

A. DEVELOPING EQUALITY GOVERNANCE BODIES

1. Social Inclusion Working Group

- √ Established an informal and inclusive format for meetings, with action-learning workshops as part of each meeting
- √ Developed community liaison and outreach. Chair, Vice Chair and Equality and Inclusion Manager held regular equality community surgeries and visits
Groups visited include: York Access; YOPA; MESMAC; youth workers forum; YREN; York People First; York Refugee Council; York Blind and Partially Sighted group; York Mosque
- √ Held first Development Day. Established working & budget principles promoting cross-strand working; started membership review; agreed clear forward plan
- √ Held Disabled People Together Day to support Centre for Independent Living Development
- √ Commissioned trained and supported University volunteers to support Disabled People's forum development
- √ Commissioned non-voting community members to consult with communities of interest regarding Equality Strategy 2009-2012 priorities
- √ Worked with Inclusive City on poverty and BME issues. Provided support to the city-wide action group considering public sector responses to rises in BMEs population.
- √ Was consulted and commented on the equality and inclusion aspects of major strategies, including the Sustainable Communities Strategy, the LAA, the Council Corporate Strategy and the LDF

2. Equality Leadership Group (ELG)

- √ Raised Equalities profile in Council Management Team (via Directors who are member of ELG), Council Executive (via Executive Member), Council DMTs (via Equality and Inclusion manager)
- √ Developed the Equalities Development Plan 2008/9 in response to CPA and UoR 2008
- √ Put in place a programme of strategic Equality Impact Assessments (EIAs) (2008/9)
- √ Secured Equality Data Officer resource
- √ Developed the early stages of Equalities data and performance management framework

3. Directorate Equality Leads (DEL)

- √ Undertook Equality the Basics and EIA training
- √ Discussed and developed the Equalities development project plan
- √ Discussed and developed a corporate approach to Equality Impact Assessments; supported directorate service managers to undertake EIAs
- √ Progressed a corporate framework for equalities data collection analysis and use
- √ Organised equality and diversity briefing sessions for various service managers teams
- √ Responded to the Human Rights Act national audit by the Commission for Equality and Human Rights
- √ Contributed to the Gypsy & Traveller study commissioned by York Travellers Trust from Rowntree Community Foundation

4. Gypsy and Traveller CYC working group

- √ Identified the need for a common CYC working protocol for the single largest BME community in York
- √ Started to map who does what in CYC with the G&T community

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- √ Started to develop the principles for a CYC G&T strategy

B. DEVELOPING CORPORATE EQUALITY AND DIVERSITY

1. Refreshing the Equality policy strategy and schemes

- √ Second-year update of 2005-8 Equality strategy, was discussed at SIWG and published in February 2008
- √ SIWG, ELG and DEL were developed as forums for stakeholder and service-deliverer engagement to allow them to actively contribute to the development of equality policy strategy and schemes
- √ Consultation regarding the themes and priorities for the refreshed Equality strategy (2009-2012) and scheme(s) (July 2008-July 2009), took place during the BME Stakeholders Conference, SIWG development day, community-based surgeries and visits, disabled people together day, the International Women's Day event, and through supporting strand-specific consultation by SIWG community co-optees
- √ Took forward the development of a York Centre for Independent Living
- √ Launched the Hate Crime Reporting Strategy and reporting line
- √ Put in place the corporate Gypsy Travellers Working Group to develop a corporate G&T working protocol and strategy
- √ Contributed and responded to CPA and Use of Resources assessments
- √ Directorates started to develop and refresh equality schemes

2. Equality Impact Assessments (EIAs)

- √ Developed corporate training/briefing modules
- √ Delivered 1-2-1 support and training for managers and groups of managers responsible for EIAs
- √ Developed a corporate approach to EIAs

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- √ Improved the template for service level EIAs
- √ Developed a template for strategic EIAs, based on the national EIA template for LAAs
- √ Strategic EIAs will be finalised by December 2008, following a SIWG development day and the strategic EIAs Fair in November 2008

3. Equality data objectives and targets

- √ Promoted and increased corporate understanding about the importance of collecting, analysing and using disaggregated equality data
- √ Developed corporate approaches and thinking about equalities data collection analysis and use
- √ Secured Equality data officer resource
- √ Developed a draft corporate approach on how to measure and report Equality and Diversity performance, based on national guidance and the new National Performance Indicators set.

4. Self assessment against the Equality Standard

- √ Corporate self-assessment at levels 1 & 2 of 2007 Standard was completed May 08
- √ Organised Improvement and Development Agency consultation with North Yorkshire public authorities regarding the new Equality Framework which will take effect on 1.4.2009

5. Community and staff engagement

- √ Worked with Equality and diversity communities in SIWG – see A.1. above
- √ Focused on supporting the development of a Disabled People forum: oversaw volunteer students project; organised and delivered Disabled People Together Day; supported CIL development
- √ Has planned an EIAs Fair for SIWG community groups (Nov 2008)
- √ Organised an International Women's Day staff event in March 2008

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- √ Promoted the importance of the community cohesion agenda in council directorates and services.

6. Training and development

- √ Developed extensive Equalities information and resources “library” on the Council intranet
- √ Developed in-house training modules: Equalities The Basics; Equality Impact Assessments
- √ Delivered above modules to officers and managers involved in current priority EIAs and other officers and partners upon request
- √ Organised two corporate sessions of Dead Ernest workshops (Race awareness training)
- √ Briefed/trained directorate management teams and departmental managers forums
- √ Organised Corporate Leadership Group equalities session with the Audit Commission and the Commission for Equality and Human Rights (13.6.2008)
- √ Contributed to the development of the corporate learning portal

7. Benchmarking/peer challenge

- √ Undertook exploratory discussions with NYCC, Leeds CC, Bradford CC and Barnsley CC
- √ Connected with North Yorkshire Strategic Partnership Equalities Task Group
- √ Has initiated the creation of the North Yorkshire public sector Equality officers network.

Equality and Inclusion Team
June 2008