

Annex 1

Equality Impact Assessment

The Corporate Strategy 2009-2012

Name of Strategy	Who is conducting this EIA?
The Corporate Strategy 2009-2012	Name: Janna Eastment
	Job Title: Corporate Planning and Development Officer
	Contact Details: Performance and Business Assurance Team City of York Council Guildhall Lendal York 01904 551019 Janna.eastment@york.gov.uk
Describe the Strategy:	
What is the purpose of the strategy (describe in simple, easy to understand terms)	
<p>The Corporate Strategy is the highest level document that covers the whole of the council's work. It demonstrates what the council thinks is important. It shows what we are going to deliver, how we are going to deliver it, and by when over a three year period.</p> <p>The Strategy is directly linked to the Sustainable Community Strategy (SCS), which is a document that the whole city is working towards, and shows the city's ambition for the next 10-20 years. This document was developed through major consultation with the people of York. The Corporate Strategy represents the council's contribution towards the achievement of the SCS, and therefore our contribution to achieving the ambitions that the public have for the city.</p> <p>The Corporate Strategy provides a high level plan for services and departments to organise their work around.</p>	

Annex 1

Equality Aims in the Strategy

	Yes	No	Explanation and Evidence
<p>Does the Strategy have an equalities statement (or vision / policy) that specifically mentions the 6 strands?</p> <p>(race, disability, gender, sexual orientation, religion and belief and age)</p>	✓		<p>The strategy's main reference to equalities can be seen in the Inclusive York theme. It has taken the vision for becoming an Inclusive city from the SCS, and extended it so it now reads 'We will do our best to make sure that all citizens, regardless of race, age, disability, sexual orientation, faith or gender, feel included in the life of York. We will help improve prospects for all, tackle poverty and exclusion and make services and facilities easy to access.'</p>
<p>How did you decide what went into this statement?</p>	<p>The statement in the SCS did not have specific reference to the six strands, and it was through consultation with Members who represent their communities at Council Executive, who insisted that the wording be expanded to recognise the six strands.</p>		
<p>Has it been agreed by all partners?</p>	✓		<p>As the Corporate Strategy is strongly linked to the themes within the SCS, and the actions agreed in the Local Area Agreement, all partners that are involved with the Local Strategic Partnership have agreed this. Internally, the process of the developing the strategy involved a high level of cross directorate working, and it was signed of by the Executive and Full Council, which meant cross party agreement.</p>
<p>What processes are in place to monitor progress on achieving this statement?</p>	<p>The whole strategy, with its yearly milestones and three year targets has been fed into the Corporate Performance Management System. Directorate Plans and Service plans all show how services will be contributing to the achievement of the milestones.</p>		

Annex 1

Whom will this be reported to?	The whole strategy will be monitored at the Corporate Management Team (CMT) on a monthly basis, and by the Council Executive on a quarterly basis.
--------------------------------	--

Development of the Strategy

Has the Strategy considered:	Yes	No	Explanation and Evidence
The make up of the local population as the time of writing the strategy?	✓		There were areas where this could have been improved, which needs to be considered when we refresh the milestones next year, and every subsequent year. Age was a strong consideration, with issues around young people and older people being identified as needing attention, and therefore actions were developed and included in the strategy.
Potential changes to the local population over the life of the strategy? e.g. aging population (and therefore an increase in disabled people), increasing Black and minority ethnic population etc.	✓		It was recognised through the development of the healthy city theme, that the council has not done enough to prepare for effect that the ageing population will have on council services. A specific commitment was included in this theme, to be ready for the effects of the aging population, and a milestone this year was set to do a study across the whole council investigating what we need to do to be ready.
How information on different communities' needs is collected and used by the council and partners. E.g. to:			Information and data collection and sharing about different communities, within the Council and with partners is not consistent at present. Action to address this will be included in the corporate Fairness and Inclusion Strategy 2009-12 as well as in the Effective

Annex 1

a. plan and manage services b. develop indicators/targets c. monitor progress			Organisation theme of this strategy.
Any limitations of current data and what will be done to address this?	✓		The strategy used the Local Area Agreement indicators as a basis for improvements over the next three years. It would be beneficial if this data could be broken down into equality strands where relevant, so we could ensure we are improving services for everyone in the community, and not missing anyone out. However, we are still developing internal and external approaches to collecting and analysing data in the six equality strands. Action about this is also included in our Fairness and Inclusion Strategy 2009-12.

Community Cohesion

Has the Strategy considered:	Yes	No	Explanation and Evidence
Any past and current community tensions in the local area?	✓		The commitments in the Safer City theme were chosen to address some local community tensions, including anti social behaviour. It was recognised that the perception of antisocial behaviour is worse than the actual crimes committed, so actions were developed to address this. A community cohesion strategy is being developed through the LSP, and the results from this will need to be considered in future refreshes of the corporate strategy.
Neighbourhoods / wards on which to focus community cohesion/building initiatives?	✓		Kingsway West was identified as the city's most deprived area. A specific commitment was made in the strategy to complete the pilot in the area, which is working to address a wide range of issues, and roll out the good practice to other parts of the city who may benefit from

Annex 1

			targeted work.
Development and capacity building of appropriate local organisations which could assist with developing and improving community cohesion?			We recognised that the voluntary sector have a huge part to play in the lives of communities and individuals of York, providing services beyond the council's capabilities. We recognised that the council does not have a coordinated approach to the funding and commissioning of this sectors services, and made commitments to address this so they can make the biggest difference to the community.
What actions are being taken to promote community cohesion?	As part of the strategy's development, we have committed to holding a young peoples festival, to re-launching the central library to become an important part in community life, and to opening a 9 th Children's centre which will be a hub for community activity.		

Equality Legal Duties

What actions are in the strategy to promote our legal duties to:	Yes	No	Explanation and Evidence
Eliminate <u>discrimination and harassment</u> on the grounds of race, disability, gender, age, sexual orientation and religion and belief?	✓		The strategy was developed through a system of workshops with officers working on the front line amongst the community, with Councillors who represent their communities, and with partners. The commitments and milestones were chosen to address the greatest needs in the community, by the people who are working in the community every day. The SCS was used as a basis for all decisions, which was developed following a huge consultation exercise considering all six equality strands. In addition to this, the action arising under the themes of
Promote <u>equality of opportunity</u> between Black and minority ethnic (BME) and white British people, disabled and non-disabled and men and women?	✓		

Annex 1

Promote <u>good relations</u> between different ethnic groups (not just BME and white British people)	✓		this Strategy have to be delivered through service plan within the council. These will incorporate actions needed to deal with issues that affect people from the six equality strands adversely. One of the overarching objectives of the Strategy, is to narrow any gaps, reduce inequalities and increase opportunities for participation in the life of the city, making sure everyone is included, as stated in the vision statement under Inclusive City.
Promote <u>positive attitudes</u> towards disabled people (and other communities)	✓		
Promote <u>participation by disabled people</u> in public life?	✓		

Annex 1

Links from this Strategy to other Strategies or Policies / Working Practices

	Yes	No	Explanation and Evidence
Do any policies or other strategies need to be changed to reflect the objectives or actions in this strategy?	✓		The next step for this strategy is implementation, which means the budget process has to be amended to ensure resources follow the commitments that we have made. The Corporate Risk register also needs to be updated to reflect the content of the strategy.
Do any policies or other strategies that sit under this strategy need to be Equality Impact Assessed?	✓		Most of the policies and strategies that sit under this strategy have been or are about to be equality impact assessed under a rolling yearly programme of retrospective EIAs. All new policies and strategies that will stem from this strategy will be equality impact assessed as they are being developed.
Who will do this?	The Performance and Business Assurance Team will work with the Finance team to amend the budget process. The Risk Management Team will work with the Corporate Leadership Group to amend the Risk register. The Equalities Team will oversee the EIA process guided by the corporate Equalities Leadership Group (made up of Directors and other senior officers) and the Social Inclusion Working Group (made up of councillors who lead the fairness and inclusion agenda and key equality community groups).		

Annex 1

Implementation

	Yes	No	Some	Explanation and Evidence
Do staff / partners have the skills and capacity to achieve the equality aims and actions in this strategy?	✓			A criteria for inclusion into the strategy was that actions needed to be deliverable, and not unachievable aspirations. For future updates of the yearly milestones, the budget process and the corporate strategy process will go hand in hand to ensure money backs commitments.
If not, how is this being addressed?				

Involvement & Consultation

	Yes	No	Explanation and Evidence
What consultation mechanisms are in place to engage the views of communities on this strategy?	The corporate strategy was developed using the existing SCS and LAA and the previous versions of each document as its basis. Thorough consultation has been undertaken with all of the six Equalities strands, to the extent that the team and the document has received praise from Central Government. Communications through the LSP and a wide variety of consultation events and public meetings were arranged to ensure that all relevant stakeholders were involved in the process. This is		
Are consultation methods inclusive and accessible?			

Annex 1

<p>Have you actively sought the views of groups from the 6 equality strands on this strategy? (either individuals or community or voluntary groups)</p> <p>If so ,which groups?</p>	<p>particularly evidenced through the Festival of Ideas 1 and 2 consultation processes. The events made great strides in involving parties who might not normally be included in compiling these documents, such as presenting in primary and secondary schools to gain the ideas of young people. At the launch of the Festival of Ideas in 2004, a group of students put together a 20 minute film (SCS 6) involving groups from hard to reach areas to get their ideas and aspirations for the future of York. The film was used to spark debate with other groups to get an integrated approach and those consulted included travellers, homeless, single parents with young children, students, housebound elderly, and people with a mental or physical impairment. Debates were also held at Ward Committee level to allow those who wished to contribute to do so locally, and on a less formal basis.</p> <p>During the Festival of Ideas 2 children and young people were asked to give their views using interactive voting technology as an aid to discussion.</p>		
<p>How are these views used in the strategy decision making processes?</p>			
<p>Will groups from the 6 strands be involved in setting priorities or targets in the strategy and assessing progress on these?</p>			
<p>Are there arrangements in the strategy for on-going dialogue with groups from the 6 equality strands?</p>	<p>✓</p>		<p>The strategy will be considered by the Social Inclusion Working Group, and recommendations from them will be fed into the refresh of next year’s milestones.</p>

Communication

	Explanation and Evidence
<p>How has the Strategy been communicated to partners and the public?</p>	<p>The strategy will be communicated to partners through the LSP Board. It will be available to all through the council’s website.</p>

Annex 1

Partnerships

Has this strategy stimulated any specific areas for partnership development or improvement?	Yes	No	Explanation and Evidence
Community involvement?	✓		<p>The strategy has been developed around the 7 themes from the SCS and one additional theme focused on our internal processes. These themes do not match the council's internal directorate or department structures. This meant that the development of the strategy through workshops brought people and service groups together who may not have worked together before, and definitely would not have considered the issues of the city together before.</p> <p>This resulted in (and will continue to reinforce) joint working between Council departments as well as with external partners, including partners from the community and voluntary sector.</p> <p>It is expected that LAA indicators will be broken down into equalities strands where relevant.</p> <p>Corporate Management Team and the Executive are being more heavily involved in the monitoring of the strategy than ever before, due to the improvements in the strategy that have made it SMART</p> <p>The Inclusive City vision can only be realised if EIAs of key policies and initiatives take place.</p>
Consultation mechanisms?	✓		
Community cohesion and equality (e.g. fulfilling legislative duties)?	✓		
Assessment and analysis of specific community needs?	✓		
Development or improvement of data and profiling of data?	✓		
Monitoring and evaluation of the strategy?	✓		
Equalities Impact Assessments?	✓		

Annex 1

Priority setting?	✓		As above
-------------------	---	--	----------

Key Issues and Actions

Summarise the key equalities issues contained in this strategy?
Limited data from the Local Area Agreement are broken down into equality strands
Involvement of equality groups in setting actions
Equalities issues considered when developing key actions
What are the key actions you are taking to address these issues?
Investigate with the partnership team and the equalities data officer the potential to report all/most Local Area indicators into the 6 strands
Feedback what SIWG says about this EIA, into next year's refresh of key actions.
Equalities issues will need to be more specifically considered in future refreshes of the key actions.