



Notice of a public

Decision Session - Executive Member for Culture, Leisure and Communities

To: Councillor Smalley (Executive Member)

Date: Tuesday, 21 March 2023

Time: 9.00 am

Venue: The Craven Room - Ground Floor, West Offices
(G048)

AGENDA

Notice to Members – Post Decision Calling In:

Members are reminded that, should they wish to call in any item* on this agenda, notice must be given to Democratic Services by **4:00 pm** on **Thursday 23 March 2023**.

*With the exception of matters that have been subject of a previous call in, require Full Council approval or are urgent which are not subject to the call-in provisions. Any called in items will be considered by the Customer and Corporate Services Scrutiny Management Committee.

Written representations in respect of items on this agenda should be submitted to Democratic Services by **5.00 pm** on **Friday 17 March 2023**.

1. Declarations of Interest

At this point in the meeting, the Executive Member is asked to declare any disclosable pecuniary interests or other registerable interests he might have in respect of business on this agenda, if he has not already done so in advance on the Register of Interests.

- 2. Minutes** (Pages 1 - 6)
To approve and sign the minutes of the Decision Session held on 31 January 2023.

- 3. Public Participation**
At this point in the meeting members of the public who have registered to speak can do so. Members of the public may speak on agenda items or on matters within the remit of the committee.

Please note that our registration deadlines are set as 2 working days before the meeting, in order to facilitate the management of public participation at our meetings. The deadline for registering at this meeting is **5:00pm on Friday 17 March 2023.**

To register to speak please visit www.york.gov.uk/AttendCouncilMeetings to fill in an online registration form. If you have any questions about the registration form or the meeting, please contact Democratic Services. Contact details can be found at the foot of this agenda.

Webcasting of Public Meetings

Please note that, subject to available resources, this meeting will be webcast including any registered public speakers who have given their permission. The meeting can be viewed live and on demand at <http://www.york.gov.uk/webcasts>.

During coronavirus, we made some changes to how we ran council meetings, including facilitating remote participation by public speakers. See our updates (<http://www.york.gov.uk/COVIDDemocracy>) for more information on meetings and decisions.

4. Update on Anti-Racism Strategy work (Pages 7 - 14)

This report provides the Executive Member with an update on ongoing work within City of York Council in response to the Full Council Motion October 2021 to become an anti-racist and inclusive city. It also provides an initial response to the report 'A Snapshot View of Racial Disparity in the City of York' published by Inclusive Equal Rights UK 3.0 (IERUK) in February 2023, with the intention of highlighting structural inequalities and disparities facing ethnic minorities in York.

5. Urgent Business

Any other business which the Executive Member considers urgent under the Local Government Act 1972.

Democracy Officer:

Louise Cook

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For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting.

- Registering to speak
- Written Representations
- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details are set out above.

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)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

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

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)

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City of York Council

Committee Minutes

Meeting	Decision Session - Executive Member for Culture, Leisure and Communities
Date	31 January 2023
Present	Councillor Smalley (Executive Member)
In Attendance	Angela Padfield, Head of Service, York Learning Pauline Stuchfield, Director of Customer and Communities Laura Williams, Assistant Director Customer and Communities
In Attendance Remotely	Paul Cliff, Shared Head of Adult Learning and Skills (York and North Yorkshire)

17. Declarations of Interest (10:00 am)

The Executive Member was asked to declare, at this point in the meeting, any disclosable pecuniary interests, or other registerable interests he might have in the respect of business on the agenda, if he had not already done so in advance on the Register of Interests. None were declared.

18. Minutes (10:01 am)

Resolved: That the minutes of the Decision Session held on 3 January 2023 be approved and signed by the Executive Member as a correct record.

19. Public Participation (10:02 am)

It had been reported that there had been four registrations to speak at the session under the Council's Public Participation Scheme.

All public participants spoke on agenda item 5, City of York Council – Human Rights City Commitment Strategy.

Flick Williams thanked officers for the report but raised concerns with some inconsistent decisions made, and she questioned the lack of progress made on mitigations for disabled people,

particularly the Blue Badge ban in the city centre. She also queried which equalities and human rights challenges faced in York were highlighted at the Local Government Association conference in Harrogate.

Stephen Pittam, Chair of the Steering Group for the York Human Rights City Network (YHRCN), noted that the Civil Society Partnership hosted jointly by York CVS and the Centre for Applied Human Rights at the University of York had been working together on York becoming a Human Rights City since 2011. He stated that the YHRCN supported the commitments noted within the report but that they still strongly believed that human rights considerations were not considered by the council when access to the city centre for Blue Badge holders was banned, and more recently in establishing the policies within the Local Plan to deliver appropriate accommodation for Gypsy and Travellers in York.

Cllr Fitzpatrick welcomed the proposals within the report but questioned the structure. She acknowledged the importance to train staff but questioned how this would be embedded to ensure accurate equality and human rights impact assessments were completed. She also raised concerns regarding the omission of opposition political parties, particularly on the discussions around the Human Rights & Equalities Board, and noted that a transparent cross political party decision making process would be welcomed.

Caroline Hunter, the Chair of York Travellers Trust (YTT), noted that despite requests being made there had been no dialogue between the council and YTT on the Local Plan. She highlighted concerns regarding the planned growth of the Gypsy and Traveller site in Osbaldwick and suggested that the plan for new sites using Section 106 monies was not enforceable. She suggested that the affordable housing policy would be more effective, and she urged officers to engage with the Trust.

**20. York Learning - Self Assessment Report 2021/2022
(10:18 am)**

The Executive Member considered a report that presented York Learning's Self-Assessment Report (SAR) for the academic year 2021/22. The full report was attached at Annex 1 with performance data contained within. The report showed how York Learning performed in relation to the Education Inspection

Framework and this final report would be sent to Ofsted on 31 January 2023.

The Head of Service noted that the performance of York Learning continued to be good and overall achievements were above national benchmarks. The other key points raised included:

- The 16 -18 study programme, which continued to perform well, with 78% of those learners progressing with positive outcomes.
- Tutors had undertaken specialist training in 'Trauma Information Teaching' to better support young people.
- Apprenticeship achievement rates were above the national average at 71.4%.
- An improved induction process would be developed to support the performance rates in maths.
- 99% of learners enjoyed their training and would recommend York Learning to their friends.

The Executive Member noted the key areas for development and in answer to his questions, the Head of Service confirmed:

- The achievement rates in functional skills had dropped due to a variety of reasons from drop out of small class sizes, increased sickness and competing job demands of learners.
- The Governance Improvement Board provided support and challenge to York Learning, which had contributed to the key themes in all areas self-assessed.

The Executive Member thanked all York Learning staff for their continued commitment to the service.

Resolved: That the service's self-assessment report for submission to Ofsted, be approved.

Reason: To help monitor the service and ensure robust governance arrangements.

21. City of York Council - Human Rights City Commitment Strategy (10:26 am)

The Executive Member considered a report that sought to reaffirm City of York Council's (CYC) commitment to being a Human Rights City and to move forward the relationship

between CYC and the York Human Rights City Network (YHRCN).

The Director and Assistant Director of Customer and Communities provided an update, noting that the YHRCN had asked for six points of improvements which related to governance structures, impact assessments, decision making, and the functioning of the governance framework around the Human Rights & Equalities Board. Working collaboratively with the YHRCN Executive, a refreshed structure for York's partnership on human rights inequalities would be agreed.

In answer to the public participants, and the Executive Members questions, officers confirmed that:

- The Assistant Director's portfolio now included inclusion, and she was considering the staffing structure, which already consisted of an Access Officer and a small team supporting migrant communities.
- The Access Officer was currently focused on the access arrangements to the city centre for Blue Badge holders.
- Work would continue with the University of York to address the need for human rights and equality impact assessments, and to ensure human rights training was embedded across the council.
- A Community Voices project review would be undertaken, to ensure people with hidden or marginalised voices were heard.
- York was also a city of sanctuary, and as part of a range of good work outlined, officers worked closely with partners to welcome people from the Ukraine, as well as those seeking asylum.
- The Human Rights & Equalities Board review would be open to cross party participation once the Terms of Reference were agreed.

The Executive Member welcomed the representations made by the York Travellers Trust and he asked the Director to inquire if the appropriate officers were considering them. He also confirmed that he had attended the Local Government Association (LGA) Conference in Harrogate on behalf of a colleague at extremely short notice and that was the reason for no notes, the LGA had also confirmed that the event was not recorded.

The Executive Member thanked all, particularly the YHRCN, for their commitment to champion human rights across the city and he noted that the declaration stated that it marked an ambition, not a destination, and as such work on the human rights agenda should be ongoing at pace, with human rights and equalities at the heart of policy and decision making in the city.

Resolved: That it be agreed to:

- Re-commit to the declaration made in 2017 to become a Human Rights City, recognising that this marked an ambition and was a significant step on a journey, and putting those rights at the heart of decision making;
 - Commit to moving forward in agreement with York Human Rights City Network (YHRCN) with a refreshed structure for the Human Rights and Equalities Board produced by a joint task group;
 - Facilitate in partnership an annual or bi-annual national Human Rights City conference;
 - Implement the council's responsibilities within the Action Plan (Annex A to the report) and any agreed priority items in the annual indicator report including:
 - Work with the YHRCN and the University of York to develop and deliver Human Rights training to City of York Council's (CYC) leadership team, managers, and staff.
 - Commit to planned meetings between the YHRCN Executive, senior members, and officers to discuss progress with the human rights agenda.
 - Agree to work alongside YHRCN to review the 'Community Voices' project to ensure that it meets its original objective to work with the most marginalised.
- and
- Regular public reporting back through the Executive Member Decision Sessions.

Reason: To reaffirm City of York Council's commitment to being a Human Rights City.

Cllr Smalley, Executive Member
[The meeting started at 10.00 am and finished at 10.39 am].

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**Decision Session – Executive Member
for Culture, Leisure & Communities**

21 March 2023

Report of the Director - Customer and Communities

Update on Anti-Racism Strategy Work

Summary

1. This report provides the Executive Member with an update on ongoing work within City of York Council (CYC) in response to the Full Council Motion October 2021 to become an anti-racist and inclusive city. It also provides an initial response to the report 'A Snapshot View of Racial Disparity in the City of York' published by Inclusive Equal Rights UK 3.0 (IERUK) in February 2023, with the intention of highlighting structural inequalities and disparities facing ethnic minorities in York.

Recommendations

2. The Executive Member is asked to:
 - Note the ongoing work in relation to the council motion to become an inclusive and anti-racist city; and
 - Note the initial response to the IERUK report.

Reason: To reaffirm City of York Council's commitment to being an Anti-Racist City.

Background

3. In December 2022, Council approved a 10 Year Plan for the city, known as York 2032. York 2032 sets out a clear vision for the city "York will be a vibrant, prosperous, welcoming and sustainable city where everyone can share and take pride in its success" – setting an expectation that York will be a city where everyone who lives, works and visits is able to fully engage in, and benefit, from the opportunities the city offers.

4. Prior to this, the City of York Council was the first in the North of England to declare a commitment for York to become an anti-racist and inclusive city. In October 2021, a motion was unanimously approved by full council in support of 'Speak Up Diversity' (now IERUK) with the endorsement of several agencies across the city.
5. The overarching goal of the motion was to develop a long-term anti-racism and inclusion strategy and action plan for York. The action plan will provide an evidence-based set of initiatives to tackle and dismantle casual and systemic racism, promote equality and fairness and champion diversity and inclusion in the city of York.
6. The long-term anti-racism and inclusion strategy and action plan will be submitted to the City of York Council in Summer 2023.
7. CYC welcome IERUK's work to understand how ethnic minority groups experience life in the city and are grateful for their continued focus on this important and challenging issue.
8. York has long been recognised as a City of Sanctuary and Human Rights City. CYC acknowledge, and will learn from, IERUK's work with residents who have been subjected to racism and thank these individuals for sharing their experiences with IERUK.
9. To date the council has supported the work of the group in the following ways:
 - funding the establishment of the group and its work (£5k set up costs and £20k running costs – both one off payments);
 - ongoing advice and support e.g. sourcing website development resources;
 - distribution of survey material in the council's two main office buildings;
 - supporting data requests and sign posting information published on York's open data platform;
 - promoted IERUK's request for support from volunteer data analysts from the council workforce; and
 - facilitated introductions to future partners and support agencies across the city, including IERUK discussing with the Head of Communications Group.

Consultation

10. The portfolio holder along with senior officers including the Chief Operating Officer have met, and will continue to meet on a quarterly basis, with members of IERUK to consider how best they can consult and engage with CYC staff, and other city partners.

Options

11. It is open to the Executive Member to accept the recommendation to move forward on the proposals in this report and CYC's commitment to becoming an anti-racist and inclusive city or decline to do so.

Analysis

12. This sets out in further detail the Council's plan to deliver its contribution towards this important commitment.
13. There are several practical steps the council, and Executive, is taking to demonstrate its shared commitment to being an anti-racist and inclusive city.
14. It has already been agreed there is a need to allocate sufficient officer resource to Human Rights and Equalities within the council. As such, a team to focus on all aspects of Human Rights, Equalities, Diversity & Inclusion is being brought together and led by the Assistant Director of Customer, Communities & Inclusion.
15. The team will also provide strategic direction and organise training in relation to the council's human rights and equalities work, increasing knowledge and awareness amongst all officers and elected members.
16. Refreshed Human Rights and Equalities Impact Assessments will be introduced and form a fundamental part of decision making and policy development. This process will be continually developed and refined.
17. How we publicly report back on progress against the long-term anti-racism strategy and associated action plan will be agreed after May's election.
18. York Human Rights City Network (YHRCN) run the Community Voices project on behalf of CYC, with the intent of amplifying the voices and agendas of those residents in marginalised communities and groups. YHRCN are reviewing this programme with CYC to ensure that it meets its original objective to work with the most marginalised and:
 - a. Create an opportunity for them to be heard both individually and collectively and influence policy making.
 - b. Encourage meaningful participation by engaging with communities and individuals in ways that enabled those participants to set the agenda.
 - c. Engage with, and understand, the needs and priority issues for those whose voices are not being heard already.

19. Key questions for CYC in the IERUK report (found here <https://www.ieruk.org.uk/racial-disparity-in-york-report>) are focused on the number of staff from ethnic minority backgrounds and steps taken to make the council more representative. The report states that only 6.3% of staff are from minority groups, compared to around 14% of the population. This data comes from staff who have chosen to share declare their ethnicity. The percentage of staff who choose to declare this is around 6.5%.
20. To improve this data, we intend to look at how we increase the declaration rate across all protected characteristics.
21. We have recently established a new Black and Minority Ethnic (BAME) staff network to learn from and improve policies based on the experiences of staff in the network.
22. The report also contains significant data on race related hate crime. The council regularly hosts a Hate Crime working group which is well attended by both the Police and partners from across the city and is working through an action plan to tackle hate incidents. The group's current priorities are:
 - Improve data capture to a) develop an intelligence-led approach to addressing Hate Crime across York and b) monitor performance (with a particular focus on improving data capture in schools).
 - Improve awareness and understanding of Hate Crime and challenge attitudes and prejudices. Work with North Yorkshire Council to develop and deliver an annual training programme.
 - Establish a network of Hate Crime Reporting Places across York.
 - Increase community engagement and improve community cohesion. Identify areas of Community Tension.
 - Ensure appropriate and accessible advice and support is available to all victims of Hate Crime. Increase the number of successful prosecutions for Hate crime offences by building trust and confidence between victims and the police to encourage reporting.
 - Identification of Cross-Cutting Themes Across Community Safety Work-streams (Prevent, Domestic Abuse, Violence Against Women and Girls (VAWG), Gypsy, Roma, Traveller (GRT) Strategy Group, Night Time Economy).
 - Coordinate communications with North Yorkshire Police (NYP) in respect to a calendar of activities, including Hate Crime Awareness Week.
23. The work of the group needs to ensure it is learning from lived experience and will ensure that it considers IERUK's work and their final strategy proposals.

Council Plan

24. Demonstrating our commitment to becoming an anti-racist and inclusive city is consistent with the Council Plan priority of “Safe communities and culture for all”. However, the impact of structural inequalities and racism has an impact on every element of the Council Plan and associated policies.
25. York has a long history of being proud to welcome and learn from everyone who chooses to the city home. We recognise the importance of upholding, and standing up for, our values. This work will contribute to significantly improving the quality of life for those affected - together with reinforcing York’s reputation as a City of Sanctuary and Human Rights City.

Implications

26.

- a) **Financial** – The only costs expected as a result of the work outlined in the report, will be officer time that can be contained within existing budgets.
- b) **Legal** – The Council needs to take into account the Public Sector Equality Duty under Section 149 of the Equality Act 2010 (to have due regard to the need to eliminate discrimination, harassment, victimisation and any other prohibited conduct; advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it and foster good relations between persons who share a relevant protected characteristic and persons who do not share it in the exercise of a public authority’s functions).

The motion to become an anti-racist and inclusive city will assist in demonstrating the Council’s consideration of impacts of both the Executive and non-Executive decisions it makes on minority groups; however, all parties must be clear that, with regard to decision-making, the Council’s discretion to take decisions which are contrary to expressed views cannot be fettered.

- c) **Equalities** – This is an information for noting rather than decision – making report so whilst there is no decision to assess, increased knowledge of this work may improve awareness across all groups but especially BAME groups. We will need to consider how we assess the impact of the final proposals and the council’s response that will be set out in the Anti Racism Strategy and accompanying action plan, produced by IERUK.
- d) **Human Resources** – Human Rights and equalities training / awareness will be undertaken to embed these themes into all aspects of everyday working at the Council to further embed a

positive culture.

- e) **Crime and Disorder** The hate/crime elements of work undertaken in partnership will have a positive impact on crime and disorder implications.
- f) There are no known Information Technology, Property, or other implications arising from the report.

Risk Management

- 27. The main risks that have been identified associated with the proposals contained in this report are those which concern risks to effective working in partnership and work toward becoming an Anti-Racist city.

Contact Details

Author:	Chief Officer responsible:		
Laura Williams Assistant Director - Customer, Communities and Inclusion laura.williams@york.gov.uk	Pauline Stuchfield Director - Customer and Communities		
Claire Foale Assistant Director Policy and Strategy claire.foale@york.gov.uk	Report Approved	✓	Date 13 March 2023
Specialist Implications Officers:			
Legal – Bryn Roberts Finance – Dawn Shaw			
Wards Affected: All			
For further information please contact the author of the report			

Annexes: None

Background Documents:

Council approve 10-Year Plan (York 2032) [Agenda for Council on Thursday, 15 December 2022, 6.30 pm \(york.gov.uk\)](#) item 36

‘A snapshot view of racial disparity in the City of York’
<https://www.ieruk.org.uk/racial-disparity-in-york-report>

Council Motion:

<https://democracy.york.gov.uk/ieListDocuments.aspx?CId=331&MId=12805&Ver=4>

Abbreviations

BAME – Black and Minority Ethnic

CYC – City of York Council

IERUK – Inclusive Equal Rights UK 3.0

NYP – North Yorkshire Police

YHRCN – York Human Rights City Network

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