

## **Learning and Culture Overview and Scrutiny Committee 17 Sept 2014**

Report of the Director of Communities and Neighbourhoods

### **Single Equality Scheme update and Refresh**

#### **Introduction**

1. The purpose of this report is to inform Members on the refresh of York's Equality Scheme. They are requested to note progress made in the refresh of York's Equality Scheme and:
  - i. comment on:
    - a) The draft priorities as detailed in Annex 1 and;
    - b) The draft measures relevant to this committee, as tabled in paragraph 9.
  - ii. Advise whether these priorities and measures should be the area of focus in the revised equality scheme or are there any others that should be considered.

#### **Background**

2. York's Single Equality Scheme 'A Fairer York' was approved in December 2012 and is in the process of being refreshed. The purpose of an Equality Scheme is to tackle inequalities, discrimination and disadvantage for those who have characteristics protected ( York's Community of Identity) under the Equality Act 2010) :
  - Age
  - Disability – physical and mental impairment
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
  - Carers

- People living in York's most deprived areas
3. The current scheme whilst including partnership actions is very much a council document. It is the intention that the revised scheme will move from being a council document to a partnership document recognising that no one agency can tackle York's inequalities alone. The new equality scheme is expected to gain the support of partners by December 2014 and will be a key piece of evidence in the Local Government Association Equality Assessment programmed for January 2015 when the council hopes to move from Achieving to Excellent in the Equality Framework for Local Government.
  4. Corporate and Scrutiny Management Committee (CSMC) have overall responsibility for scrutinising the council's approach to equalities. At their meeting in July 2014, CSMC received a year end report on progress of the council's existing Equality Scheme and considered a long list of issues for possible inclusion in the refreshed equality scheme.
  5. CSMC agreed that the issues should be grouped in line with the terms of reference of the individual overview and scrutiny committees and presented at their next round of meetings. Each committee to be asked for their views on which of those issues should be prioritised areas of focus and included in the refreshed equality scheme.
  6. To follow on from this to ensure equality issues become embedded into the work of individual scrutiny committees CSMC requested that each committee receive an update on the issues relevant to their terms of reference as part of their ongoing quarterly finance and performance monitoring reports. For this committee this approach is already embedded, the performance measures at paragraph 9 will be familiar as they are included in finance and performance monitoring updates or within other reports the committee discuss as part of task and finish reviews i.e. Educational Attainment of young people eligible for free school meals.

### **Emerging Priorities**

7. However, things have moved on from the report that went to CSMC. Year end analysis of key equality measures, Health and Wellbeing Strategy priorities, Fairness and Equalities Board priorities, council Business Plan priorities, issues arising from the Joint Strategic Needs Assessment and discussions with Building Strong Communities, Jobs and Economy and Protect Vulnerable People (Council Plan Themed

Boards), Corporate Management Team (CMT) and Corporate and Scrutiny Management Committee have led to the following 4 draft priorities being identified (full details of which are attached at Annex 1):

- a. Economic Wellbeing
  - b. Learning and Educational Wellbeing
  - c. Health and Wellbeing
  - d. Community Wellbeing
8. The main area of focus for this committee centres around Learning and Educational Wellbeing focusing on reducing the numbers of people with no formal qualifications and improving educational attainment for children entitled to Free School Meals (FSM), Looked After Children, Gypsy and Traveller Children and those with Special Educational Needs.
9. Elements of the Economic Wellbeing, Health and Community Wellbeing priorities also fall within the remit of this committee i.e. tackling training inequalities for young people, increasing the number of physical active adults and safety of young people. Draft performance measures to be achieved are outlined in the table below.

<b>Learning and Educational Wellbeing Measures</b>	
<p><b>Increase</b></p> <p>% of working age population with no qualifications</p> <p>% Take up of early education places by eligible two year olds</p> <p>GCSE achieved (5A*-C inc. Eng and maths)</p> <p>% of young people who achieve a Level 2 qualification by the age of 19</p> <p>% of young people who achieve a Level 3 qualification by the age of 19</p>	<p><b>Decrease</b></p> <p>Difference in % points between pupils eligible for free school meals (FSM) and those who are not, achieving Level 4 in English &amp; Maths (E&amp;M) at KS2</p> <p>Difference in % points between pupils eligible for free school meals (FSM) and those who are not, achieving Level 4 in Reading, Writing and Maths at KS2</p> <p>Difference in % points between pupils eligible for FSM and those who are not, achieving 5+A*-C (Inc E&amp;M) at KS4</p>

% of pupils eligible for FSM achieving 5+ A\*- C at GCSE (or equivalent) inc. E&M at KS4

% of young people who were in receipt of a FSM at 15 who attain a Level 2 qualification by the age of 19

% of young people who were in receipt of a FSM at 15 who attain a Level 3 qualification by the age of 19

% of Looked After Children achieving Level 4+ in Reading, Writing and Maths at Key Stage 2

% of children in care reaching Level 4 in Maths at KS2

% of children in care achieving 5 A\*-C GCSEs (or equivalent) at KS4 (incl English & Maths)

Attainment of SEN (non-statemented) pupils at KS2 L4+ for both E&M

Attainment of SEN (non-statemented) pupils at KS2 L4+ for Reading, Writing and Maths

Attainment of SEN (non-statemented) pupils at KS4, 5+ A\*-C inc E&M

Educational attainment of Black, Asian and Minority Ethnic (BaME) children

% of schools rated 'Inadequate' by Ofsted

% of schools rated 'Requires Improvement' by Ofsted

<b>Economic Wellbeing Measures</b>	
<p><b>Increase</b> % of 17 year-olds in education or work based training (as at the end of each year)</p>	<p><b>Decrease</b> 16-18 year olds not in employment education or training</p> <p>% of Year 12 young people who are not in education, employment or training (NEET)</p> <p>% of young people ending their YOT supervised order who are NEET</p> <p>% of Year 12 young people who are NEET who are Learning Difficulties and Disabilities (LDD) (self-defined LDD, school action, school action + or statement)</p> <p>Percentage of Care Leavers at 19 not in Education, Employment or Training</p>
<b>Health and Wellbeing Measures</b>	
<p><b>Increase</b> % of physical active adults</p>	<p><b>Decrease</b></p>
<b>Community Wellbeing Outcomes</b>	
<p><b>Increase</b></p>	<p><b>Decrease</b> Numbers of Children with a Child Protection Plan</p> <p>% of children becoming the subject of a Child Protection Plan for a second or subsequent time</p> <p>% of pupils who reported frequent verbal bullying incidents in primary and secondary schools</p> <p>% of Lesbian, Gay, Bisexual (LGB) pupils in secondary schools who reported frequent verbal bullying</p>

## **Consultation**

10. Results of the Big York Survey, research in the development of the Joint Strategic Needs Assessment and feedback from the Fairness Equalities Board and Council Plan themed boards have informed the emerging priorities.

## **Council Plan**

11. These proposals relate to the Council's corporate priorities of building strong communities and protecting vulnerable people, as set out in the Council's Plan 2011-15.

## **Implications**

12. As a progress report there are no implications as this stage.

## **Recommendations**

13. The Scrutiny Committee are requested to note progress made in the refresh of York's Equality Scheme and:
  - ii. comment on:
    - a) The draft priorities as detailed in Annex 1 and;
    - b) The draft outcomes relevant to this committee, as tabled in paragraph 9.
  - iii. Advise whether these priorities and outcomes should be the area of focus in the revised equality scheme or are there any others that should be considered.

Reason: To help ensure that relevant equality issues are reflected in the revised Equality Scheme.

## Contact Details

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Report Approved  Date

Wards Affected:

All



**Specialist Implications Officer(s):** None

**For further information please contact the author of the report**

**Background Papers:** None

## Annexes

Annex 1: Draft Equality Scheme Priorities

## Abbreviations

(CSMC) - Corporate and Scrutiny Management Committee

(CMT) - Corporate Management Team

(KS) – Key Stage

(FSM) - Free School Meals

(E&M) – English & Maths

(Ofsted) - Office for Standards in Education

(GCSE) – General Certificate of Secondary Education

(SEN) – Special Educational Needs

(NEET) - Not in Education, Employment or Training

BAME) – Black, Asian and Minority Ethnic

(LDD) – Learning Difficulties and Disabilities

(LGB) – Lesbian, Gay, Bisexual