

SECTION 1: CIA SUMMARY
Community Impact Assessment: Summary
1. Name of service, policy, function or criteria being assessed:

Assessing whether joining Stonewall Diversity Programme will help improve workplace equality and diversity and make York a more welcoming City.

2. What are the main objectives or aims of the service/policy/function/criteria?

To ensure CYC is seen as an exemplar of best practice for workforce diversity, equality and inclusion whilst also making council premises a more visibly welcoming environment to the LGBT community.

3. Name and Job Title of person completing assessment:

Tracy Wright, Diversity and Staff Engagement Advisor

4. Have any impacts been Identified? (Yes/No)
Community of Identity affected:

All

Summary of impact:

Being a member of Stonewall will allow CYC to access best practice resources and advice forum on sexual orientation. It will give CYC the opportunity to benchmark their performance against other employers via a Workplace Equality Index on how to embed and engage the LGB(T) community. Also free access to a series of seminars and discounted rates for workplace conferences, leadership programmes and diversity training. Whilst not all COIs are covered by joining Stonewall, it is envisaged there will be an opportunity to apply any good practice identified across all COIs and where a person may fall with a number of COIs

5. Date CIA completed: 10.03.15
6. Signed off by: Pauline Stuchfield
7. I am satisfied that this service/policy/function has been successfully impact assessed.

Name: Pauline Stuchfield

Position: Assistant Director Customers & Employees

Date: 10.3.15

**8. Decision-making body:
Cabinet Leader Decision Session**

**Date:
19.3.15**

**Decision Details:
TBA**

Send the completed signed off document to ciasubmission@york.gov.uk It will be published on the intranet, as well as on the council website.

Actions arising from the Assessments will be logged on Verto and progress updates will be required

Community Impact Assessment (CIA)

Community Impact Assessment Title:

Joining Stonewall Diversity Champions Programme

What evidence is available to suggest that the proposed service, policy, function or criteria could have a negative (N), positive (P) or no (None) effect on quality of life outcomes? (Refer to guidance for further details)

Can negative impacts be justified? For example: **improving community cohesion; complying with other legislation or enforcement duties; taking positive action to address imbalances or under-representation; needing to target a particular community or group e.g. older people.** NB. Lack of financial resources alone is NOT justification!

Evidence

- **Census data 2011** confirmed that 0.3% of York's population are in same sex civil partnerships (highest in the region). However, local information regarding the Lesbian, Gay, Bisexual or Transgender (LGBT) population within the City is not available. Figures indicate this is 1.3% within the Yorkshire and Humber region.
- The council's 2014 **annual workforce monitoring report** (as at January 2014) indicates that there is currently a 17% gap within the workforce data in respect of sexual orientation. Where data is available, the council's knows that:
 - 0.4% of their workforce are in a civil partnership;
 - 1.7% identify as L, G, B or T
- The council's **2013 Workplace Wellbeing Survey** was completed by 1,428 employees (42% of the total workforce, excluding schools). The responses indicated that 56 out of the total 1,428 responses were LGBT. (i.e. 3.9%).

Community of Identity: Age

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
None		N/A	N/A	Yes - N
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Could be perceived negatively as affecting some Community of Identity groups disproportionately.	Yes	Learning and best practice could be applied to all communities of identity, and help to address where there are multiple COI impacts.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Carers of Older or Disabled People

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
N/A		N/A	N/A	N/A

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Could be perceived negatively as affecting some Community of Identity groups disproportionately.	Yes	Learning and best practice could be applied to all communities of identity, and help to address where there a multiple COI impacts.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Disability

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
N/A	N/A	N/A	N

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Could be perceived negatively as affecting some Community of Identity groups disproportionately.	Yes	Learning and best practice could be applied to all communities of identity, and help to address where there a multiple COI impacts.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Gender

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
N/A		N/A	N/A	N
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Could be perceived negatively as affecting some Community of Identity groups disproportionately.	Yes	Learning and best practice could be applied to all communities of identity, and help to address where there are multiple COI impacts.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Gender Reassignment

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
This community of identity is not currently included as part of Stonewall's Diversity Champions programme, although Stonewall have recently announced that they would be working more to support this COI.	Making York and the council as an employer a more welcoming city and work environment. It supports the priorities of respecting and celebrating diversity, where people feel safe and hate crime is tackled, together with anti social behaviour and bullying.	N to P	N to P

		All, but particularly access to employment, health and wellbeing, participation, influence and voice, identity, expression and self respect		
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Could be perceived negatively as affecting some Community of Identity groups disproportionately.	Yes	Learning and best practice could be applied to all communities of identity, and help to address where there a multiple COI impacts. CYC will ensure this COI will be included in all related LGBT activity.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Marriage & Civil Partnership

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
Part of this COI is covered (ie those within civil partnerships). In terms of the council's workforce data (Jan 2014) where employees have provided this information (circa 83% of the workforce) as an employer this suggests a marginal higher proportion of those declaring they are in a civil partnership when comparing this to the Census data (i.e. 0.4% and 0.3% respectively).	Whilst there is no evidenced based need to target a particular COI, advice and assistance from Stonewall may help address any inequality due to participation by this particular group and improving community cohesion overall.	P	P

Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Access to best practice examples to improve our employment practice and engagement with COI's will support CYC to reach their equality objectives.	N/A	To ensure a diverse, open and inclusive organisational culture. It will also be more visibly welcoming as an employer. It will improve the quality of workforce data by closing the gaps.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Pregnancy / Maternity

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)	
Could impact LGBT community (ie civil partnerships, see sexual orientation below)	(see civil sexual orientation below)			
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Could be perceived negatively as affecting some Community of Identity groups disproportionately.	Yes	Learning and best practice could be applied to all communities of identity, and help to address where there a multiple COI impacts.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Race

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
N/A		N/A	N	N
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
Could be perceived negatively as affecting some Community of Identity groups disproportionately.	Yes	Learning and best practice could be applied to all communities of identity, and help to address where there are multiple COI impacts.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Religion / Spirituality / Belief

Evidence		Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
N/A		N/A	N	N

Details of Impact	Can negative impacts be justified?	Reason/Action	Lead Officer	Completion Date
Could be perceived negatively as affecting some Community of Identity groups disproportionately.	Yes	Learning and best practice could be applied to all communities of identity, and help to address where there are multiple COI impacts.	Pauline Stuchfield	March 2017 (based on revised workforce strategy outcomes)

Community of Identity: Sexual Orientation

Evidence	Quality of Life Indicators	Customer Impact (N/P/None)	Staff Impact (N/P/None)
<p>Little information exists regarding the LGBT community in York. However, of what is known, the council's percentage workforce figures (1.7%) compares favourably to information available of the LGB community in respect of the Yorkshire and Humber region (1.3%*). <i>* figure also includes those who identify themselves as transgender.</i></p> <p>There has also been a slight increase in CYC employees declaring themselves as LGB from 1.5% in 2013 to 1.7% in 2014.</p> <p>Anecdotally, LGBT community members have intimated the council could be more visibly welcoming and</p>	<p>Making York and the council as an employer a more welcoming city and work environment. It supports the priorities of respecting and celebrating diversity, where people feel safe and hate crime is tackled, together with anti social behaviour and bullying.</p> <p>All, but particularly access to employment, health and wellbeing, participation, influence and voice, identity, expression and self respect</p>	P	P

<p>committed as an employer to LGBT communities.</p> <p>Staff were invited to comment on CYC joining Stonewall, of which 4 responses were received indicating it would be a positive move for the organisation. Similarly, views were sought from members of specialist LGBT interest groups, other local authorities and two employers within the City as to whether joining Stonewall was beneficial. Again all groups responded positively.</p>				
Details of Impact	<i>Can negative impacts be justified?</i>	Reason/Action	Lead Officer	Completion Date
<p>Promotes equality, good relations between staff groups and encourage employees to declare their personal data on iTrent.</p> <p>Access to best practice examples to improve our employment practice and engagement with COI's will support CYC to reach their equality objectives.</p>	N /A	<p>To ensure a diverse, open and inclusive organisational culture. It will also be more visibly welcoming as an employer. It will improve the quality of workforce data by closing the gaps.</p>	<p>Pauline Stuchfield</p>	<p>March 2017 (based on revised workforce strategy outcomes)</p>