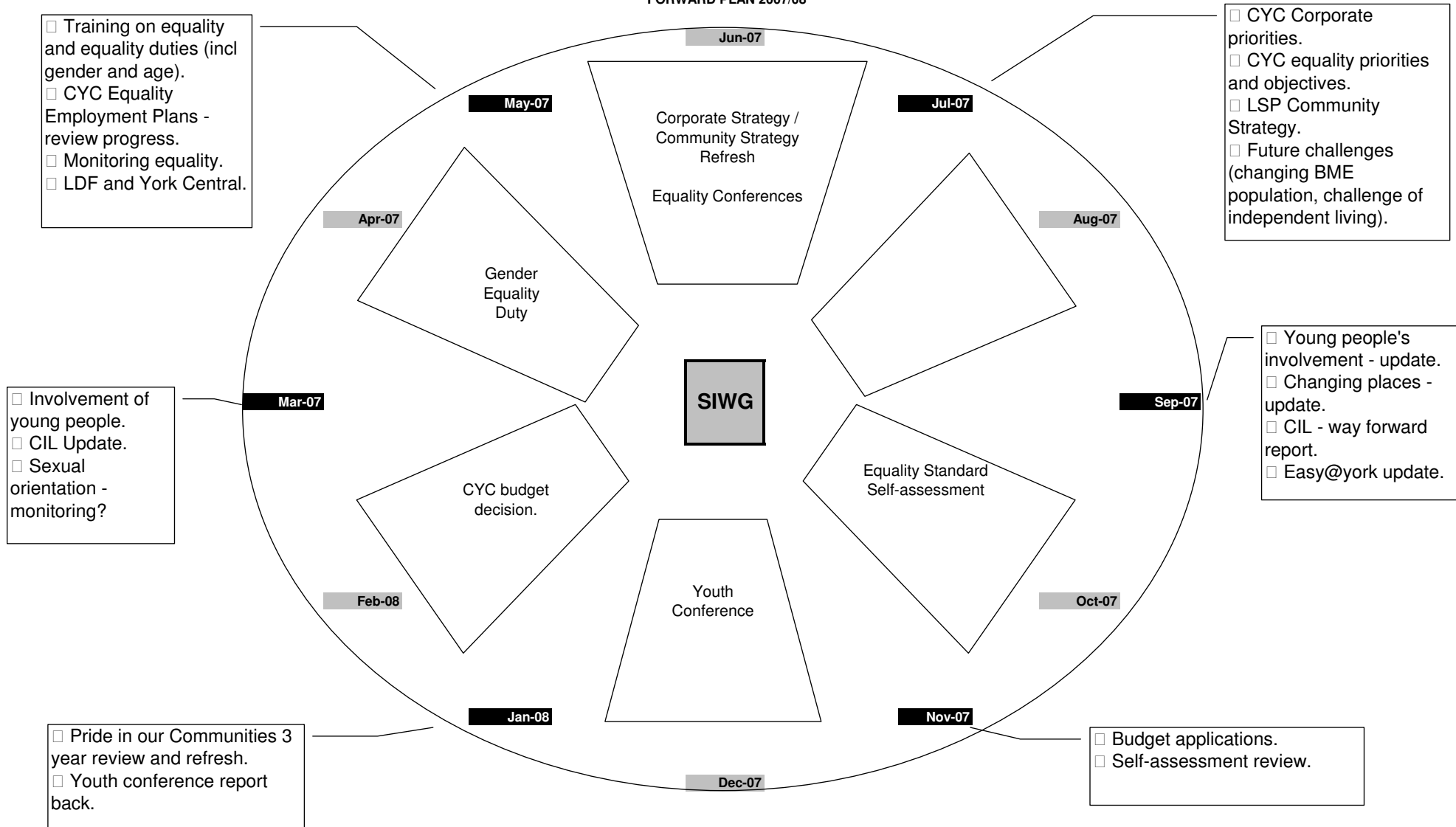
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SOCIAL INCLUSION WORKING GROUP  
FORWARD PLAN 2007/08



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