

York Equality Scheme

A Fairer York Scheme Objectives

We are committed to fairness and equality in everything we do

York Equality Scheme
- A Fairer York is our vision for an equal, inclusive, and welcoming council and city, as well as how we will go about making sure that everyone enjoys the excellent quality of life our city offers.

This information can be provided in your own language.

我們也用您們的語言提供這個信息 (Cantonese)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

 **01904 551550**

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shapingneighbourhoods@york.gov.uk

A FAIRER YORK

Contents

Objective 1:

A Fairer York – Narrowing the gaps

Income Inequality	1
Child Poverty	3
Unemployment	4
Affordable Childcare	7
Fuel Poverty	8
Education	9
Housing and Homelessness	10
Transport	12
Health and Wellbeing	13
Access to Information and Services	15

Objective 2:

Respecting and Celebrating Diversity

Objective 3:

An enabling, positive, diverse and inclusive workforce

A positive and diverse workforce	19
An enabling workforce	21

Objective 1:

A Fairer York - Narrowing the gaps

York's economy and therefore the quality of life of its residents, is relatively strong despite the recession, with lower than average unemployment. However there are specific issues which need to be addressed:

Income Inequality

There is evidence of income inequality in York. Gross average weekly wages in York are £492, just lower than the Great Britain average of £503, with income levels being the lowest in Hull Road and Clifton wards.

Whilst York has a relatively small gap between the groups of people on the highest and lowest incomes it is not a designated 'Living Wage' city.

A Living Wage is a rate that when applied alongside full take-up of benefits, allows people to achieve a minimum socially acceptable standard of living. The Living Wage hourly rate is set at £8.30 in London and £7.20 for the rest of the country, which is above the National Minimum Wage hourly rate of £6.08.

The Welfare Reform Act 2012 introduces the greatest changes to welfare benefits in some sixty years and has a significant impact on income inequality. The welfare reform changes will have far reaching impacts for benefit claimants, particularly for

vulnerable people and the services which support them.

In April 2013 the new Universal Credit will be introduced, rolling employment support allowances, incapacity allowances, child tax credits and housing benefit into one credit. Universal credit will be subject to much more stringent caps than previously. The maximum amount of credit will be capped at £500 per week for all benefits, including housing benefit.

Exact figures are hard to determine, but just taking into account changes to Housing Benefit and Local Housing Allowance, people in York will be approximately £2.9 million a year worse off. In particular the cumulative effect on disabled people could be significant. Coupled with potential reductions in housing benefit, many disabled people will lose a large percentage of their current income.

Housing Benefit will also only cover the size of property a tenant is judged to need (pensioners are protected from this). Therefore

tenants living in accommodation deemed to be too big for their requirements will either need to move or top up the difference from their income causing financial hardship.

Single people under 35 will also be expected to share a house, and their benefit entitlement will reduce to reflect this. If they wish to remain in their current accommodation they also will have to make the difference up themselves, potentially causing this group of people financial hardship.

The Act also reduces the Local Housing Allowance Rate which also impacts on claimant's disposable income.

What we want to do:

√ By working with our partners we want to eventually make York a poverty free city but firstly our priority is to work towards our ambition for York to become a 'Living Wage City.'

√ Reduce the impact of Welfare Reform as much as possible and ensure people claim the benefits they are entitled to.

√ Make sure that those eligible are offered a Personalised Budgets (PB) and for those in receipt of PB increase the numbers receiving direct payments

To do this we will:

√ Work towards implementing the 'Living Wage' rate for staff employed by City of York Council and encourage partner organisations to do the same.

√ CYC together with partners will implement the raising awareness campaign for those identified as being affected by the welfare reform changes.

√ Appoint staff to support those adversely affected by welfare reforms and assist in finance and budget management.

Child Poverty

Child poverty is defined by Department for Work and Pensions Department for Education in “A New Approach to Child Poverty: Tackling the Causes of Disadvantage and Transforming Families’ Lives Strategy” as being more than just about income; it is also about a lack of opportunity, aspiration and stability for children.

According to 2009 statistics, of the 42,400 children and young people aged 0 – 19 years living in the city, 4,705 are living in poverty. There are five wards in York where child poverty is above the regional and national average: Clifton, Hull Road, Westfield, Guildhall, and Heworth. If only 100 children lived in poverty in York today, 60 would be living in these areas.

Contributing to child poverty is the number of lone parents who are unemployed and the number of children living in workless households.

Child poverty is an issue which has been recognised nationally and locally and City of York Council shares the national ambition to eradicate child poverty by 2020 through the implementation of our Child Poverty Strategy.

What we want to do:

- √ Make child poverty everyone’s business.
- √ Reduce the proportion of children in child poverty and eliminate child poverty by 2020.
- √ Decrease the number of lone parents out of work.
- √ Support workless families to gain employment.
- √ Work with Troubled Families over the next 3 years to reduce children’s absences from school, increase adults working and help reduce anti-social behaviour and youth crime.

To do this we will:

- √ Undertake an annual comprehensive needs assessment about child poverty and share the findings across the Children and Young People’s partnership to inform future planning.
- √ Focus the commissioning of services by publically funded groups on support and preventative support for those children, young people and families struggling against disadvantage and discrimination.

Unemployment

√ Offer through Future Prospects a new type of support to families on working age benefits over the next 3 years to help them on the journey back to work.

√ Through Future Prospects and partners implement a programme to support workless families to gain employment

√ Support families where there is persistent poverty through intensive Family Intervention Programmes and the Supporting Families Project.

√ Target localities with the greatest poverty through the Citizens Advice Bureau 'Small Change Project' on family budgeting.

√ Offer families most at risk of poverty specific support through YorOK.

√ Support the registration for, and take-up of, free school meals.

Youth unemployment (those aged 18-24) is increasing and there are particular concerns around the increase of longer term youth unemployment for those out of work 6 and 12 months plus.

The number of young people (aged 16-18) Not in Education, Employment, or Training (NEET) particularly for disabled young people and those with learning difficulties is also on the rise.

Through the introduction of the governments 'Raising the Participation Age' from 2013 young people will be required to continue in education or training until the end of the academic year in which they turn 17. From 2015, young people will be required to continue until their 18th birthday (unless they achieve a full Level 3 qualification threshold before these milestones are reached).

Full time education in a school or college is not the only option. Young people can also pursue work-based learning (with an Apprenticeship being the preferred model for this pathway) or full-time work with part-time education or training.

To prepare for 'Raising the Participation Age' a plan has been developed. In addition CYC became one of 35 areas to lead a pilot.

A key focus (since many of NEET young people are not in apprenticeships already) is to develop more work placements opportunities, attached to training to build young people's skills, confidence and attitude to become work ready.

In considering unemployment issues there is also a need to better connect all residents to economic opportunity, in particular York's female claimants (the claim rate is at the highest level for 13 years), lone parents in poverty and the Gypsy and Traveller community.

Employment support and employee assistance programmes for people with mental health issues also needs to be strengthened and more flexible opportunities are required so older people, adults with learning difficulties or disabilities can move back into employment on a part time basis.

Analysis has also revealed that Black and Minority Ethnic (BAME) communities find it difficult to access employment.

What we want to do

- √ Increase the number of businesses offering apprenticeships.
- √ Provide opportunities to enable young people to become 'work ready'.
- √ Increase 16 - 18 and 19 - 24 Apprenticeship starts.
- √ Reduce number of Young People Not in Education, Employment or Training.
- √ Reduce proportion of Year 12 young people who are NEET with special educational needs or disabled (SEND).
- √ Reduce 18 - 24 year olds JSA claimants.
- √ Increase employment of the BAME community and Gypsy and Traveller Community.
- √ Reduce the number of women and lone parents who are unemployed.

To do this we will:

- √ Develop an action plan to reduce the number of young people 18-24 unemployed in response to the findings of the Learning City and Scrutiny review.
- √ Work in partnership with Higher Education in York to offer mentoring opportunities to undergraduates and work with them to pilot internships for unemployed graduates.
- √ Deliver the 'Raising the Participation Age' delivery plan and continue to expand the apprenticeship offer in York. Through implementation of the plan support more young people with Special Education Needs and Disability (SEND) into flexible working packages and work with mainstream providers of post education to improve the retention and progression of 16 and 17 year olds.
- √ Work with specific Traveller young people 14-19 in danger of becoming NEET.
- √ Conduct a study to identify the barriers to BAME and disabled people applying for employment with City of York Council.
- √ Secure funding through City Deals to support apprenticeship recruitment activity for 2013-2016 to include working with BAME community.
- √ Implement the CYC pre-apprenticeship and apprenticeship programme.
- √ Work with CYC Senior Managers to mentor apprentices and offer work experience placements to care leavers.
- √ Continue to build the York Apprenticeship offer for young people with Learning Disabilities.
- √ Promote and target education and training opportunities for Gypsies and Travellers.
- √ Refresh the Employment, Learning and Skills Strategy focusing on increasing employment opportunities of women, lone parents, adults with mental health issues and learning difficulties and unemployed people from the Gypsy and Traveller Community.
- √ Continue to provide training courses to Traveller women in conjunction with the Travellers Trust, to develop 'employability' skills in literacy, self confidence, and communication skills.'

- √ Work with partners to develop progress pathways into employment for those recovering from mental health problems.
- √ Bring more young people into participation, post 16, by developing secure progression routes which meet learners' needs and those of local businesses.
- √ Continue to develop provision for LDD learners post-16 and improve transition arrangements through PME Joint Panel.
- √ Implement CYC's 3 year Apprenticeship programme for 16-18 year olds and increase the number of apprentices obtaining NVQ Level 2.
- √ CYC partnering University of York to offer mentoring to undergraduates.

Affordable Childcare

Early year's provision has a key role to play in enhancing the life chances of children. But there are issues around affordability, flexibility and the extent of provision in more disadvantaged areas.

Notably, one of the lowest levels of take up of free child care is by households with an income of less than £15,000.

Analysis of equality data has highlighted that child care provision needs to address specific needs of audiences, including better availability of affordable, flexible, short term and seasonal childcare and the perceived barriers to childcare for disabled children.

Child care provision is one of the Council Plan priorities and the council are committed to introducing 1,000 free additional places by 2014 with a 'good' or 'outstanding' childminder, nursery or playgroup for children aged 2 years whose parents are on low incomes.

In terms of the perceived barriers to childcare for disabled children, following consultation with parents of disabled children, CYC implemented its Disabled Children's Access to Childcare (DCATCH) initiative which focused on:

- Workforce development in the out of school club sector (OOSC).
- Improving information for families through the development of a positive image library and production of information newsletters about choosing childcare.
- The introduction of a voluntary register for parents of disabled children. The register allows families to receive copies of the newsletter and also information relating to disabled children.

What we want to do

- Increase child care provision and the quality of the provision.

To do this we will:

- √ Develop and implement a quality assurance and improvement framework for all private and voluntary sector locations including child minders and increase the % of organisations who achieve good or outstanding Ofsted inspections.
- √ Implement our Early Year delivery plan to increase the number of additional free childcare places by 1000 for 2 year olds.
- √ Develop protocols in conjunction with the planning department and Ofsted for new settings.

Fuel Poverty

Fuel poverty is where a household needs to spend 10% or more of income to meet fuel costs. There is a need to reduce the numbers of households in fuel poverty. In 2008 this was estimated to be at 8% in the city and is likely to have risen sharply due to increases in energy costs. The highest rates of fuel poverty are in Fishergate, Acomb, Westfield and Guildhall and more generally in the private sector. Key to reducing the number of people in fuel poverty is to reduce living costs.

What we want to do

- √ Reduce the number of households in fuel poverty by increasing the number of properties benefiting from improved energy efficiency measures.

To do this we will:

- √ Deliver the Community Energy Saving Programme (CESP) installing whole house energy efficiency measure in the Hull Ward area (the only ward qualifying for this funding).
- √ Implement the City Wide Carbon Reduction Emission Target (CERT) funding efficiency programme to install free loft and cavity wall insulation to 2000 properties.

- √ Implement the Green Deal pilot project to reduce fuel poverty in 30 properties by installing solid wall insulation.
- √ Aim to replace all single-glazed timber windows with UVPC double-glazed windows in council owned properties, except in conservation areas where we have to fit secondary double-glazing instead.
- √ Use Government funding to install photovoltaic panels to around 750 council properties. These convert daylight into electricity, helping tenants heat and run their homes for less.
- √ Continue to bid for external funding to improve energy efficiency measures in properties.

Education

York performs well on most education and skills indicators, but there are sizeable variations for different areas and groups. Educational attainment pass rates are above national averages, but despite some improvement, gaps in attainment remain. These gaps include children in receipt of free school meals, looked after children, children with special needs, and children from particular ethnic or cultural backgrounds in particular Gypsy and Traveller children .

What we want to do

- √ Increase the educational attainment for children on free school meals (FSM), Looked after Children, those children with Special Educational Needs (SEN) and Gypsy and Traveller Children.

To do this we will:

- √ Work with schools to develop targeted strategies to accelerate progress of FSM pupils in English and Maths.

- √ Ensure that looked after children and young people have timely individual Personal Educational Plans developed with the involvement of social care professionals focusing on the young persons educational needs to drive up standards .
- √ Work with school leaders to ensure they have a clear understanding of the Ofsted framework in relation to SEN pupils so they can use this to assist in developing appropriate strategies to drive up educational attainment.
- √ Develop guidance to support schools with the accurate identification of young people with behavioural, emotional and social difficulties to reduce mis-categorisation to ensure support is targeted in a more appropriate way to increase educational attainment.
- √ Promote and target education and training opportunities for Gypsy and Traveller children to increase educational attainment in schools and community centres.
- √ Work closely with schools and families to address the growing trend towards home education for Gypsy and Traveller children particularly in Key Stage 3.

Housing and Homelessness

There is intense competition for housing in York. House prices are high and often well out of the reach of households on average incomes, whilst private sector rents are amongst the highest in the north of England.

Local Authorities across England are finding meeting affordable housing targets challenging. York is no exception. The total number of new homes being built in York is currently less per annum than the number of affordable homes needed.

City of York Council is rising to the challenge and has developed its 'Get York Building programme' in order to increase the number of new homes being built especially the number of affordable homes.

The rapidly growing older population brings challenges, particularly the desire for accommodation to meet their future needs to enable them to live at home and remain independent for as long as possible.

The Welfare Reform changes will impact on social housing. For tenants of Social Landlords Housing Benefit will only cover the size of property a tenant is judged to need (pensioners are protected from this). This will increase the

desire of people to downsize and place an added burden on the housing waiting list for smaller social housing accommodation.

Single people under 35 will be expected to share a house, and their benefit entitlement will reduce to reflect this. This is likely to increase the number of people seeking a house in multiple occupations and reduce the ability of people in this age group to access affordable accommodation.

Most homes in York are in a good condition across the private and social rented sections; however low income households are more likely to live in inappropriate and overcrowded housing conditions that can have a detrimental effect on their health and wellbeing.

The housing needs of the Gypsy and Traveller Community are not being met, with investment required in existing sites and the need for 36 additional pitches by 2020.

There is also a need to improve house conditions for those people living in houses in Multiple Occupation and housing conditions of BAME communities who can experience poor housing and live in overcrowded conditions.

Increased accommodation is also required for vulnerable groups, particularly those suffering from dementia, people with mental health issues, learning difficulties, teenage parents and those leaving care.

What we want to do

- √ Increase the number of new homes built in York, particularly increasing the number of affordable homes.
- √ Enable older and disabled people to remain in their own homes for as long as possible.
- √ Increase the housing provision for those people suffering from dementia.
- √ Increase the number of BAME, young people, people with learning disabilities, teenage parents accessing housing accommodation.

To do this we will:

- √ Implement the Get York Building Programme to increase the number of new homes built and the number of affordable homes available.
- √ Widen CYC Telecare programme to enable elderly and disabled people to remain in their own homes for as long as possible.

- √ Continue to administer the Disabled Facility Grant to fund adaptations allowing disabled and older people to remain in their own home.
- √ Enable the building of two housing schemes to support the housing needs for people with dementia.
- √ Review Joseph Rowntree Foundations evaluation of the sub-regional Choice Based Lettings scheme and target improvements to improve access to council housing for Gypsy and Travellers, customers with mental health issues and learning difficulties.
- √ Develop an action plan to address the accommodation needs of Community of Identity in response to JRF findings.
- √ Provide support to enable people with learning difficulties to access good quality housing.
- √ Improve accommodation facilities for Gypsies and Travellers and develop the Traveller Choice investment programme.
- √ Explore opportunities with the Homes and Communities Agency for funding for the provision of additional pitches to meet housing needs of the Gypsy and Traveller community.
- √ Develop proposals to provide a supported mental health housing scheme. Provide supported housing units for young people and teenage parents at How Hill Hostel.
- √ Implement the Landlord Accreditation Scheme to improve housing conditions in the private sector and houses in multiple occupation.
- √ Develop a business plan which identifies the optimum accommodation arrangements for Care Leavers with complex needs.
- √ Develop a York framework for building the Independent Living Skills of Care Leavers.
- √ Develop proposals to use a block of twelve council flats as a supported mental health scheme in Queen Anne's road.
- √ Establish baseline for Communities of Identity re successful bidding/ number of bids /number on waiting list as part of allocations review to evaluate access to service.

Transport

Physical access to services and employment via effective transportation networks is a big issue for the city.

Bus passenger journeys are down, and bus punctuality and waiting times remain an issue - as does affordability. In particular, young people require affordable transport so that they can travel across the city for education and training.

What we want to do

√ Widen the choice of transport that is available, affordable and attractive for people to travel, by providing quality alternatives to the car (public transport, cycling and walking).

To do this we will

- √ Implement the 'Get on Board' programme and upgrade city centre interchanges to ensure more accessible transport information is available for people with disabilities and visual impairments and implement a programme of bus stop upgrades.
- √ Explore the feasibility of extending Yozone Card to 18 year olds/leaving school.
- √ Develop and tender the Quality Bus Contract.
- √ Develop York's Cycling and pedestrian network.
- √ Extend Park and Ride.

Health and Wellbeing

It is fair to say that York residents generally experience better health and well-being across a range of indicators than is typical of England as a whole. 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, health is substantially worse in York's deprived areas. Men will die on average 9.9 years earlier than their least deprived counterparts. Similarly, women in the most deprived communities in York will die on average 3.6 years earlier than those in the least deprived communities.

What we want to do

- √ Improve support for people with mental health issues living in deprived wards and meet the health needs of 'looked after' children and young people leaving care.
- √ Reduce smoking amongst young people, pregnant women and routine and manual occupational groups.
- √ Reduce reliance on drug and alcohol especially in the Gypsy and Traveller Community, offenders,

young parents, young people living in care and people with mental health problems.

- √ Reduce the number of teenage pregnancies.
- √ Improve the health outcomes for BAME and Gypsy and Traveller people.
- √ Increase proportion of people who use social care who have control over their daily life.
- √ Increase the number of carers receiving a needs assessment or review.

To do this we will

- √ Involve Young People and Looked after Children in the You're Welcome health initiative to make health provision more accessible and user friendly to these groups.
- √ Develop Health Passports for Care Leavers.
- √ Continue to operate mental health drop-ins.
- √ Through the Pathways Team provide effective emotional and mental health support to Care Leavers aged 18 and above.
- √ Work with York St John University to develop accredited training package for foster carers around the impact of attachment and trauma.

- √ Target bespoke work for substance misuse to care leavers and oversee the development of care packages ensuring safe transition to adult services.
- √ Deliver intervention and advice training sessions to health professionals aligned to the National Centre for Smoking Cessation aimed at reducing smoking amongst young people and pregnant women.
- √ Deliver bespoke training sessions to teams working with young parents to develop their skills in supporting young parents to reduce reliance on drugs and alcohol.
- √ Raise awareness with non health professionals who come into contact with young mums about the signs and symptoms of post natal depression.
- √ Offer a specific family and carer support service delivered alongside generic provision for substance misuse.
- √ Develop programmes and deliver workshops at 'No Wrong Door conference' to enable early identification of young people most at risk of teenage pregnancy.
- √ Undertake bespoke publicity campaigns with the Gypsy and Traveller Community promoting drug and alcohol treatments.
- √ Work with schools and partners to target 'Shine' funding to provide activities for children and young people from low income families.
- √ Review Financial Assistance for Carers, target those most in need and develop a consistent assessment process.

Access to Information and Services

York is a diverse city with many languages spoken by its residents and visitors. Although our website and documents are written in the English language, we will provide information in other languages and formats on request.

The website is Browsealoud enabled so people accessing the site can have the site read to them. Browsealoud can be useful if people find reading large amounts of text on screen difficult, for example if they have literacy or visual impairments. In addition the font size of the website can be changed to enable people to read it more easily.

To improve access to information and services City of York Council recently launched its Customer Strategy for 2012-15.

A key priority within the strategy is to reduce the council's office accommodation from 16 buildings to two (West Offices and Hazel Court) allowing customers to access services more easily.

The new headquarters at West Offices will include a purpose built customer centre the focal point of the building allowing quick, simple and easy access to services in one place.

The building is fully accessible and fully compliant with the requirements of the Equality Act 2010. It offers facilities such as 'Changing Places'.

What we want to do

- √ Ensure high levels of satisfaction that people accessing our services feel that they have been treated fairly and that their human rights have been respected.
- √ Give customers greater choice in how they access services using new technologies.
- √ Ensure services are accessible for customers with disabilities and for those customers who do not speak English.
- √ Work with BAME communities to tackle health issues such as diabetes, high blood pressures, high cholesterol and obesity.

To do this we will

- √ Operate our customer centre at West Offices from Spring 2013.
- √ When developing our website or printed information ensure that it is accessible to customers, whatever their background or level of need.
- √ Use new digital technology, including mobile applications (apps) and social media, to bring our services into homes and businesses for the convenience of customers.
- √ Have one single number to call when contacting CYC by telephone.
- √ Work closely with other organisations to provide greater access to web-based services by improving the city-wide network of cabling.
- √ Provide free access to the internet from within all our Explore centres/Libraries and at Energise.
- √ Expand the number of free Wi-Fi areas within the city and within council-owned buildings.
- √ Provide free training and support for residents to get online – part of our Race Online 2012 commitment to make York a digitally inclusive city.

Objective 2: Respecting and Celebrating Diversity

York has a long tradition of social justice and human rights. There are several human rights events in York each year, including Refugee Week, Holocaust Memorial Day, Festival of Ideas, and York Pride Celebration.

York is a diverse city with an increasing BAME population and the cosmopolitan nature of the city is buoyed by significant numbers of overseas students from around the world.

However feedback suggests there is a need to be more tolerant and to respect and celebrate diversity.

Statistics reveal that the majority of hate crime is racially related, although there have been smaller numbers of hate crimes that relate to religion, sexual orientation and disability.

As previously highlighted a key priority is to improve the educational attainment of vulnerable young people. However this must be complemented by ongoing activity to ensure all children feel safe and comfortable in school.

What we want to do

- √ City of York to achieve Sanctuary status.
- √ City of York to become the first Human Rights City in the UK.
- √ Develop initiatives that celebrate and respect York's Diversity.
- √ Reduce hate crime.
- √ Support victims of domestic violence.
- √ Ensure children feel safe at school.
- √ Ensure students (not from York) feel welcome.

To do this we will

- √ Support the Interfaith Forum to achieve City Sanctuary Status to ensure York is a place of welcome and safety for people fleeing persecution.
- √ Work with partners across the city to establish the feasibility of York becoming the first Human Rights City in the UK.

- √ Create more opportunities to celebrate through multi cultural and multi faith initiatives including:
 - o Support Divali Festival, Festival of Faiths
 - o Stage Holocaust Memorial Day event every year
 - o Support the National Centre for Early Music – World music programme
 - o Provide Support for the YUMI to stage events.
- √ Work with York St John University to develop the community conversation approach with international students to improve young people’s perception (especially students) of feeling welcome and safe, living in the city.
- √ Through Safer York Partnership, work alongside North Yorkshire police to increase ‘reporting centres’ and signposting support for incidences of hate crime victims.
- √ Through the Safer York Partnership, develop hate crime awareness training with CYC’s call centre and North Yorkshire Police and implement hate crime awareness training with voluntary and community sector organisations.
- √ Support the Safer York Partnership to implement the relationship building project with the Turkish women’s group.
- √ Explore the potential for opening up community facilities as places of worship.
- √ Develop an agreed equalities and diversity policy to ensure specialist housing is accessible and welcoming to all types of households.
- √ Hold an event with the Islam and muslim communities to further understand the needs of this community.

Objective 3: An enabling, positive, diverse and inclusive workforce

This priority is about ensuring that City of York Council's workforce is reflective of York's community and understands and respects the communities we serve.

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.

A positive and diverse workforce

City of York Council has a workforce of around 7,400 people and provides services to around 200,000 people. The workforce is a mature one with over 68% 40 years of age or older with only 3% between the ages of 16 and 24.

The majority of the workforce is female (74%), 71% of whom work part time, half of all Heads of Service are women but just 13% of women are in very senior manager positions. A small number of the workforce is from a black, Asian or minority ethnic background (4%) and 2% are disabled.

City of York Council offers flexible working opportunities to support staff who need to balance their home and work lives, and provides supported employment for over 30 employees with a range of disabilities through the sheltered workshop Yorkcraft. The council also offers flexible arrangements for those entering into retirement, including phased retirement.

The current climate of economic restraint and major reduction in public sector funding and staffing resource impacts on our ability to grow and diversify our workforce.

However through our enabling role we are committed to develop our female heads of service to enhance their management and leadership potential.

In addition we are working in partnership to develop the work skills of young people particularly between the ages of 16 - 24 (this is the highest cohort of unemployed people in York) so they are able to secure onward employment through pre-apprenticeship work placements, apprenticeships and other programmes such as internships and mentoring schemes.

In this time of constant change and transition it is essential that our staff feel appreciated and involved. A key action is to review our Staff Equalities Reference Group (the staff consultative group) to ensure it is representative of the workforce and a wider audience as possible is able to influence the transformation and change programmes that the council face.

What we want to do

- √ Ensure high levels of staff satisfaction in working for the council.
- √ Ensure staff feel that they are respected and treated fairly.
- √ Diversify the workforce where we can in these times of budget constraints.
- √ Provide opportunities for staff to have their say.
- √ Develop the leadership skills of the female workforce.

To do this we will

- √ Implement the Women's Development Programme, which is a programme to develop the leadership skills of senior women managers working for CYC.
- √ Launch the 'Dignity at Work' policy and raise awareness with CYC staff to reduce incidents of harassment & bullying in the workforce.
- √ Carry out an equal pay review to ensure fair and consistent practices.
- √ Review the Staff Equalities Reference Group so it becomes more representative of CYC workforce.
- √ Conduct a study to identify the barrier to BAME and disabled applicants applying for employment with CYC.
- √ Implement Equality checklists.

An enabling workforce

1. Involving and engaging our residents and customers

City of York Council has developed 18 Community Contracts (one for each ward in the city) in partnership with local communities and key delivery partners. The community contracts identify local priorities and action plans to address these priorities within available budgets.

Our ambition is to further strengthen and widen engagement with our Communities of Identity. To this effect we shall work with the Communities to develop Community of Identity (CoI) Plans. The plans will be the main vehicles to engage and empower CoIs to act with the council and its partners to deliver agreed city-wide outcomes.

They will be co-produced, co-owned and co-managed by each community of interest/identity in York, the council and its partners. They are expected to empower and support the communities to live productively and harmoniously in the city. They will also help social partners in York to realise their vision for an inclusive city as well as meet the requirements of the Equality Act public sector duty to promote good relations between equality community groups and other groups.

What we want to do

- √ Increase satisfaction of Communities of Identity in how well they feel informed about how they can get involved in local decision making and their ability to influence decisions affecting their local areas.
- √ Ensure all residents, especially those from Communities of Identity who are hard to reach and consult, have the opportunity to suggest how council services can be designed and improved.

To do this we will

- √ Develop evidence-based Community of Identity Plans by 2015, as agreed with the relevant Communities of Identity.
- √ Develop preferred methods of communication for everyone so they can 'have their say' on CYC services.

2. Using procurement and commissioning to promote equality

The Equality Act 2010 requires Local Authorities to use their buying powers to promote equality.

It is important that equality is embedded into the supply chain and that those contracts and service providers working on our behalf to fully comply with the equality legislation. It is vital the council not only sets appropriate equality objectives and targets in its contracts and monitors them to ensure that these objectives and targets are achieved but also to heighten opportunities for unemployed people in York to gain employment, addressing issues of low pay and championing a Living Wage in all service contracts.

York has a wide and active voluntary sector and the council are committed to developing a mixed economy of delivery, with the council commissioning services from those who are best placed to deliver them effectively, across all sectors - private sector or community and voluntary sector.

What we Want to Do

- √ Identify where market capacity may be weak and where new markets may need to be developed in order to deliver against our requirements increasing the number of voluntary and private sector organisations providing goods and services for the council.
- √ Increase the number of voluntary and private sector suppliers of goods and services for CYC.
- √ Explore new models of service delivery and work with communities and suppliers to establish new and innovative procurement approaches.
- √ Have a consistent corporate approach to commissioning and procurement and can demonstrate that commissioned/procured services are supporting our equality objectives.
- √ Use our pay structures, terms and conditions and procurement policies to reduce income differentials encouraging business partners to move towards a 'Living Wage'.

To do this we Will

- √ Ensure equalities is embedded within CYC's commissioning and procurement framework through the implementation of equality checklists.
- √ Develop mixed markets by ensuring access to tender activities are created and supported by the use of pre-tender market engagement activities. These may take the form of individual meetings or workshops where CYC will discuss our requirements to make sure there are no barriers to suppliers bidding for business.
- √ Strengthen market capacity where it is weak by working with potential suppliers to understand the reasons and create a plan to address the situation.
- √ Require tenderers to demonstrate if awarded the contract how the contract award will benefit Communities of Identity when submitting tender details.
- √ Establish recording mechanisms to identify how many people (Community of Identity) have gained employment through awarding of CYC contracts.
- √ Create a baseline to identifying the number of local, SME and voluntary sector organisations awarded CYC contracts.
- √ Establish an Equality Charter that commits our suppliers to promote equality when delivering services on behalf of the council and when employing people.
- √ Support our suppliers to deliver the Equality Charter commitments.

York Equality Scheme



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This information can be provided in your own language.

我們也用您們的語言提供這個信息 (Cantonese)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

 01904 551550

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shapingneighbourhoods@york.gov.uk