

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)

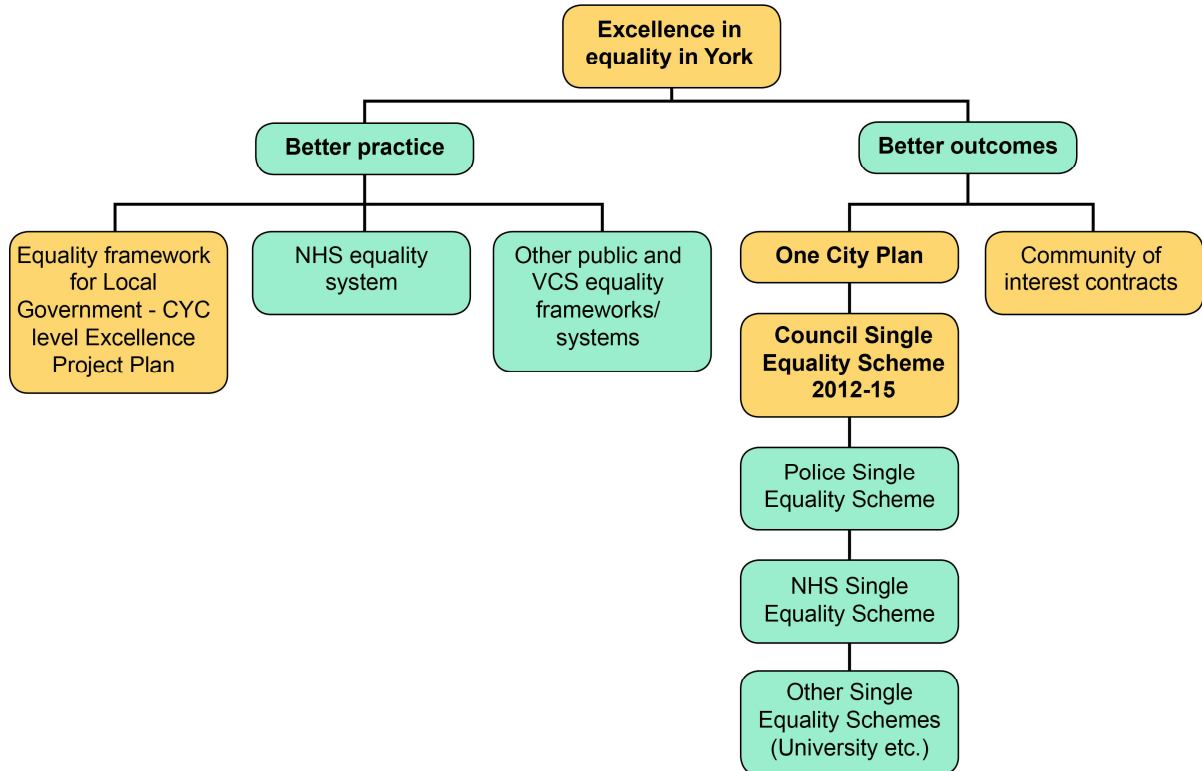
- The Council should develop a yearly plan of CIAs which will be consulted on with communities of interest. These should be separated according to relevance and likely impact, with the ones with most impact / relevance consulted on with EAG, and
- New ways should be developed to consult on CIAs e.g.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

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Wards Affected:	All		✓
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