

**Notice of meeting of
Equality Advisory Group**

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

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

Dan Sidley, York and District LGBT Forum

Marije Davidson, York Independent Living Network

Irene Mace, York Carers Forum

Katie Smith, York Carers Forum

Date: Monday, 30 July 2012

Time: 6.00 pm

Venue: Denham Room, Priory Street, York

AGENDA

1. Declarations of Interest

At this point Members are asked to declare any personal, prejudicial or disclosable pecuniary interests they may have in the business on the agenda.

2. Minutes

(Pages 3 - 28)

To approve and sign the minutes of the last meeting of the Group held on 20 February 2012. An “easy read” version of the 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 27 July 2012 at 5.00pm.**

4. Training for Taxi Drivers

This item will provide an opportunity to discuss disability awareness training for taxi drivers.

5. Choice Based Lettings

An update will be provided by an officer from the Housing Support Team on the Choice Based Lettings Scheme.

6. York City Centre Access and Mobility Audit

This item will provide an introduction to the York City Centre Access and Mobility Audit.

7. Refreshing the Council's Single Equality Scheme (Pages 29 - 34)

This item will provide an opportunity for initial discussion on the priorities for the Single Equality Scheme.

8. Championing Equalities in York (Pages 35 - 38)

This report makes proposals for how we will work together in the future to champion equalities in the city. EAG members are asked for their views about this, including what role EAG should play.

9. Hate Crime Strategy (Pages 39 - 54)

The Hate Crime Strategy and Embracing Diversity Work Plan are presented to EAG for consideration.

10. Community Forum

Community representatives are invited to raise equality and inclusion matters about council policy and services which are of importance to the groups they represent.

11. Urgent Business

Any other business which the Chair considers urgent under the Local Government Act 1972

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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- 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.

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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.**

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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 following a Cabinet meeting or publication of a Cabinet Member decision. A specially convened Corporate and Scrutiny Management Committee (CSMC) will then make its recommendations to the next scheduled Cabinet meeting, 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

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- 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;
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City of York Council

Committee Minutes

Meeting	Equality Advisory Group
Date	20 February 2012
Present	<p>Councillors Crisp (Chair), Jeffries, Ayre (Substitute for Councillor Aspden), Steward (Substitute for Councillor Richardson) and Watson (substitute for Councillor Barnes)</p> <p>Community Representatives: David Brown – York Access Group John Burgess – York Mental Health Forum Sue Lister – York Older People’s Assembly David McCormick - Staff Equalities Reference Group Irene Mace – York Carers Forum Diane Roworth – York Independent Living Network Rita Sanderson – York Racial Equality Network Katie Smith – York Carers Forum Carolyn Suckling – Access Group Paul Wordsworth – Churches Together in York George Wright - Humanist</p>
Apologies	<p>Cllr Aspden – City of York Council Cllr Barnes – City of York Council Cllr Richardson – City of York Council Marije Davidson – York Independent Living Network Daryoush Mazloum – YREN Claire Newhouse – Higher York Sarah Nicholson – Youth Council</p>

22. 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. Councillor Jeffries declared a personal interest in items on the agenda as Co-Chair of York Independent Living

Network. David McCormick declared a personal interest in items on the agenda as an employee of City of York Council and Chair of the Staff Equalities Reference Group.

23. Public Participation

There was one registration to speak under the council's Public Participation Scheme.

Carolyn Suckling expressed concerns regarding the taxi card scheme. She stated that the scheme in York was much less generous than in other areas and that provision in York was inadequate. She suggested that the Council may be failing in its statutory requirement to provide both a bus pass and a taxi card.

The Chair stated that she would look into the issues raised and provide a response to Mrs Suckling. She would also report back to the Group at the next meeting.

24. Minutes

Resolved: That the minutes of the meeting held on 24 November 2011 be approved and signed as a correct record.

25. Update on actions agreed at last meeting

Information was tabled that provided an update on the action that had been taken to address issues raised at the previous meeting:

(i) Council Management Team meeting with EAG

The meeting with the City of York Council management team had taken place on 19 December 2011. The group requested that the notes from the meeting be circulated to them.

(ii) Older People's Champion

Members of the group commented that information had been circulated in the community that named Councillor

Simpson-Laing as the Older People's Champion. Clarification was sought as to whether this was an official appointment by the Council. The Chair explained that the Council had not appointed an Older People's Champion but, as Councillor Simpson-Laing was the Cabinet Member for Health, Housing and Adult Social Services, she was likely to be the most appropriate contact for many of the issues that had been previously been referred to the Older People's Champion.

(iii) Training for Taxi Drivers

The group reiterated their concerns that the disability awareness training for taxi drivers was too basic. It was agreed that this would be an item for a future meeting.

(iv) Resources for YREN

Clarification was sought as to whether the comments made by YREN in respect of their need for additional resources to increase capacity and meet the growing demand for their services had been taken into account by Cabinet. The Chair confirmed that Cabinet had taken this issue into account.

(v) Choice Based Lettings

Officers confirmed that they had forwarded the group's concerns to the relevant Assistant Director. An item would be included on the agenda for a future EAG meeting to consider the issues raised in more detail.

26. Presentations on Council Budget

The Group heard presentations about the council's budget, including the main growth and savings proposals.

The Cabinet Member for Leisure, Culture and Social Inclusion and the Cabinet Member for Corporate Services would ensure that the Group's comments on the proposals would be taken into account when the budget decisions were implemented. It was noted that the Council would set the budget at a meeting on 23 February 2012.

The presentations focussed on the following issues:

(i) The Current Budget

An update was given on the current budget. There were some significant financial issues including:

- Increased cost of pensions
- Increased cost of waste
- Demands on adult social care
- Demands on children's social care

These pressures were being faced within the context of a Government reduction in formula grant funding and specific grant reductions.

(ii) Budget for 2012/2013

- There would be a £5m cut in the formula grant.
- Pressures remained in respect of social care and the costs of waste.
- It was intended to set a 2-year budget framework.
- The two priorities were to protect vulnerable people and to promote growth in the economy.
- £20m savings were required over the 2-year period. There would be £11m in savings next year.
- There would be a 5-year planning framework.
- Details were given of some of the implications of the Localism Bill, including changes around benefit support. From 1 April 2013, Authorities would set their own criteria for council tax benefits. There would be a 10% reduction in funding for this. The existing level of support for pensioners and vulnerable people had to be retained.
- The Council would be able to retain any growth in business rates.
- It was proposed that there would be an increase in council tax. Although the Government had stated that it would give a 2 ½ % grant if the Council did not increase council tax, this would only be guaranteed for one year and hence Cabinet was not recommending this option.

Officers responded to questions that the Group raised regarding the proposed budget.

(iii) Consultation

Details were given of the consultation that had taken place on the budget and the feedback that had been received including:

- Two meetings with the voluntary sector
- A meeting with business leaders
- A meeting with the Youth Council
- On-line budget tool
- CMT meeting with EAG
- The work of the Fairness Commission

(iv) The Budget EIA Process

The Group was informed of the consideration that had been given to the impact of the budget proposals. The aim had been to protect the most vulnerable people and the protected characteristics and also those with limited financial means. The aim had been to protect their health, safety and general well-being.

An equality impact assessment (EIA) had been completed on the overall impact of the budget proposals. This had taken into account the information gathered at consultative and engagement events with equality groups.

The Group was informed that each proposal also had its own EIA.

27. Group Work on the Impacts

It was noted that the Cabinet agenda papers for the meeting of 14 February 2012 had included a detailed list of proposed savings and areas of growth. Several of these proposals had been identified as being likely to have a significant impact for some people. The group was asked to

- Consider the impact as assessed by council officers
- Identify any issues that council officers may have missed
- Work together to consider how to lessen any negative effects

The feedback from the Group would be taken into account when decisions were implemented.

Workshops were held around the following proposals:

- Communities and Neighbourhoods proposed savings
- Fair Access to Care Services
- Future of sheltered employment

The feedback from the workshops is attached as an annex to the minutes.

The Chair stated that there would be ongoing communication with voluntary groups to seek to address the issues that had been raised.

28. Urgent Business - Fairness Commission

Rita Sanderson stated that YREN had welcomed the opportunity to meet with the Fairness Commission and to contribute to consultation events on behalf of its members and associates, but had been concerned that some of the issues that they had put forward had not been reflected in the Fairness Commission's Interim Report. This was of particular concern as the report was to be used as an evidence base for the City of York Council when considering the budget. Whilst it was appreciated that YREN had been reassured that there would be further opportunities to contribute in the second round of consultation, it was felt that an opportunity may have been missed.

Councillor Crisp, Chair

[The meeting started at 6.00 pm and finished at 9.10 pm].

Feedback from group discussion at EAG 20.02.12

1. Proposed savings to Fair Access to Care services (Pete Dwyer and Kathy Clark)

Issue: The service is looking to review and assess the current programme which currently supports approx 3,000 people. The specific review would impact on approx 160 of these.

Discussion:

- Ensuring consultation takes place with communities of interest and all affected
- Ensuring that capacity is developed amongst voluntary sector if they are to take on a service delivery role
- As the Council increasingly moves to a commissioning role, are we sure that the “marketplace” is mature enough to provide same quality of care as the council did?
- Need to be more proactive in approaching communities of interest [to assess their needs], rather than waiting for referrals
- Recognising the ‘culture’ of some groups not wanting to access support services e.g. BME groups, carers
- The disadvantage created by withdrawing funded care from those with moderate needs can be lessened by making sure that charges introduced are affordable.
- Access to the assessment of care needs is still difficult for some.
- Will some people lose their personal budgets because of the proposed changes? Will the changes also affect access to [assistive] equipment?

2. The future of sheltered employment (Yorcraft) (Pete Dwyer and Kathy Clark)

Issue: The Council supports the service by a quarter of a million each year, the same group of people work at the centre, no one moves onto other forms of

employment and no one new can access it because of the limited number of spaces available. Council proposes to stop funding the service.

Discussion:

- Must consult with disabled people benefiting from the service now before any decision is made
- Is there a barrier to new people going in/current employees leaving? Is the service supported now to be self-funded in the future? Can you introduce non-disabled workers to ensure capacity to take on additional work and become self funded?
- If York apprenticeships are working successfully, why can't the same model be used for people with learning difficulties?
- How about using the "Job carving" model?
- How inclusive is the current programme for BME groups?
- The current programme needs an exit strategy
- Have you considered setting up Yorcraft as a co-operative?
- It will be challenging to create equivalent jobs in the wider job market. Can resources go towards investing to deal with concerns about this?
- Look at whether you now double fund the care of some service users. e.g. do you pay for day care when the person is also paid to be in Yorcraft?
- Will the change mean that some vulnerable people will be pushed out of their comfort zone?

3. **CANS proposed savings** (Charlie Croft)

Charlie Croft outlined 3 proposed areas of savings:

- Restructuring of ward budgets
- Restructuring of the Neighbourhood Management Team
- Review of funding and spending in the voluntary sector

Discussion:

- Concern from OCAY about the loss of ward funding

- How does this saving work if voluntary sector groups are being asked to do more eg run services previously run by CYC?
- If the Labour administration proceeds with a third party third sector approach, where does the accountability sit? It's 'another tier to go through'.
- There's a recognition that CYC is moving towards a commissioning role
- The current format of ward committees has limitations
- Very difficult to get core funding to vol sector groups, important to look further ahead as vol sector can be better at running things
- Recognition that we have to refocus the approach, targeting where the need is, can't be all things to all people
- Good relationships built up with the NMU team over a long period of time

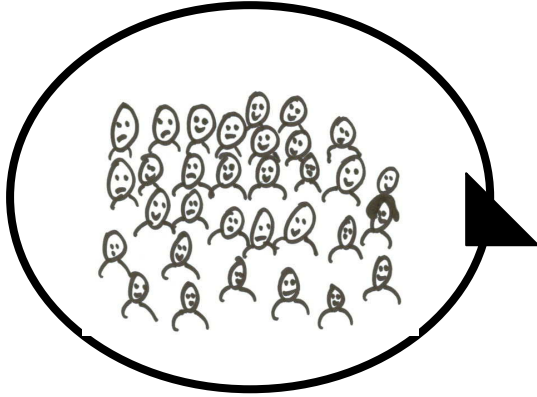
Feedback from A1 sheets on the wall:

"Consultation with users and potential users should be from the beginning of reviews"

"When working to outcomes, these need to be appropriate to each organisation's users"

"Employment review should be 'overall' rather than just Yorkcraft"

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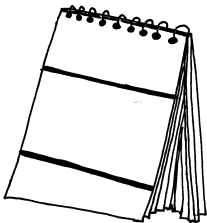


Equality Advisory Group

(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: 20 February 2012

Members of the Council who were at the meeting



**Sonja Crisp
(Chair)**



**Nigel
Ayre
(sub for
Councillor
Aspden)**



**Lynn
Jeffries**



**Chris Steward
(sub for
Councillor
Richardson)**



**Brian Watson
(sub for
Councillor
Barnes)**

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



David Brown (York Access Group)

John Burgess (York Mental Health Forum)

Sue Lister (York Older People's Assembly)

David McCormick (Staff Equalities Reference Group)

Irene Mace (York Carers Forum)

Diane Roworth (York Independent Living Network)

Rita Sanderson (York Racial Equality Network)

Katie Smith (York Carers Forum)

Carolyn Suckling (Access Group)

Paul Wordsworth (Churches Together in York)

George Wright (Humanist)

1. Public Participation



A member of the public had asked to speak at the meeting. She said that there were problems with the taxi card scheme. The scheme in York was not as good as in other areas. The Chair said that she would look into this.

2. Minutes



The Group went through the minutes of the meeting of 24 November 2011.

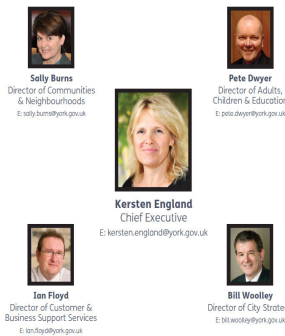
3. Actions since last meeting



Details were given of the action taken after the last meeting:

Management Team

Meeting with the Council Management Team

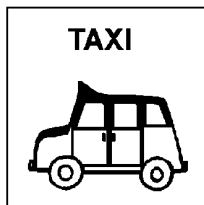


EAG had met with the Council Management Team on 19 December 2011. The Group asked for a copy of the notes from the meeting. *(The notes are included with these minutes).*

Older People's Champion



Members of the Group asked if Councillor Simpson-Laing was the new Older People's Champion. The Chair said that the Council had not appointed an Older People's Champion but Councillor Simpson-Laing was the Cabinet Member for Health, Housing and Adult Social Services. She would be the right person to contact for many of the issues that the Older People's Champion used to deal with.



Training for Taxi Drivers

The Group said that the disability awareness training for taxi drivers was too basic. The Group said that they would look at this matter at a future meeting.



Resources for YREN

The Group asked if the Cabinet had taken into account the comments made by YREN about funding. The Chair said that it had.



Choice Based Lettings

The Group was told that their comments about Choice Based Lettings had been forwarded to an Assistant Director at the Council. The Group would talk more about the problems at a future meeting.

4. Council Budget



The Group heard about the Council's budget.

The Council would set the budget for next year at a meeting on 23 February 2012. EAG's views on what was being suggested would be taken into account.

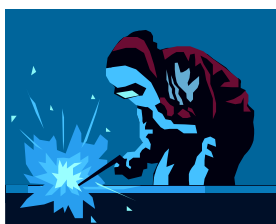


The Group was told that the following items were putting pressure on the budget:

- Pensions
- Waste
- Adult Social Care
- Children's Social Care



In 2012/13 Government funding to the Council would be cut. The Council would have to make big savings. It would also have to set its own policy on council tax benefits. It was proposing to increase council tax.



The Council wanted to make sure its budget protected vulnerable people and helped the economy to grow.



The Council had asked the community for its views on the proposed budget. There had been meetings with the voluntary sector, businesses and the Youth Council. The Council's managers had met with EAG. There had also been the chance to put forward views on-line. The Council would also take into account what the Fair Commission had said.

An Equality Impact Assessment (EIA) had been completed on the overall impact of the budget proposals. EIAs had also been carried out for each proposal.

5. Group Work on the Budget Proposals

Workshops were held about the following budget proposals:



- Communities and Neighbourhoods proposed savings
- Fair Access to Care Services
- Future of sheltered employment

The feedback from the workshops is attached to the minutes.

6. Fairness Commission



The representative from York Racial Equality Network (YREN) said that YREN were pleased to meet with the Fairness Commission. However they were concerned that that the Interim Report from the Fairness Commission had not taken into account all that they had said. This was a problem because the Council would refer to the report when decisions were made about the budget.

The group noted that there would be another chance for YREN and other community groups to make their views known to the Fairness Commission.

**City of York Council
Equality Advisory Group meeting with Council Directors
Monday 19th December 2011
Priory St Main Hall**

Notes from the day

- The meeting started by Charlie Croft from City of York Council welcoming everyone and introducing the Directors.

- Rita Sanderson (from York Racial Equality Network) gave a presentation on behalf of EAG on future working relationships between the Council and EAG groups

- Sally Burns, Director, Communities and Neighbourhoods gave a presentation on the Council's equality self assessment process in 2011.

- There then followed presentations by each of the Council directors:
 - The Council's budget and the Fairness Commission initial report (Ian Floyd)

 - What you told us last year and what we did about it (Sally Burns)

 - The new Council Plan and the Council's structure (Bill Woolley)

 - Co-production: What does this mean to the Council? (Pete Dwyer)

- **Group discussions**

Each director was given a table to sit at representing each directorate. Everyone chose a table to go to. Everyone had the opportunity to ask questions of the Director in relation to their own community of interest which they represented. After a short break people were asked to move to a different table and repeat the exercise there.

The main issues in the discussions were how to make funding more accessible for groups, support and protection for vulnerable people, communication, workforce issues, partnership working. Notes from the session are attached with this newsletter.

- Over a buffet lunch a presentation was made by Cllr Sonja Crisp to EAG of the “Achieving” certificate.
- The meeting ended at 3.30pm

Organisations represented at the meeting were:

- Churches Together in York
- City of Sanctuary
- LGBT Forum
- York Racial Equality Network
- York Older People’s Assembly

EAG / CMT Meeting – 19th December 2011

Notes from Table Discussions

Fairness and Equality

- Regarding the Fairness Commission suggestion to cancel Ward Committee Funding:
 - Age UK had, in the past, obtained funding from almost every Ward Committee, however, monitoring arrangements were particularly onerous given the amounts of money involved. Consequently they had withdrawn from putting in blanket bids and would prefer a centralised grant funding process instead. However, they would have used the Ward Committee for smaller services where they wanted to target a particular geographic area e.g. for toe nail cutting. Smaller, area specific groups would suffer if ward committee funding went.
 - There was a question of prioritisation in that many educated, middle-class people knew how to work the system to obtain WC grants. Did that make the system unfair for those that didn't know how the system worked? Shouldn't it just be targeted at those areas that needed it most?
- BME issues, cohesion champions likely to be reflected in the final Fairness Commission Report
- The Equalities Act duties and how the Council would meet them:
 - There was a lack of information for older isolated people about the services that were available to them. Training should be provided for all staff who come in to regular contact with members of the public to cross-refer them to things like toe nail cutting and putting their bins out. Home carers and refuse collectors cover the whole of the city and they should be given the confidence to help signpost the people they come in to contact with.

- Contracting out of services - TUPE regulations could not be met by voluntary organisations with relation to salaries and pension requirements.
- There were examples of best practice in relation to cross referrals, such as hotspots and first call 50+ that could be learnt from.
- The Timebank Programme might be able to contribute to this agenda.
- More needed to be done to market care homes to LGBT.
- Stonewall had recently done some elder life work (Sue Lister would provide a copy) and Scarborough had also done some good work linked to LGBT and Care Home provision.
- More effort was needed by the Council to understand LGBT issues.
- Regarding the Council's ability to meet Equalities Act duties:
- It was exciting that there was now much more open dialogue between the council and voluntary groups about this issue. Also there were a lot of good suggestions in the Fairness Commission interim report in terms of balancing deprivation and focussing on those in most need. Everybody needs to ask what contribution we can all make towards achieving excellent.
- Getting communication right was very important.
- The move towards co-production was a fascinating philosophy and a very exciting development, however good dialogue and accountability arrangements were needed to make it work well.
- Protection of 'vulnerable' people would mean different things to different people. How have we defined that and in the current budget situation was there a need to re-define vulnerability?
- Use of the word 'protection' also came across as negative / reactive and perhaps language used now needed to reflect the shift towards individuals and communities helping themselves.
- CYC does an Equality Impact Assessment on everything – is it a box ticking exercise?

- Equality Peer Review – its important to publicise better and important for people to challenge the Council. CYC response: CYC are embedding equalities across the directorates

Employment/Workforce

- YREN asked whether the council's workforce reflected the changing demographic:
 - It was estimated that the BME population in York was approximately 9%, however our BME workforce was probably only about 2-3%. The new HR system would give us access to much better data regarding staff profiles. The HR team planned use this to target recruitment and train staff involved in recruitment in order to get a better balance in future.
 - In addition, to a more balanced workforce, it would be good to see a more diverse mix of political representatives.
 - York was changing from being a very insular city to one which was pulling together more and also was much more outward looking.
 - It would be good to work through the Youth Forum and BME Youth Group to inspire young people to perhaps work for the council.
 - Youth unemployment in York – a lack of accessibility to job opportunities
 - Councillor and York Youth Council rep went into school-cultural differences
 - Concern about the increasing number of 16-18 yr olds out of work
 - Within the education system children from an ethnic minority background generally do as well as others
 - Employment advice – Connexions advisors going to Mosque? Need to make sure info is widely available
 - Older students returning from University struggling to get support
 - Apprenticeship campaign discussed

- Workforce Strategy (14-19 involvement in service design as well as work for CYC)
- Opportunities targeted at specific groups eg Chinese community
- Can younger teenagers be targeted for apprenticeships? Made more accessible to bme groups?
- What is CYC doing to get more people into employment? It's important to use services such as Future Prospects who run specific contracts eg European Social Fund
2 x Local Enterprise Partnerships promoting economic growth
- The Council are looking at opportunities for 'looked after' children to go into apprenticeships
- Can CYC put pressure on employers eg new Monks Cross development to draw on all sections of the community
- Good practice: There is coproduction with the DWP. CYC work closely with the Job Centre, doing presentations in JCs, targeting long term benefit recipients

Other issues discussed

- CYC not good at showcasing, mentoring/recruiting through the right mechanisms.
- Question about sound proofing of homes
- Fair Access to Care Services (3 levels Moderate, Substantial, Critical)
- York is good as it makes sure that vulnerable people are in the loop, its important that someone is providing a service whether or not its the Council
- Someone told a young person with Aspergers to use a phone, 'get over it'
How can CYC increase awareness of what support is available to people?
Empower people to challenge? Get employers to 'widen the net'
- Can we promote and celebrate/showcase good practice of successful equality practice to encourage others?

- CYC does monitor home care, nursing care but can do more as some services are increasingly fragmented
- Bus Services – equalities issues as a customer with health issues, unsympathetic response to the individual

Support

- How does reduction of deprivation and coproduction work in reality? Is there more resources available?
- We need to understand better the make up of the city , hotspots etc
- Benefits changes etc will widen the gap and increase/compound child poverty levels. The launch of the Child Poverty Strategy will make work more targeted.
- Money needs to be used (Pupil Premium) to improve outcomes for children, have to publish
- Kingsway project example
- Announcement of more money for support to families. Protect and expand Family information project
- The way of doing things – a vacuum is created by a lack of prescription
- ‘Churches Together’ – unseen work with older people
- Students volunteering within their community
- City of Sanctuary provide hospitable support and signposting people, eg loneliness, mental health issues
- Changing demographics – what percentage of CYC staff are from BME backgrounds? Does it match with current demographics? A good organisation should reflect a changing population Can CYC encourage equal opps in the employment process? In response: Workforce Development Strategy in place
- Those with ‘invisible’ disabilities, desperate desire to be ‘normal’, have to prove they have a disability eg chronic fatigue syndrome. But how do you provide targeted support in a non-stigmatising way?
- Challenge for internal staff training to raise awareness, staff retention issue

- Foster care services suitability for eg Muslim child if no Muslim foster parents in York
- There is an increased number of people requiring services for physical and mental health issues – we must ensure that services are targeted correctly, what should be the criteria?
- Challenge the Health and Social Care Fund, shouldn't have happened in isolation
Part of the City Plan to establish a Health and Well Being Board
- How do we make sure that groups who are more secluded have access to information? Eg muslim women Need to be aware of the cultural factor.
- Good Neighbourliness: noticing when people are not coping, could the Council take more of a lead?

Voluntary Sector and partnership working

- CVS are representing the Vol and Community Sector who are seen as a provider of services – they have to be located in the overall planning framework. Shows level of engagement – Health and Wellbeing Strategy
- North Yorkshire example of voluntary sector approach
- No one can achieve in isolation!
- Use the reports and finding of YREN to change service culture eg housing etc
- CYC to work with YREN as a conduit eg Welcome Guide to the City

HR and Workforce development

- City wide accessible HR procedures, ensure all CYC employees feel empowered to offer solutions to wider problems eg through signposting, knowledge , awareness
- Draft Customer Strategy – any CYC employee can take any issue and seek to resolve it
- Contact Centre – having the necessary tools and software and important to give feedback

- New Headquarters – what savings are expected? – capital savings

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Equalities Advisory Group

30 July 2012

Report of the Director of Communities and Neighbourhoods

Refreshing the Council's Single Equality Scheme

Introduction

1. This report sets out the key issues for the Council's equalities agenda going forward. It proposes specific priorities and asks EAG to comment on them.
2. EAG is asked:
 - Do you recognise the picture set out?
 - Do you agree with the priorities proposed as the basis of a new Single Equality Scheme for 2012-15?

Background

3. The Council has adopted the Equality Framework for Local Government (EFLG) as its pathway to excellence in equality. The framework incorporates the requirements that the Equality Act 2010 places on public sector bodies. Following a peer assessment in 2011, the Council was found to be at 'Achieving' level under the framework. To assist the Council to work towards 'Excellent' a peer advisor was appointed. This led to the development of an Equality Improvement Action Plan which is now being implemented.
4. The next key step is to refresh the Council's Single Equality Scheme so that it is based on "SMART"¹ objectives which will improve equality in life outcomes² especially for groups facing increasing socio-economic challenges. It is also proposed that the Council works with its partners across the city to identify two or three

¹ Specific, measurable, achievable, realistic and timely

² Health, housing, education and lifelong learning culture and leisure, work, safety and security, self-determination

priorities for the city and establishes new partnership arrangements to drive these forward.

5. This paper introduces the term Communities of Identity (CoI). These are groups of individuals who share common experiences, opportunities and challenges because of their gender (sex), gender reassignment (sex change), disability, race, sexual orientation, social class, religion and belief, pregnancy and maternity, marital status and civil partnership and/or because they are carers.

Vision

6. The Council believes that everyone should enjoy the excellent quality of life our city has to offer. This means enjoying a long and fulfilling life, in good housing, with excellent opportunities in work, education, training, self-development and participation in public life, safety and security in family and social life, and the chance to enjoy diverse and inclusive culture and leisure opportunities.

Equality Priorities

7. The priorities suggested below reflect both data analysis and engagement work that has been undertaken in connection with:
 - The One City Strategy
 - The Joint Strategic Needs Assessment, and
 - the Fairness Commission's worktogether with past feedback from EAG and other specific consultations.
8. In examining the data and consultation feedback the issues that have arisen in relation to equality outcomes for the Communities of Identity can be categorised into three main priorities:
 - A Fairer York – Narrowing the gap in equality outcomes
 - Respecting and Celebrating Diversity
 - An Enabling, Positive, and Diverse Workforce

Priority 1: A Fairer York- Narrowing the gap in equality outcomes

9. This priority is about knowing our communities and how we can narrow the gap in equality outcomes for the Communities of Identity. Issues raised in relation to the equality outcomes are outlined below.

Employment, Training and Income

10. There is a widely held view that York needs more jobs, better quality jobs, less employer discrimination, and jobs with fair terms and conditions. The need for accessible and affordable childcare is also raised. There is a need for more employment opportunities for young people (training and apprenticeships being a specific point commonly raised). Pay levels and a higher minimum wage (or living wage) is an issue for young people but goes wider too. Child Poverty is an issue in certain wards as is fuel poverty. Income is also raised as an issue in terms of benefits and money that people have to live on. In terms of Communities of Identity issues the desirable outcomes would be to:
- Increase the number of jobs for young people and disabled people and the routes into them through training and apprenticeship schemes. In particular to reduce the number of young disabled people not in education or training (NEET)
 - Increase the number of women in employment
 - Reduce the numbers in fuel poverty in the wards where there are high incidences of fuel poverty
 - Reduce the incidence of Child Poverty in the wards most effected and the number of children on free school meals

Education

11. There is clear evidence that educational achievement is crucial in determining an individuals life prospects. Issues identified with respect to the Communities of Identity are as follows:
- Increase the educational attainment of looked after children and Gypsy and Traveller children
 - Continue to reduce the attainment gap between children in York who do not receive free school meals and those who do or who live in deprived areas

Housing

12. In terms of Housing provision feedback from Communities of Identity focused on increasing the supply of affordable housing, people being able to remain in their own homes for a long as possible, and meeting the needs of specific groups in particular people with learning difficulties, young people and the Gypsy and Traveller community:

- Ensure older people can remain in their own homes for as long as possible
- Provide support to enable people with learning difficulties to access good quality housing
- Decrease the number of economically vulnerable people who are living in non decent housing
- Meet the housing needs of the Gypsy and Traveller community
- Reduce the number of BME families living in overcrowded conditions
- Provide options for Young people and Teenage parents to access good quality housing
- Increase access to affordable housing

Transport

13. The biggest issues in relation to transport is a desire for bus services that run more reliably and extensively and which are cheaper:
- Provide accessible transport for disabled people through visual/audible/tactile public transport information for blind or partially sighted people and for those who have difficulty reading English
 - Improve access to services and employment via effective and affordable transportation network for the various Col

Health and Wellbeing

14. Life expectancy in York for both men and women is higher than the national average at 79.6 years for men (England 78.3) and 83.2 years for women (England 82.3); however, the following issues need to be addressed:
- Reduce the gap in life expectancy for both men and women living in the most deprived wards in York (for men the gap is 9.9 years, for women 3.6)
 - Improve the health outcomes of Young People living in care
 - Reduce reliance on drug and alcohol especially in those communities most affected
 - Increase the access of the Communities of Identity to health care where health inequalities are present

- Support carers in their physical and emotional wellbeing to enable their caring role and to maintain employment
- Address the incidence and impact of domestic violence on adults and children

Priority 2: Respecting and Celebrating Diversity

15. York is a diverse city with an increasing BME population and the cosmopolitan nature of the city is buoyed by significant numbers of overseas students from around the world; however, feedback suggests the need to:
- Create more opportunity to celebrate through multi-cultural and multi-faith initiatives
 - Improve young people's, including students', perception of feeling welcome and safe living in the city
 - Reduce the incidence of hate crime for people from the BME and LGBT communities, older people and people with disabilities
 - Help the faith communities to increase their access to appropriate facilities and places of worship

Priority 3: An Enabling, Positive, and Diverse workforce

16. This priority is about ensuring that our work force is reflective of our community and understands and respects the communities we service. This also extends to our suppliers and contractors. A responsive workforce will enable the community and the voluntary sector to influence service design and where appropriate to deliver services. Particular outcomes raised through community engagement and the work undertaken by the Fairness Commission include:
- Employ, support and develop a workforce that is representative of our Communities of Identity
 - Make it easier for the Communities of Identity to access services especially addressing specialist needs of specific groups such as homeless young people, people with mental health issues, people with learning disabilities and older people.
 - Ensure information gets to those who need it and is easy to understand

- Engender creativity in engaging with Communities of Identity so they are able to influence service provision
- Make best use of local volunteer groups and social enterprises to help deliver services to the community

Next Steps

17. Subject to the views of Cabinet on the vision, priorities and issues identified in this report consultation will be undertaken. The timetable for developing the Single Equality Scheme is as follows:
- 30 July: EAG considers the first draft of the outcomes for the SES.
 - August 2012: The draft SES is out for 8 week consultation and the Neighbourhood Management Unit undertake consultation with the Cols throughout September and October.
 - September 2012: A special “Help us to get it Right” day takes place inviting equality community groups to discuss the proposed Scheme.
 - Beginning of October: The Scheme is further developed, following the consultation, with actions and measures
 - Early November: Council’s Cabinet signs off the final Scheme

Advice Sought

18. The views of EAG are requested on the vision, priorities and issues set out in this report.

Contact Details

Author:	Cabinet Member:		
Charlie Croft, Assistant Director (Culture, Communities and Public Realm)	Cllr. S. Crisp Cabinet Member for Leisure, Culture and Social Inclusion		
Report Approved	✓	Date	18.7.12.
Wards Affected:		All	✓
For further information please contact the author of the report			



Equalities Advisory Group

30 July, 2012

Championing Equalities in York

Purpose of Report

1. This report makes proposals for how we will work together in the future to champion equalities in the city. EAG members are asked for their views about this including what role EAG should play.

Background

2. The Council is committed to being an 'Excellent' authority (under the Equalities Framework for Local Government). To help it draw up its action plan to get to Excellent, EAG members will be aware that the Council employed a peer reviewer, Arif Sain. Arif's report contained some important recommendations, notably that the Council should:
 - Develop a new Single Equality Scheme focused on equalities outcomes, and should
 - Identify two or three shared equality priorities with partners, to be developed with the communities of interest.
3. Some early thoughts on what those priority equalities outcomes might be will be discussed with EAG at this meeting.
4. Arif also made recommendations about how the city-wide equalities agenda should be led, including that the Council should:
 - Develop a York-wide Fairness Partnership Group, and
 - Review the membership and functions of EAG
5. He further proposed that:
 - EAG should be involved in the scrutiny of / consultation on community contracts (see below) and an annual scrutiny of the Council's Fairness Agenda
 - The Council should develop a new EIA toolkit which would facilitate a Customer Impact Assessment (CIA)

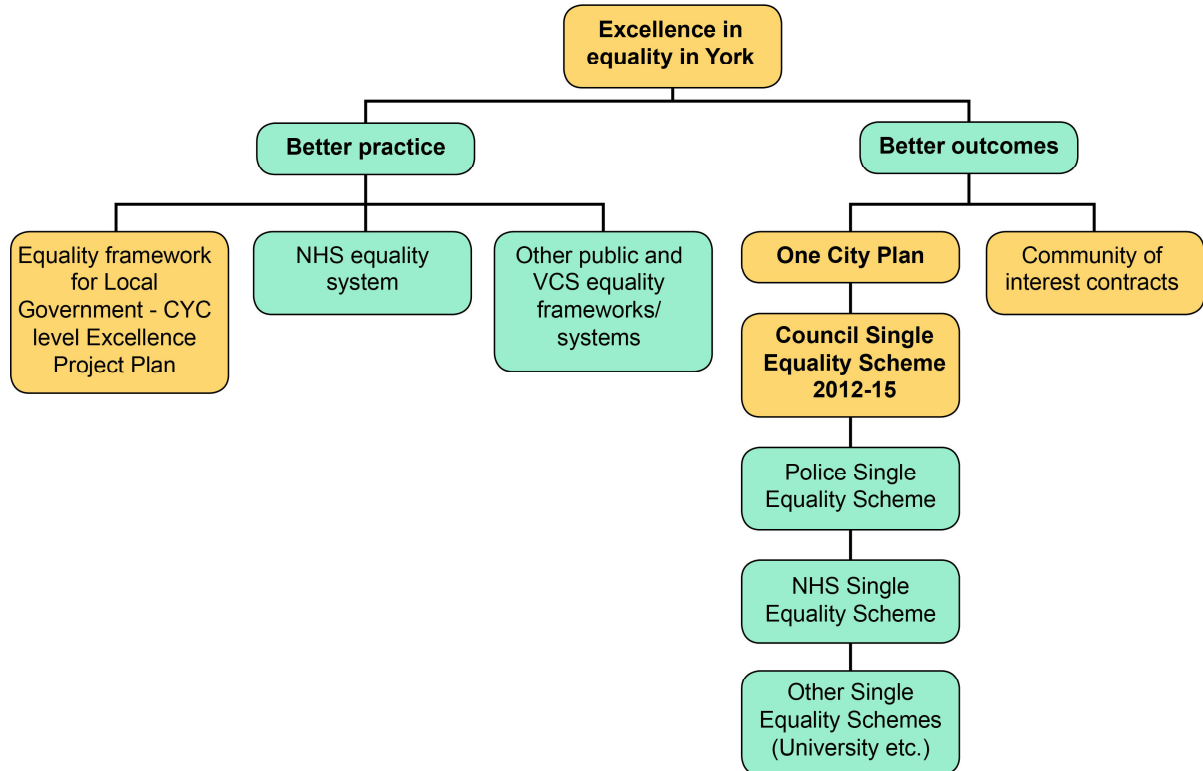
- The Council should develop a yearly plan of CIAs which will be consulted on with communities of interest. These should be separated according to relevance and likely impact, with the ones with most impact / relevance consulted on with EAG, and
- New ways should be developed to consult on CIAs e.g. web forum, emails

Way Forward

6. **Community of Identity Plans:** There has been significant consultation and involvement with a number of Communities of Identity (CoI) in York but we know there are still groups whose views and challenges are less in evidence. To address this we propose to develop Community of Identity plans.
7. These plans would be similar to the ward based community contracts and would reflect the makeup, background, challenges and therefore priorities for different groups in the city. Some groups already have plans and we would seek permission to adopt and expand these. For others we would work with them to develop the plans.
8. Further information on this will be provided at the meeting. EAG members will be asked for their views on this approach and how they would like to work with Community Contracts and Community of Identity Plans.
9. **CIA toolkit:** This has now been developed and is in place for Council officers to use.
10. **A York-wide Fairness Partnership:** The Inclusive York Board is currently reviewing its remit with a view to taking on this role. EAG minutes would be available to it in this role.
11. **EAG:** The future role of EAG might be:
 - to advise the Council's Cabinet on key strategic CIAs working on the basis of a rolling annual plan
 - to advise the Council on Community of Identity plans
 - to build contact between equality groups and individuals in York

12. Meetings might be more informal modelled on the “Help us to get it right days” rather than the current business meetings as feedback suggests that the workshop style is more effective. EAG would continue to be chaired by the relevant Council Cabinet Member.
13. The following drawing shows how the various city plans relate to each other. The ones that the Council is responsible for are shaded:

York’s Equality System



Recommendation

14. EAG is asked to give its views on these proposals and how it wants to carry out its function in the future as the Council’s key advisory group on equalities.

Author:	Chief Officer responsible:		
Charlie Croft, Assistant Director (Communities, Culture and Public Realm)	Sally Burns Director of Communities and Neighbourhoods		
		Date	19.7.12
Wards Affected:	All		✓
For further information please contact the author of the report			

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SAFER YORK PARTNERSHIP

EMBRACING DIVERSITY

**A Multi-agency Hate Crime Strategy for the
City of York
2012-2015**

INTRODUCTION

Safer York Partnership is committed to making sure that all citizens, regardless of disability, age, race, sexual orientation, religion or gender feel included in the life of York. Our vision is of a city where people feel a strong sense of belonging, are treated fairly, are able to actively participate and have their contributions valued.

York is widely regarded as a thriving and attractive place to live, providing a good quality of life for local residents. There is a strong sense of civic pride and low levels of inequality and crime. York's growing population is increasingly diverse, with more people from different ethnic and national backgrounds, growing numbers of older people, rising student numbers and more people with disabilities. With these trends set to continue, it is important that a co-ordinated and consistent approach to preventing and addressing hate crime is adopted.

Hate crime and incidents serve to undermine the vision for an inclusive city. The impact of hate crime is often significant, not only for those subject to it but also within the wider community. Left unaddressed, hate crimes undermine social cohesion and sow the seeds of wider conflict.

WHAT IS HATE CRIME?

A hate crime or incident is any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice based on a person's actual or perceived social group or groups. These groups can be defined in relation to the following:

- Disability
- Race
- Sexual orientation
- Religion or belief
- Transgender

Although current legislation does not specifically cater for age and gender, the criminal justice agencies are alert to offences where hatred is a factor.

BACKGROUND

York's overall population is estimated to be just over 202,000 and growing. According to the Centre for Cities report 2011, York has the second fastest growing population in the UK. Particularly significant within this growth is an increase in the black minority and ethnic (BME) community from 4.9% in 2001 to an estimated 11.4% in 2009. A study in 2010 found 78 different first languages being spoken within the city.

In January 2008, City of York Council launched its first Hate Crime Strategy. However, since that launch the number of hate crimes reported to the police has declined. Consultation with agencies providing support to particular community groups in the context of writing this strategy suggests that under-reporting is a significant factor. It is widely acknowledged that the recorded statistics of hate crime reporting across all agencies may be a significant under-representation of the true picture.

Safer York Partnership is a community safety partnership created under the Crime and Disorder Act 1998. The partnership is comprised of representation from City of York Council, North Yorkshire Police, York and North Yorkshire Probation, York and North Yorkshire Primary Care Trust, North Yorkshire Fire & Rescue Service and North Yorkshire Police Authority. The partnership is committed to reducing crime and anti-social behaviour within the City of York and aligned to that is a commitment to protect vulnerable members of the community. It is therefore appropriate that responsibility for the development of a hate crime strategy should sit with the partnership as part of the overall remit to facilitate and co-ordinate a multi-agency problem solving approach to tackling crime.

Police data has been included in this strategy to show the local picture in relation to recorded hate crime statistics in York. However, it has been acknowledged that this may be an under-representation of the true picture. A key action in the delivery of this strategy will be to improve the quality of data captured. This will be achieved through a combination of working closely with those agencies which represent particular community groups and ensuring that communities know how to report incidents and are confident that when making reports, action will be taken.

In developing this strategy, thirty individuals and organisations were consulted to draw upon the expertise and experience of those who represent communities of interest. This information has informed the strategic aims and objectives and the work plans which will underpin delivery of the strategy.

THE NATIONAL CONTEXT

The MacPherson Report on the Stephen Lawrence Inquiry changed the way that racist hate crime and institutionalised racism was understood. From the Inquiry, a definition of a racist incident was developed which has since been extended to cover other forms of hate crime and is widely used by central and local government.

Moreover, the Stephen Lawrence inquiry report was the catalyst for a number of institutional changes within the police and statutory service providers to improve responses to racist incidents and racism. The Home Office has subsequently produced guidelines in relation to racist incidents, religious discriminations and more recently guidelines for tackling hate crime.

Today, the terms gay and lesbian are used to describe women and men who seek same-sex partners. Homophobia can manifest itself in a number of different forms. The Government currently estimates that approximately 5-7% of the population are either: gay, lesbian or bisexual. However, there is very limited data on the number of lesbians, gay men and bisexuals in the UK as no national census has ever asked people to define their sexuality. A national study of violence against lesbians and gay men in Britain, found that one in three gay men and one in four lesbians had experienced at least one violent attack, and found that the vast majority of homophobic incidents go unreported, with around 18% reporting incidents.

The understanding of disability is enhanced by what is known as the 'Social Model' of disability, which recognises that disability occurs because barriers hinder disabled people from taking a full part in the community. Research by Mencap demonstrated that 8 in 10 people with learning difficulties had experienced bullying and harassment 66% of people with learning difficulties have been bullied regularly with 32% stating that bullying was taking place on a daily or weekly basis.

THE LOCAL PICTURE

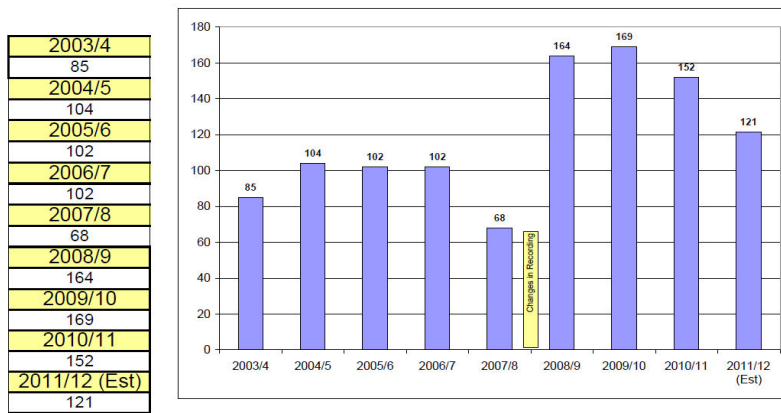
Recorded hate crime incidents:

York Community Safety Partnership (Safer York Partnership) monitor hate crimes reported to North Yorkshire Police (NYP) as shown by the following graph

NYP Recorded HATE Crime and Incidents in York

Fig. 1.01.4

North Yorkshire Police - York Recorded Hate Crime & Incidents



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

Document created on 19/01/2012

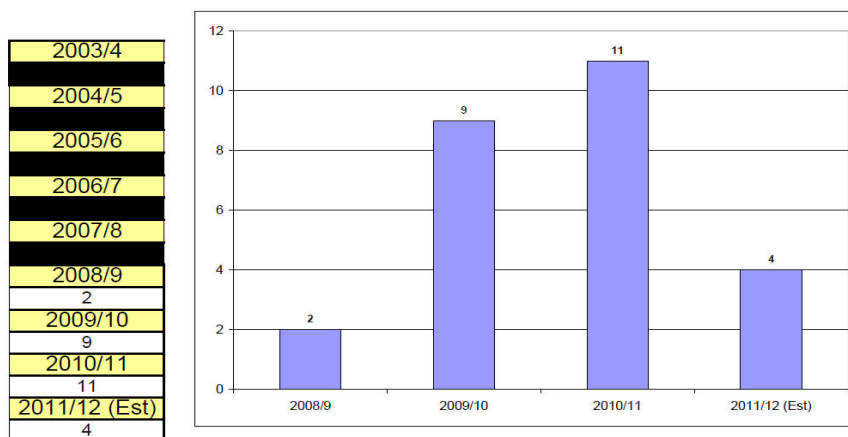
Disability

Disability related hate crimes in York are shown in the graph below.

NYP Recorded HATE Crime and Incidents in York

Pg. 1 of 2

North Yorkshire Police - York Disability Incidents



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

Document created on 19/01/2012

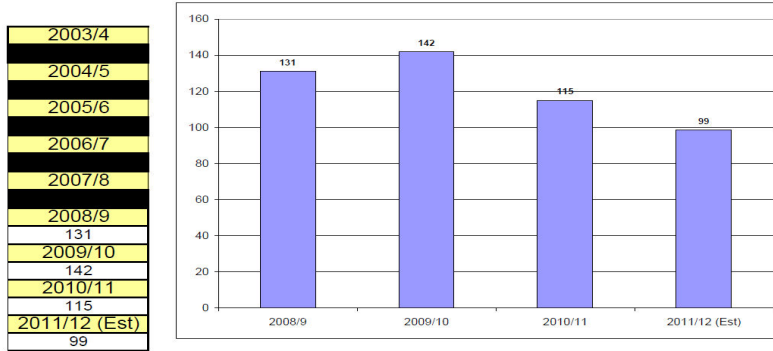
Race

Racist hate crime is arguably the most widely recognised form of hate crime. The graph shows racially motivated hate incidents recorded by North Yorkshire Police in York.

NYP Recorded HATE Crime and Incidents in York

Pg. 1 of 2

North Yorkshire Police - York Racial Incidents



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

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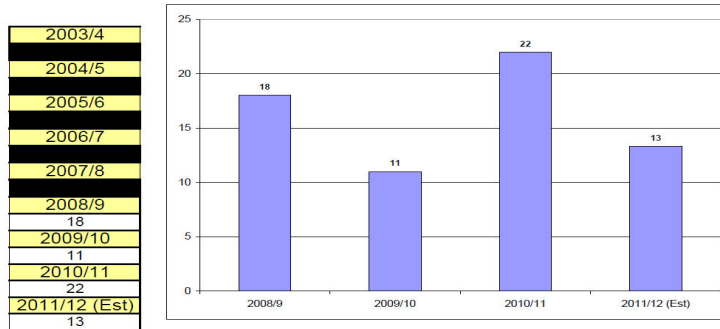
Sexual Orientation

The following graph show the Homophobic incidents reported to North Yorkshire Police.

NYP Recorded HATE Crime and Incidents in York

Pg. 1 of 2

North Yorkshire Police - York Homophobic Incidents



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

Document created on 19/01/2012

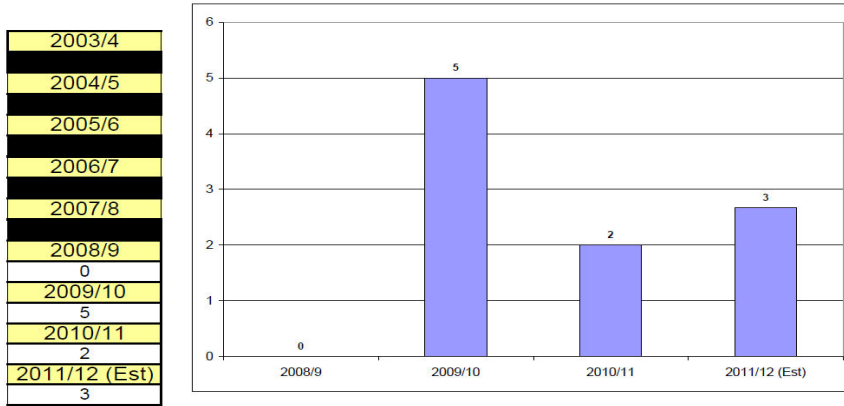
Religion or belief

Religious incidents reported to North Yorkshire Police

NYP Recorded HATE Crime and Incidents in York

Pg. 1 of 2

North Yorkshire Police - York Religious Incidents



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

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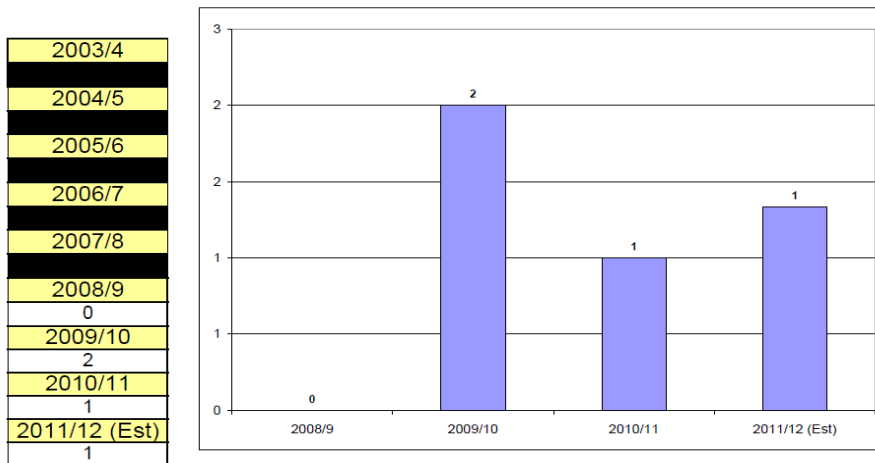
Transgender

Transphobic incidents reported to North Yorkshire Police shown on the graph below:

NYP Recorded HATE Crime and Incidents in York

Pg. 1 of 2

North Yorkshire Police - York Transphobic Incidents



This is Data is Created from the Hate Crime / Incident Download Provided by NYP Performance Unit. It is Based on START DATE

Document created on 19/01/2012

STRATEGIC AIM AND OBJECTIVES

Our overall **strategic aim** is to help stop hate crime occurring in the first place through a programme of hate crime prevention and where it does occur, to respond in a timely and effective way that addresses its impact on victims and the wider community.

We will measure progress by monitoring the incidents of hate crime recorded by the police and Local Authority, maintaining close dialogue with support agencies to capture qualitative and anecdotal information.

To achieve this **strategic aim** a number of objectives have been identified as follows:

Objective 1: Raise awareness of hate crimes to aid prevention

- To improve prevention of hate crime through education and awareness raising programmes within key stakeholder agencies
- To increase public awareness and ensure that information on hate crime is widely available
- To work closely with and strengthen the links between the statutory and voluntary sector agencies engaged in tackling hate crime

Objective 2: Make it easier for people to report hate crime

- Work with relevant agencies to improve the reporting of hate crime incidents
- Develop alternative ways to report crimes that meet the specific needs of particular groups
- Develop a campaign to raise public awareness on how to report hate crime

Objective 3: Improve the support available to victims of hate crime

- Ensure that information relating to support groups is made widely available to the public and key partners engaged in tackling hate crime
- Develop multi-agency training that will result in a measurable improvement in services to victims and an increase in victim confidence
- Develop a multi-agency problem solving approach to tackling hate crime

Objective 4: Improve data capture and develop a more accurate reflection of the extent and breakdown of hate crimes and incidents

- Work with statutory and voluntary sector agencies to improve the capture, recording and analysis of data relating to hate crimes and incidents
- Ensure that mechanisms are in place to identify repeat and/or vulnerable victims and flag these to the relevant agencies and support groups
- Develop an annual forum for statutory and voluntary agencies to share information, understanding and experience in relation to tackling hate crime

PERFORMANCE MANAGEMENT

Detailed action plans aligned to the aims and objectives of the strategy will be developed by the Safer York Partnership Hate Crime/Prevent Co-ordinator, reporting to the Anti-social behaviour task group. Reports on delivery of and performance against the action plans will be submitted to the Safer York Partnership Board at six and twelve monthly intervals. These reports will also be provided to the relevant stakeholder' internal groups eg. EAG within City of York Council and the Independent Advisory Group, North Yorkshire Police.

LEGISLATION

EQUALITY ACT 2010

Provides a new cross-cutting legislative framework to protect the rights of individuals and advance equality of opportunity for all; to update, simplify and strengthen the previous legislation; and to deliver a simple, modern and accessible framework of discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society.

PUBLIC ORDER ACT 1986 PART III INCITEMENT TO RACIAL HATRED

Under this Act it is an offence to commit an act that is threatening, abusive or insulting and which is intended or likely in all the circumstances to stir up racial hatred.

FOOTBALL OFFENCES ACT 1991 (as amended)

An offence is committed when a group of people, or one person acting alone, chants something of a racist nature at a designated football match. To prove this offence, the prosecution has to show that the chanting was threatening, abusive or insulting to another person because of that person's colour, race, nationality (including citizenship) or ethnic or national origin.

DISABILITY DISCRIMINATION ACT 1995

This provides disabled people with a comprehensive set of enforceable rights in areas such as employment, education, transport, the functions of public bodies and access to goods, facilities or services. A key element is the principle of reasonable adjustment, which requires those with duties under the Act to make adjustments for disabled people. The Act places a statutory duty on public authorities to promote equality of opportunity to disabled people – the Disability Equality Duty. The Duty requires public authorities to: give due regard to disability issues when carrying out their functions; publish Disability Equality Schemes to set out how they will carry out the general duty as well as monitor and report on their progress in this respect; and set out how they have involved disabled people in developing their scheme.

CRIME AND DISORDER ACT 1998 (As amended by the Anti-Terrorism, Crime and Security Act 2001)

This contains a number of specific offences of racially or religiously aggravated crime. These offences carry higher maximum penalties than the basic offence equivalents. The Act places a duty on the courts to treat more seriously any offence.

HUMAN RIGHTS ACT 1998

This places a duty on all public authorities to uphold and promote human rights in everything they do. This means that their policies, programmes and services should ensure that individuals are autonomous, safe and can participate in the decisions that affect their lives; further, that they are treated fairly, with dignity and respect and that the rights of the wider community are also safeguarded.

RACE RELATIONS (AMENDMENT) ACT 2000

This amended the Race Relations Act 1976. It gives public authorities a general, statutory duty to promote racial equality. The general duty states that public bodies must have due regard to the need to eliminate unlawful discrimination, as well as to promote equality of opportunity and good relations between people of different racial groups.

CRIMINAL JUSTICE ACT 2003

S145: in addition to the specific offences created by the Crime and Disorder Act 1998, this places a general duty on courts to treat more seriously any offence that can be shown to be racially or religiously aggravated or motivated.

S146: places a duty on courts to increase the sentence for any offence aggravated by the demonstration or motivation of hostility based on the victim's disability (or presumed disability) or sexual orientation (or presumed sexual orientation)

RACIAL AND RELIGIOUS HATRED ACT 2006

Under this Act an offence is committed if a person uses threatening words or behaviour, or displays any written material which is threatening, if he intends thereby to stir up religious hatred. Abusive or insulting words or behaviour intended to stir up religious hatred is not enough. Possession, publication or distribution of inflammatory material is also an offence. The offence can be committed in a public or private place, but not within a dwelling unless the offending words and behaviour were heard outside and it was intended that they were heard. For an offence to have been committed, the defendant must have intended to stir up religious hatred.

TERRORISM ACT 2006

This Act makes it a criminal offence to directly or indirectly incite or encourage others to commit, prepare or instigate acts of terrorism. The definition of terrorism includes the use or threat of action designed to influence the government or an international governmental organisation or to intimidate the public or a section of the public, when the use or threat is made for the purpose of advancing a political, religious, racial or ideological cause. Violence against people based on their race or religion would therefore fall under this Act if the action was designed by the perpetrator to bring about political change or intimidation of a section of the public.

CRIMINAL JUSTICE AND IMMIGRATION ACT 2008

This amends the Public Order Act 1986 to include incitement to hatred on the grounds of sexual orientation.

EMBRACING DIVERSITY WORK PLAN

OBJECTIVE 1: Raise Awareness of hate crimes to aid prevention

ACTION	LEAD	TIMESCALE	OUTCOME
Work with key agencies eg. CYC/NYP to develop and deliver multi-agency awareness training	Jackie Jackson	Working group established September 2012 Training package developed March 2013	Awareness Training is delivered and ongoing in key agencies
Undertake an audit of voluntary support groups and develop and maintain a directory of contacts for future consultation	Jackie Jackson	Audit August 2012 Directory Developed October 2012	Directory of support agencies is available in a range of appropriate formats
Establish regular contact with statutory and voluntary sector agencies engaged in tackling hate crime	Jackie Jackson	July 2012 and ongoing	Regular communication in place between statutory and voluntary agencies regarding hate crime
Develop a Hate Crime Page on the SYP Website & Newsletter for publication in appropriate formats to facilitate sharing of information relation to hate crime	Jackie Jackson	October 2012 and ongoing	Information relating to hate crime is shared between partners and available to the public

OBJECTIVE 2: Make it easier for people to report hate crime

ACTION	LEAD	TIMESCALE	OUTCOME
Map and publish a simple flowchart detailing the appropriate channels for reporting hate crime	Jackie Jackson	September 2012	Flow Chart produced and shared with all partners
Increase media reporting relating to hate crime prevention work & publicity/awareness raising campaigns	CYC Press Office	March 2013	Increase in media coverage of hate crime related work Community see visible evidence of action taken
Work with statutory and voluntary sector organisations to develop appropriate mechanisms for reporting hate crime	Jackie Jackson	October 2012	Community are aware of how to report hate crimes
Develop a campaign to raise public awareness on how to report hate crime	Jackie Jackson	October 2012	Increased reporting
Establish third party reporting centres	Jackie Jackson (in conjunction with Statutory & Voluntary partners)	October 2012	Increased reporting

OBJECTIVE 3: Improve the support available to victims of hate crime

ACTION	LEAD	TIMESCALE	OUTCOME
Work with relevant support groups to ensure that information on their services is widely available to victims of hate crime	Jackie Jackson	September 2012 and ongoing	Information is publicised
Involve support groups in multi-agency training on how to tackle hate crime	Jackie Jackson	Working group established September 2012 Training package developed March 2013	Agencies are fully informed
Working with the ASB task group, develop a multi-agency problem solving approach to tackling hate crime	Jackie Jackson/Paul Morrison	November 2012	Multi agency problem solving approach is in place

OBJECTIVE 4: Improve data capture and develop a more accurate reflection of the extent and breakdown of hate crimes and incidents

ACTION	LEAD	TIMESCALE	OUTCOME
Work with the statutory and voluntary sector agencies to improve the capture, recording and analysis of hate crime data	Jackie Jackson/Ian Cunningham	December 2012	Good quality data on hate crime is available
Work with NYP to ensure that repeat/vulnerable hate crime victims are included in ongoing work to identify vulnerable victims of ASB	Jackie Jackson/Paul Morrison	September 2012	Vulnerable victims of hate crime can be identified and flagged to relevant agencies
Develop an annual forum for statutory and voluntary agencies to share information, understanding and experience relating to hate crime	Jackie Jackson	March 2013	Annual Forum is established