

**Notice of a public meeting of
Cabinet**

To: Councillors Williams (Chair), Crisp, Cunningham-Cross, Levene, Looker, Simpson-Laing (Vice-Chair) and Steward

Date: Tuesday, 6 January 2015

Time: 5.30 pm

Venue: The George Hudson Board Room - 1st Floor West Offices (F045)

AGENDA

Notice to Members - Calling In:

Members are reminded that, should they wish to call in any item* on this agenda, notice must be given to Democracy Support Group by **4:00 pm on Thursday 8 January 2015.**

*With the exception of matters that have been the 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 Corporate and Scrutiny Management Committee.

1. Declarations of Interest

At this point, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda.

2. Public Participation

At this point in the meeting members of the public who have registered to speak can do so. The deadline for registering is **5.00pm on Monday 5 January 2015**. Members of the public can speak on agenda items or matters within the remit of the committee.

To register to speak please contact the Democracy Officer for the meeting, on the details at the foot of the agenda.

Filming, Recording or Webcasting Meetings

“Please note this meeting will be filmed and webcast and that includes any registered public speakers, who have given their permission. This broadcast can be viewed at <http://www.york.gov.uk/webcasts>.

Residents are welcome to photograph, film or record Councillors and Officers at all meetings open to the press and public. This includes the use of social media reporting, i.e. tweeting. Anyone wishing to film, record or take photos at any public meeting should contact the Democracy Officer (whose contact details are at the foot of this agenda) in advance of the meeting.

The Council’s protocol on Webcasting, Filming & Recording of Meetings ensures that these practices are carried out in a manner both respectful to the conduct of the meeting and all those present. It can be viewed at http://www.york.gov.uk/downloads/download/3130/protocol_for_webcasting_filming_and_recording_of_council_meetings

3. Forward Plan (Pages 1 - 6)

To receive details of those items that are listed on the Forward Plan for the next two Cabinet meetings.

4. Equalities Scrutiny Review Final Report (Pages 7 - 40)

This report presents the final report from the Equalities Scrutiny Review, undertaken to help the authority to achieve excellence level for the Equality Framework for Local Government, and asks Cabinet to approve the recommendations arising from the review.

5. "A Fairer York" - Progress on developing York's Equality Scheme (Pages 41 - 100)

This report explains the approach being taken and progress being made, on behalf of the Fairness and Equalities Board, to develop a new equality plan, "A Fairer York," for the city covering the period 2015-17. Cabinet are asked to note the proposed implementation of the plan.

6. Implementation of Budget Savings on Council Funded Local Bus Services (Pages 101 - 148)

This report outlines proposals for the withdrawal and/or amendments to local bus services put forward to meet a saving of £200,000, for the 2015/16 financial year, required as part of the Council's budget proposals in February 2014.

7. Disposal of the Theatre Royal to the York Conservation Trust (Pages 149 - 162)

This report sets out a proposal to dispose of the Theatre Royal to the York Conservation Trust for a nominal sum in order to ensure that the necessary repairs can be undertaken to the Theatre to support its major refurbishment programme.

8. Urgent Business

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

Democracy Officer:

Name: Jill Pickering

Contact details:

- Telephone – (01904) 552061
- E-mail – jill.pickering@york.gov.uk

For more information about any of the following please contact the Democratic Services Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

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)

 (01904) 551550

Table 1: Items scheduled on the Forward Plan for the Cabinet Meeting on 20 January 2015

Title & Description	Author	Portfolio Holder
<p>Delivery of the Tour de France in York and Yorkshire 2014 Purpose of Report: To update Cabinet on the outcomes achieved through the delivery of the Tour de France ‘grand depart’ in Yorkshire in July 2014, the impact of the Second Day Start in York.</p> <p>Members are asked to note the delivery against objectives and lessons learned.</p>	Sally Burns	Cabinet Member for Culture, Leisure & Tourism/Cabinet Member for Transport, Planning & Economic Development
<p>Lendal Bridge Options Purpose of the Report is to provide the analysis of further actions that the Council could take in respect of Penalty Charge Notices for Lendal Bridge as requested by full Council on the 11th December 2014.</p> <p>Members are asked to determine further actions in respect of Lendal Bridge Penalty Charge Notices.</p> <p>Exempt Information: Appendices will contain specialised legal advice.</p>	Neil Ferris	Cabinet Member for Transport, Planning & Economic Development
<p>Delivering Marketing, Culture, Tourism and Business Development – MAKE IT YORK Purpose of Report: Following reports to Cabinet in November 2013, July and October 2014, in which Members agreed the need to develop a new approach to delivering marketing, culture, tourism and business development in the City. Members are asked to approve the final financial elements of the Business Plan.</p>	Sally Burns	Cabinet Leader, Finance & Performance, Cabinet Member for Culture, Leisure & Tourism

Table 2: Items scheduled on the Forward Plan for the Cabinet Meeting on 10 February 2015

Title & Description	Author	Portfolio Holder
<p>New Council House Building Phase Two Purpose of Report: Following on from phase one of new council house building, the report will identify a second phase of sites and funding routes.</p> <p>Members are asked to approve the identified sites for new council house building.</p>	Andy Kerr	Cabinet Member for Communities
<p>Implementation of the Leeds City Region Better Homes Contract in York Purpose of Report: To advise members of the implementation of the Leeds City Regions Better Homes Contract in York to improve energy efficiency of private sector homes and reduce fuel poverty.</p> <p>Members are asked to note the impact of the contract and the wider implication for services across the city.</p>	Ruth Abbott/Jacque Warren	Cabinet Member for Transport, Planning & Economic Development, Cabinet Member for Communities
<p>Proposed Expansion of St Barnabas CE Primary School Purpose of Report: This paper seeks approval for expenditure of £641k Basic Need capital to proceed with the proposed two-classroom extension at St Barnabas CE Primary, a private finance initiative school, and summarises the resulting revenue and contractual implications of the scheme.</p> <p>The works will provide the school with places for 70 additional primary age pupils, and thus enable the school to deal with increased demand for pupil places in the area.</p> <p>Members will be asked to approve capital expenditure of £641,000 to provide 70 additional places at St Barnabas CE primary school.</p>	Jake Wood	Cabinet Member for Education, Children & Young People
<p>"YorProperty" - Review of Voluntary Landlord Accreditation Scheme in York and report back on Private Rented Sector Consultation exercise</p> <p>Purpose of Report: Provide details of the first year of operation of the</p>	Jeremy Smawfield	Cabinet Member for Communities

<p>voluntary private landlord accreditation scheme for York; report back on the outcome of consultation on the current state of the private rented sector in the City and consider options for the future support and improvement of the sector.</p> <p>Members are asked to note the review; note the outcome of the consultation exercise and consider and approve the options for the future improvement of the sector</p>		
<p>Waste Contracts Purpose of report: To present Members with options in relation to the ongoing contract management of the Council's household waste sites. Also to seek Members approval to implement proposals to maximise opportunities to reduce waste disposal costs in York in the period until Allerton Waste Recovery Park is commissioned.</p> <p>Members are asked to approve the options presented to them in relation to the above.</p>	Geoff Durham	Cabinet Member for Communities
<p>Legible York Wayfinding Project Purpose of Report: Is to present the results of stakeholder and public consultation on a proposed new wayfinding strategy for York.</p> <p>Members are asked to approve the project's next phase which consists of moving to procurement and implementing phase one of the new wayfinding strategy, installing new signs and on-street mapping along the Station to Minster route.</p>	Bob Sydes	Cabinet Member for Transport, Planning & Economic Development
<p>Wheldrake Village Design Statement/Supplementary Planning Document - for approval Purpose of Report: To present a summary of the responses received following a consultation on Wheldrake Village Design Statement. A number</p>	Katherine Atkinson	Cabinet Member for Transport, Planning & Economic Development

<p>of amendments are proposed as a result of the consultation. With approval from Members, it is intended that the amended document becomes draft Supplementary Planning Document (SPD) to the emerging Local Plan. The document would thus be a material planning consideration when considering applications for development within the designated Village Design Statement area.</p> <p>The Cabinet is asked to consider and approve the recommendations from the Local Plan Working Group.</p>		
<p>Capital Programme Budget 2015/16 Purpose of Report: To present the capital programme, including detailed scheme proposals. Members are asked to recommend the proposals to full Council.</p>	Ross Brown	Cabinet Leader, Finance & Performance
<p>Treasury Management Strategy Statement and Prudential Indicators Purpose of Report: To set out the treasury management strategy, including the annual investment strategy and the minimum revenue provision policy statement and prudential indicators. Members are asked to recommend the strategy to full council.</p>	Ross Brown	Cabinet Leader, Finance & Performance
<p>Financial Strategy Purpose of Report: To present the Financial Strategy, including detailed revenue budget proposals. Members are asked to recommend the proposals to full council.</p>	Sarah Kirby	Cabinet Leader, Finance & Performance
<p>Quarter 3 Capital Programme Monitor Purpose of Report: To provide members with an update on the capital programme. Members are asked to note the issues, recommend to full council any changes as appropriate.</p>	Ross Brown	Cabinet Leader, Finance & Performance

<p>Q3 Finance and Performance Monitor 2014/15 Purpose of Report: To provide members with an update on the 2014/15 finance information. Members are asked to note the issues.</p>	<p>Debbie Mitchell</p>	<p>Cabinet Leader, Finance & Performance</p>
<p>A Congestion Commission for York Purpose of the report: To consider establishing a Commission to review ways to alleviate road congestion in York. Members are asked to make strategic recommendations to Council.</p>	<p>Sarah Tanburn</p>	<p>Cabinet Member for Transport, Planning & Economic Development</p>

Table 3: Items slipped on the Forward Plan					
Title & Description	Author	Portfolio Holder	Original Date	Revised Date	Reason for Slippage
<p>Delivering Marketing, Culture, Tourism and Business Development – MAKE IT YORK Purpose of Report: Following reports to Cabinet in November 2013, July and October 2014, in which Members agreed the need to develop a new approach to delivering marketing, culture, tourism and business development in the City. Members are asked to approve the final financial elements of the Business Plan.</p>	<p>Sally Burns</p>	<p>Cabinet Leader, Finance & Performance, Cabinet Member for Culture, Leisure & Tourism</p>	<p>06-01-15</p>	<p>20-01-15</p>	<p>To allow further time to collate the information</p>

<p>Delivery of the Tour de France in York and Yorkshire 2014</p> <p>Purpose of Report: To update Cabinet on the outcomes achieved through the delivery of the Tour de France 'grand depart' in Yorkshire in July 2014, the impact of the Second Day Start in York.</p> <p>Members are asked to note the delivery against objectives and lessons learned.</p>	<p>Sally Burns</p>	<p>Cabinet Member for Culture, Leisure & Tourism/Cabinet Member for Transport, Planning & Economic Development</p>	<p>06-01-15</p>	<p>20-01-15</p>	<p>To enable additional information, to be included in the report.</p>
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Cabinet

6 January 2015

Report of the Corporate & Scrutiny Management Committee

Equalities Scrutiny Review Final Report - Cover Report

Introduction

1. This cover report presents the final report from the Equalities Scrutiny Review and asks Cabinet to approve the recommendations arising from the review.

Background to Review

2. In September 2013, the Corporate & Scrutiny Management Committee received a report highlighting the criteria for achieving Excellence for the Equality Framework for Local Government (EFLG), together with an update on progress in implementing the council's Excellence Equalities Improvement Action Plan against each of the EFLG performance areas. In November 2013 the Committee considered how Scrutiny might help the authority to achieve excellence level for the Equality Framework for Local Government. Having considered a number of review options, the Committee agreed to proceed with a review and set up a Task Group made up of the following members to carry out the review on their behalf:
 - Cllr Ruth Potter
 - Cllr John Galvin
 - Cllr Neil McIlveen
 - Cllr Lynn Jeffries
3. The Task Group worked on the review between early December 2013 and September 2014. Their work was based on the following review remit:

Aim

To encourage wider involvement in the Council's democratic traditions i.e. elections, decision making and community engagement, by raising awareness across York's Communities of Identity (COIs), and in

particular those who have protected characteristics under the Equality Act 2010.

Objectives:

- i. Examine national best practice by other Local Authorities currently achieving excellence level in their democratic traditions
- ii. Identify optimum methods for raising awareness of the democratic process amongst York's Communities of Identity.
- iii. Identify any barriers in York preventing the involvement of York's Communities of Identity, and identify possible solutions
- iv. Identify appropriate equalities training required for members to help them better serve Communities of Identity within their wards

Review Recommendations

4. In November 2014, the Corporate & Scrutiny Management Committee considered the review findings presented in the final report at Appendix 1 and endorsed the Task Group's draft recommendations listed below:
 - i. Feedback from consultation to be taken into account as part of the ongoing work to update the Council's website
 - ii. New Councillor Induction to include ward demographics / profiles and information on the Joint Service Needs Assessment at ward level
 - iii. Members training on corporate equalities and at ward level to be mandatory.
 - iv. Member Training to be provided on Community Impact Assessments (CIAs)
 - v. Consideration to be given to improving CYC communication, including better use of Community Hubs, use of other organisations communication tools, and University Community Groups
 - vi. Equality Advisory Group (EAG) to consider its membership to ensure it properly reflects all of York's Communities of Identity and identify improvements in the way it engages with those

Communities, recognising that the organisations currently involved do not represent all of the COIs in the city.

- vii. Facilities to be provided in the lobby area of West Offices to enable improved access to information for, and greater participation by members of the public.

Council Plan 2011-15

5. This review supports the Council's corporate priorities of building strong communities and protecting vulnerable people.

Options

6. Having considered the final report at Appendix 1 and its associated annexes, Cabinet may choose to amend and/or approve, or reject the recommendations arising from the review as set out in paragraph 5 above.

Implications & Risk Management

7. The implications and risks associated with the recommendations above are detailed in paragraphs 53-55 of the review final report at Appendix 1.

Recommendations

8. Having considered the final report and its annexes, the Cabinet is recommended to approve the recommendations shown in paragraph 4 above.

Reason: To conclude the Scrutiny Review in line with CYC Scrutiny procedures and protocols.

Contact Details

Author:

Melanie Carr
Scrutiny Officer
Scrutiny Services
Tel No.01904 552054

Chief Officer Responsible for the report:

Andrew Docherty
AD ICT & Governance

Report Approved **Date** 27 November 2014

Specialist Implications Officer(s)

Legal Implications: Andrew Docherty - AD ITT & Governance

Equalities: Sharon Brown - Performance & Service Improvement Manager

HR & Financial: Charlie Croft - AD Communities, Culture & Public Realm

Wards Affected:

All

For further information please contact the author of the report

Background Papers: None

Annexes:

Appendix 1 – Equalities Scrutiny Review Final Report

Corporate & Scrutiny Management Committee
Report of the Equalities Review Task Group

12 November 2014

Equalities Review - Final Report**Summary**

1. This draft final report presents the information gathered in support of the Equalities scrutiny review, together with the draft recommendations proposed by the Task Group, for this Committee's consideration.

Background to Review

2. In September 2013, this Committee received a report highlighting the criteria for achieving Excellence for the Equality Framework for Local Government (EFLG), together with an update on progress in implementing the council's Excellence Equalities Improvement Action Plan against each of the EFLG performance areas. Representatives from Barnsley Metropolitan Borough Council, an authority who had already achieved the excellent level in their EFLG, attended the meeting to share their experiences and provide information on their journey to achieving that level.
3. A further report was presented to the Committee at its meeting in November 2013, which suggested there may be a role for Scrutiny in helping the authority to achieve excellence level for the Equality Framework for Local Government. The report provided a number of review options and the Committee agreed to proceed with a review around raising awareness of the democratic process amongst York's Communities of Identity, and identifying any required equalities training for Members.
4. The Committee set up a Task Group made up of the following members, to carry out the review on their behalf and tasked them with identifying an appropriate review remit:

Cllr Ruth Potter
Cllr John Galvin
Cllr Neil McIlveen
Cllr Lynn Jeffries

Initial Information Gathered

5. The Task Group met for the first time in early December 2013 and received background information on the Equality Framework for Local Government and specific information on the its performance area 'Community Engagement and Satisfaction':
6. Equality Framework for Local Government (EFLG)
The EFLG helps an organisation demonstrate to its service users and the wider community that equality is fully embedded in everything it does and the services it delivers, in particular for those with protected characteristics. These are individuals who are protected by the Equality Act 2010 in that they can not be treated unfairly or discriminated against, harassed or victimised because they have one or more protected characteristic. In York those with protected characteristics are known as Communities of Identity (COIs) which covers:
 - Age
 - Disability – physical and mental impairment
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
 - Carers
 - People living in York's most deprived areas
7. The EFLG covers five performance areas, and it is intended that this review will help support improvements in one of those areas – 'Community Engagement and Satisfaction'.
8. Community Engagement and Satisfaction
The important thing with community engagement is ensuring that the views of a wide cross-section of people who live and work in an area are obtained. This means finding ways to facilitate the participation of all local people, including the vulnerable and marginalised, through working effectively across agencies and with partners. Community engagement and satisfaction comprises two main elements:
 - Engagement structures
 - Effective engagement

9. EFLG Assessors examine whether effective forums are in place to enable all equality stakeholders / representatives of vulnerable and marginalised groups to challenge and scrutinise decision-making and progress; and whether key sections of the community are satisfied that the authority and its partners have listened to them and taken their views into account.
10. There were five improvement actions identified within the 'Excellence Equalities Improvement Action Plan' that relate to the Community Engagement and Satisfaction performance area. All of those actions have been completed i.e.:
 - Identifying where those who share protected characteristics reside in York
 - Reviewing how Community Impact Assessments (CIAs - formerly known as Equality Impact Assessments) are undertaken
 - Reviewing how the Equality Advisory Group examines community contracts
 - Writing a case study demonstrating how EAG has involved a diverse range of people who have influenced service delivery
 - Creating fact sheets to show how members consult and engage
11. Having considered the initial information provided and taking account of the views of CSMC that the review should focus on raising awareness of the democratic process amongst York's Communities of Identity, and identifying the equality training needs of Members, the Task Group agreed the following review remit:

Aim

To encourage wider involvement in the Council's democratic traditions i.e. elections, decision making and community engagement, by raising awareness across York's Communities of Identity, and in particular those who have protected characteristics under the Equality Act 2010.

Objectives:

- i. Examine national best practice by other Local Authorities currently achieving excellence level in their democratic traditions
- ii. Identify optimum methods for raising awareness of the democratic process amongst York's Communities of Identity.
- iii. Identify any barriers in York preventing the involvement of York's Communities of Identity, and identify possible solutions

- iv. Identify appropriate equalities training required for members to help them better serve Communities of Identity within their wards

Further Information Gathered

12. Objective (i) - National Best Practice Examples

In September 2013, CSMC received a presentation from the Equality and Diversity Manager from Barnsley Metropolitan Borough Council, an authority who had already achieved the excellent level in their EFLG. He provided information on the journey undertaken by his authority to achieve excellence and stressed the importance of evidencing the journey and the need for continuous improvement.

13. In regard to the EFLG performance area 'Community Engagement and Satisfaction', **Barnsley** were able to evidence how they engaged young people in democracy, local decision-making and service improvement through their work with Barnsley's Youth Council and its various sub-groups and networks.
14. They provided evidence of funding and support for a number of community events and their use of them for community engagement and improving their understanding of different communities (e.g. Diversity Festival, Carers' Event and transition conference for parents of disabled children).
15. In addition, Barnsley were able to evidence how they had improved neighbourhood engagement and service delivery with partners in individual neighbourhoods through engagement specifically designed to appeal to the local communities in each area. They were able to show how their Councillors engaged in the development of area plans and ward working, feeding in their local knowledge to help improve operational, strategic and community resilience. They also seek comments and feedback through all their council publications, and promote the option for groups to request an officer or a councillor to meet with them to explain services or policies.
16. It was confirmed that Barnsley:
 - Provide all information in easy read format
 - Improved their website to make it more accessible and improved the way they cascade information to those not online
 - Use Equality Forums to assist in the preparation of tender specifications

17. **Newcastle Council** also achieved excellence level by demonstrating a good understanding of their communities. They were shown to be good at sharing information with partners and using it to influence the way priorities are determined to drive service improvement.
18. They provided clear evidence of a very strong commitment to tackling inequalities in Newcastle from councillors and officers. There was clear evidence of cross party support in ensuring that equality and diversity was an integral part of the work that the council was undertaking. Newcastle Council is seen as a regional leader in terms of progressing work on the equality and diversity agenda and the council is keen to lead by example.
19. Newcastle residents were shown to be satisfied with the opportunities they have for engaging with the council. This was evidenced through focus groups and site visits involving community representatives. The council was seen to value the contribution made by the voluntary and community sector, by its development of its good working relationship with the sector and through its support of groups through resource allocation.
20. Newcastle council has worked hard to ensure that its services are accessible to its residents and this has been highly valued by its residents. The council has also been proactive in using impact assessments to help adapt services and help inform decision making. In particular, the council has responded well to tackling child poverty and has achieved Beacon status for this work.
21. Newcastle Council also provided evidence of a good range of equality and diversity training, as well as positive action initiatives to ensure that their workforce receives appropriate support to develop their skills. Finally, the council had also achieved Charter Plus for Councillor Development and Investors in People across all directorates.
22. Here in **York**, The Task Group received an update on the mock peer assessment undertaken in preparation for the Council's planned Excellence level assessment. The findings from the mock assessment specific to the EFLG performance area 'Community Engagement and Satisfaction' are shown at Annex A.

23. **Objective (ii) - Methods for Raising Awareness Specific to York's Communities of Identity**

The Task Group received information on a community mapping project undertaken by the Council to understand the engagement experiences of York's many communities across the city, which was initiated following a previous peer challenge visit in mid June 2013.

24. The main purpose of the project was to identify all the communities in the city, including black and minority ethnic communities living and working in York, and assessing their engagement experience and formulating a better way for them to engage with the council and other local communities at large.

25. Over a period of five months, various community groups in York were identified and interviewed, both on a 1-2-1 basis and through group discussions and the evidence showed that the experience of each community group differed widely depending on the location, size and composition of members and needs of their community.

26. Recognising that the work undertaken on the project, supported their scrutiny review, the Task Group noted the assessment of the engagement experiences of those communities that many BME communities felt less comfortable with what would be considered the more traditional ways of engaging with the Council e.g. Residents Forums. It showed that some groups are well organised and hold regular formal meetings, whereas others are less structured, coming together to meet informally or to celebrate religious occasions etc. The Task Group also noted the resulting list of contacts drawn up from a wide range of York's BME communities, including:

- Chinese Christian and Professional Association
- Japanese Family Association
- Sri Lanka Community Association
- Bangladesh Community
- Indian Community
- Nepalese Community
- Philipino Community
- Turkish Community
- Refugee Action York (RAY)

27. **Citizenship & Encouraging New Citizens to Vote**

The Task Group learnt that as part of the citizenship process, York Registrar provides each applicant with an information pack. At the citizenship ceremony itself, Electoral Services provides each new citizen

with an electoral registration form (with some guidance notes) and a personalised letter encouraging them to register.

28. Encouraging Young People to Vote

The Task Group considered information on the 2010 General Election which showed that only 44 per cent of 18 to 24-year-olds voted (50% of men aged 18-24 and 39% of women aged 18-24), the lowest turnout of all age demographics. Even if they wanted to cast a vote on polling day, more than half of 18-24 year-olds could not, because they hadn't registered to vote and were not on the electoral register.

29. The Task Group were pleased to note the work of a national social enterprise 'Bite the Ballot' (BTB) which had been founded to address the lack of young people voting in Britain. As young people can register to vote at 16, BTB has established [National Voter Registration Day](#), taking place on 5th February each year.

30. In addition, over the past three years, BTB has been running workshops in schools, youth clubs, colleges and youth offending institutes and has registered more than 15,000 young people to vote.

31. As part of their workshops they talk about issues young people relate to like the educational maintenance allowance (EMA) being cut, youth clubs closing, how expensive travel is, university tuition fees being tripled etc. They then get young people thinking about the country's budget, getting them to divide up the money showing there's not enough of it to go round, leading to difficult decisions have to be made, in an effort to demonstrate that if you're not part of the conversation you're views don't count.

32. They also highlight the concessions governments make towards the demographic that vote the most i.e. pensioners - 96% of the over 65s are registered to vote and there's an inherent link between voter registration and policies e.g. the winter fuel allowance, free bus passes, free eye tests and free prescriptions.

33. As the work of BTB has proven successful (as detailed above), the Task Group queried what the Council as the Local Education Authority, was doing to help reignite this country's democratic traditions by encouraging secondary schools to educate York's young people on their rights to vote etc.

34. They learnt that whilst these workshops have not been run in York's secondary schools and colleges, the council has previously participated in a pathfinder programme, known as 'Take Part York', which aims to support young people across the city to take a more active role in local democracy. A resource pack was produced for primary and secondary school children, to provide young people with the opportunity to influence local decision making.
35. In addition, as part of an annual Local Democracy Week, the Council also invites a number of schools to spend a morning in the Mansion house learning about the role of the Lord Mayor and in the afternoon participate in a mock budget meeting hosted by the Lord Mayor. Members of the city's Youth Council have also previously been invited to participate.
36. Equalities Advisory Group (EAG).
In April 2014, the Task Group received information on the current make-up of the Group and the role it plays within the Council. They also received feedback from a neighbourhood working workshop held in June 2013, at which EAG attendees were asked to consider the following questions (see feedback at Annex B):
- When the council advertises local meetings or events in your neighbourhood how do you prefer to be informed about them?
 - If you want to have your say on a local issue what are your preferred methods of communication?
 - What is your preferred style of meeting or event? Are there any barriers that prevent it from being a positive experience?
37. The Task Group agreed more could be done to encourage individuals from York's COIs to feed into the work of the Group, particularly those who are not already members of the organisations represented on EAG. They also agreed that EAG was under utilised and could be used as a vessel for improved consultation with COIs.
38. Opening Doors Heritage Lottery Fund Bid
In May 2014, the Task Group received information on Stage 1 of the Council's bid to the Heritage Lottery Fund (HLF) for money to open up the Mansion House to the public, and an update on the preparation of detailed plans for Stage 2 of the bid which were due to be submitted in November 2014.

39. In particular, the Mansion House, Guildhall & Civic Manager provided an update on the democracy strand of the HLF bid and information on the sort of groups being consulted (including hard to reach) in order to encourage 'wider community engagement' with the Council's democratic traditions and ties in the Mansion House - see a summary of the Activity Plan shown at Annex C.
40. The Task Group were pleased to note that the plans involved working with different audiences to raise awareness of the project, consulting on the proposed plans and trialling activities with specific audiences. And, that this work would be evaluated and fed into the Activity Plan part of the HLF bid.
41. **Objective (iii) - Barriers to Involvement**
Having considered the project work outlined in paragraphs 23-26 above the Task Group recognised that amongst other issues, BME groups were finding it difficult to understand their rights, in regard to participating in the Council's democratic processes including registering for party, voting and standing for election. In particular, they noted that the Turkish and Ghurkha communities in York were keen to be more involved in the Council's democratic processes.
42. To follow up on this, and in support of their review objectives (ii) & (iii), the Task Group agreed to undertake a consultation event with 'Communities of Identity' groups to:
- Help improve awareness of the council's democratic traditions
 - Further explore their views and discuss the barriers they perceive that limit their involvement
43. The event was held in late June 2014 and invitations were sent to representatives from BME communities across the city. Following a brief introduction to the scrutiny review, the attendees were given the opportunity to participate in a short tour of the Mansion House. There was also a series of stands which the attendees could wander around. Each stand covered a theme highlighting the current methods of engagement & opportunities for participation, and each was manned by appropriate officers (see below).

Stands

- Residents Associations & Parish Councils
- Setting up a Community Group

Staffed By:

- Neighbourhood Manager
- CVS Advice & Learning Team Representative

- Being a Cllr and Residents Forums Members of the Task Group
- Volunteering (Schools Governors, Street Buddies, Snow Warden) CYC Volunteer Coordinator
- Local Democracy & Community Engagement (Mansion House HLF bid; decision making; registering to speak etc) Democratic Services Manager
- Citizenship and Elections Electoral Services Manager & Registration Service Manager
- CYC Contact Centre Customer Services Support Manager
- Equalities Advisory Group Community Involvement Officer
- Housing Tenant Equalities & Engagement Facilitator

44. Officers were asked to keep in mind that some of the attendees might have English as their second language so the information they provided on the evening needed to be kept simple and supported by handouts/leaflets etc.

45. CVS agreed to provide information on how to start up or develop a community group, voluntary organisation or social enterprise, together with some information on how BME communities might engage with other groups through forums and get their voice heard through representative structures.

46. Consultation Findings & Analysis

A breakdown of the feedback from attendees and CYC officer responses to some of the issues raised is shown at Annexes D & E.

47. Having considered the attendees comments (shown in column 1 of Annex D) the Task Group agreed that improvements were required to:

- CYC's relationship with University Community Groups
- Communication on Council Services
- Representation on EAG
- Public Participation

- Member Induction Training – understanding ward demographics etc
- Design & Use of Community Hubs
- Volunteering – reaching out to under-represented communities

48. They therefore agreed the following:

- a. Feedback on website issues to be forwarded to team working on website improvements including the need for a translation tool
- b. Toolkit by ward to be included on website
- c. Ward Demographics / Profiles and information on the Joint Service Needs Assessment at ward level should be provided to Members as part of their induction as a new Cllr
- d. Members should receive mandatory training on corporate equalities and at ward level.
- e. Member Training is required on CIA's
- f. The Council could disseminate more information via Community Hubs for those with no access to internet
- g. General improvement is required in the ways CYC communicates the services it provides. They suggested that CYC looks for opportunities to use other organisations communications to provide information on Council Services etc e.g. schools, Parish Councils etc
- h. Share feedback regarding representation on EAG with the group, and consideration should be given to how to improve its profile amongst York's COIs.
- i. Communication with University Community Groups needs improving as they could be used to disseminate appropriate information and improve engagement.
- j. In an effort to encourage the public's engagement and interest, better use could be made of West Offices' lobby area e.g. by providing access to information on:
 - Public meetings taking place in the building
 - The Council's democratic processes
 - Elected Councillors.

This could also include providing facilities for the public to register to speak at meeting etc.

49. The Task Group also considered all the engagement tools currently made available by the Council (see Annex F) and the different channels of influence i.e.:
- Frontline channels of influence e.g. Equality Advisory Group, Residents Forums, Scrutiny Reviews
 - Secondary Channels e.g. Ward Teams, Task Groups, Meet the Director
 - Strategy e.g. Fairness & Equality Board, , Without Walls, Fairness Leadership Group
 - Support & Quality Profiling and Monitoring - from the Teams who facilitate the channel e.g. Communities & Equalities, Overview & Scrutiny
50. They recognised that not all the engagement tools would be suitable for every community group but that offering and better advertising the range of ways to engage, would help BME community groups and individuals to identify a method that best suited their needs.
51. **Objective (iv) - Equalities Training for Councillors**
Since the last local election in May 2011 access to equalities training has been limited to an 'Equalities and Human Rights Workshop' run as part of the Council's induction programme for new Councillors. Whilst this was aimed at new Councillors, all 47 were given the opportunity to participate. In addition, during municipal year 2011/12 Councillors could choose to access an online course in Equalities through this Council's membership of the online 'Modern Cllr' training programme. In 2012/13 the Council's membership lapsed and no equalities training has since been included in the annual core training programme.
52. The Task Group agreed that the only way to ensure the uptake of equality training would be to make it mandatory. Suitable equalities training for Councillors would need to be identified so that it could be recommended to the Member Steering Group.

Review Recommendations

53. In light of their findings, the Task Group made the following recommendations, which were subsequently endorsed by the Corporate & Scrutiny Management Committee on 12 November 2014:

- i. Feedback from consultation to be taken into account as part of the ongoing work to update the Council's website
- ii. New Councillor Induction to include ward demographics / profiles and information on the Joint Service Needs Assessment at ward level
- iii. Members training on corporate equalities and at ward level to be mandatory.
- iv. Member Training to be provided on Community Impact Assessments (CIAs)
- v. Consideration to be given to improving CYC communication, including better use of Community Hubs, use of other organisations communication tools, and University Community Groups
- vi. EAG to consider its membership to ensure it properly reflects all of York's Communities of Identity and identify improvements in the way it engages with those Communities, recognising that the organisations currently involved do not represent all of the COIs in the city.
- vii. Facilities to be provided in the lobby area of West Offices to enable improved access to information for, and greater participation by members of the public.

Council Plan 2011-15

54. This review supports the Council's corporate priorities of building strong communities and protecting vulnerable people.

Implications

55. **Legal** - This review will support the Council in achieving its legal and moral duties to promote equality of opportunity and better enable it to be sensitive to the diverse needs for local services within its communities.
56. **Equalities** - Under the Equality Act 2010 the council has responsibilities to promote equalities as a provider of services, as a democratic body which is representative of all interests in the community, as a major employer and as a community leader. Councillors in their leadership role therefore have responsibility in establishing a strong vision for equality and improving equality outcomes.

57. All of the recommendations could be accomplished within existing **Financial** and **HR** implications and there are no other known implications.

Contact Details

Author:
Melanie Carr
Scrutiny Officer
Scrutiny Services
Tel No.01904 552054

Chief Officer Responsible for the report:
Andrew Docherty
AD ITT & Governance

Report Approved **Date** 31 November 2014

Specialist Implications Officers:

Legal: Andrew Docherty - AD ITT & Governance
Equalities: Sharon Brown - Performance & Service Improvement Manager
HR & Financial: Charlie Croft - AD Communities, Culture & Public Realm

Wards Affected: **All**

For further information please contact the author of the report

Background Papers: None

Annexes:

Annex A – Findings from Mock Assessment of the EFLG performance area
'Community Engagement and Satisfaction'

Annex B – Equality Advisory Group Feedback from Neighbourhood Working
Workshop held June 2013

Annex C – Heritage Lottery Fund Activity Plan

Annex D – Feedback from Attendees at Consultation Event

Annex E – Officer Update on Multi-Agency Hate Crime Strategy for York

Annex F – Council Engagement Tools

Abbreviations:

BME – Black, Minority, Ethnic

BTB – Bite the Ballot

CIAs - Community Impact Assessments

COIs – Communities of Identity

CYC – City of York Council

EAG – Equality Advisory Group

EFLG - Equality Framework for Local Government

EMA - Educational Maintenance Allowance

HLF – Heritage Lottery Fund

Community Engagement and Satisfaction

Annex A

Key strengths include:

- *** Excellent engagement with young people and Gypsies and Travellers.
- Evidence of 'You Said We Did'.
- York Dementia Without Walls.
- EAG – Representatives from diverse organisations
Shows outcomes: -factsheets for cllrs. refined by EAG; budget – explain financial cost of emptying bins

Community Engagement and Satisfaction

Annex A

Key strengths include:

- York is interested in obtaining feedback from the voluntary sector and effectively shares information to enable the voluntary sector to give their views
- *** York has effectively involved the voluntary sector organisations and listened to people's views when closing its elderly peoples homes
- Staff from Policy Unit working with Community Engagement Team –doing outreach with emerging and hard to reach groups to discuss how to involve

Community Engagement and Satisfaction

Annex A

Areas for Improvement / insufficient evidence

- Continued emphasis on trying to engage with harder to reach groups (to get views on services and experience etc.)
And giving good feedback on what we've changed as a result of consultation
- Concern that engagement is too inconsistent e.g. -Older people care homes -Individual budgets and payment cards
- Increased engagement with isolated people (e.g. elderly in their own homes)
- Would like public consultation events led by less visible groups – i.e. more engagement with “quieter” residents rather than the same old objectors

Community Engagement and Satisfaction

Annex A

Areas for Improvement / insufficient evidence

- Messages from YP – Do not cut Youth Inspectors or Lighthouse
- Engagement with BME, LGBT and people with learning difficulties needs to be more consistent and joined up
- Info on E and D needs to be all in place and more on difference it is making for assessment purposes
- More needs to be done to hear the voice of those with Dementia
- The voice of those in poverty is not heard loudly enough
- Meeting the Director sessions at times raises people's expectations and when issues are not addressed can lead to tension

Equality Advisory Group Feedback from Neighbourhood Working Workshop held June 2013

A) Communicating - How to give people a voice

- Needs to be a variety of options
- Face to face enables accountability and check understanding
- Understanding of a ward committee/residents forum (training?)
- (diversity of committee and officials, life experience)
- Email (with response within reasonable time, a big positive = it gives you proof)
- Petitions – thresholds for debate?
- Person from the community as facilitator (balance of power)
- Facebook, Twitter
- Surveys (Survey Monkey, Google forms)
- Use libraries
- If letters are used this requires a response
- Use the email shapingneighbourhoods@york.gov.uk to engage with the Communities and Equalities Team
- Invite Councillors to our groups
- Encourage voting at elections
- Use village / ward newsletters
- Have meetings based on single issues
- Agree dates in advance
- Put out reminder 7-10 days in advance
- Use social media
- Use Radio York /other radio stations
- Promote on council tax bills e.g. the annual meeting

B) Meetings & Events - how to get people coming

- Begin with “What’s in it for You” , use short snappy titles like “Have Your Say”
- Think about where they have their meetings and make it easy for people to get there, give directions, if any access needs contact...
- Think about training needs for Chairs
- Ground rules
- Posters in shops, GPs etc, public notice boards, libraries, leaflets not inside newspapers, social media etc
- Offer childcare arrangements
- Get estate managers to encourage people to go
- Make sure there are clear action points and reporting back

- Have a surgery style meeting before the main meeting (Ward Cllrs, council officers, Police)
- Enable people to feed in advance
- Go to where people are e.g. mobile surgeries
- Join in with parish councils, residents associations, community groups
- Report back to community i.e. action taken, funding decisions etc
- Canvassing (sensitively and empathetically, training requirement? – to give confidence to interact effectively with different people)
- Have single issue meetings
- Use social events/fairs, tap into existing events in the city e.g. clothes exchange sloppy slipper freebies etc
- Use public sector services e.g. health testing
- Use joint partnership presentations
- Include feedback in the meetings
- Involve the student community reps
- Have an inclusive approach to minority groups, welcoming environment

Mansion House- Opening Doors HLF Activity Plan Summary

1. Introduction

We have passed Stage 1 of our bid to the Heritage Lottery Fund (HLF) for money to open up the house to the public and are now preparing detailed plans for Stage 2 with a view to submitting the bid in November 2014.

Part of these plans involves working with different audiences to raise awareness of the project, consult on the proposed plans, and trial and activities with specific audiences. The evaluation of this consultation exercise and piloting activities will feed into the Activity Plan part of the HLF bid.

2. The Aims of the Activity Plan part of the HLF bid are twofold:

A) To consult different groups/audiences on the proposed plans and activities for the Mansion House through a variety of methods including leaflets, exit surveys, on-line surveys, web and social media, focus groups, outreach, Open Days etc. These groups include:

- i. **York Residents** e.g. Friends of the Mansion House and Guildhall Residents
- ii. **Young People** e.g. Youth Council, Schools Councils, Scouts and Guides, Out of School clubs, Youth clubs
- iii. **Families** e.g. on-site family activities and off-site outreach to community centres
- iv. **Schools** – primary and secondary
- v. **Adult Education Groups** e.g. York University – Centre for Lifelong Learning, CYC Adult Learning, WEA, WI, U3A
- vi. **Special Interest Groups** e.g. local and family history groups, decorative arts societies, Friends of York Cemetery, York Georgian Society, Civic Trust, YAYAS, NADFAS, York Professionals etc.
- vii. **Hard to Reach Groups e.g.** Show Me- looked after Children, Kyra Foundation, BME new citizens
- viii. **York Council Officers & Members e.g.** Staff Development and/or Induction days and Open Days

B) To trial and evaluate activities with different groups/audiences

- i. To set up Advisory Committees as part of the long term governance structure of the project including; Young people, Residents, Teachers etc.
- ii. Set up focus groups
- iii. Pilot a range of activities with different groups including:
 - 1. Family activities during May half-term and summer holidays
 - 2. Schools activities during summer and autumn terms including democracy week
 - 3. Teacher days in Summer term
 - 4. Adult Education Groups visiting in Summer and Autumn terms and day schools during the summer
 - 5. Visits from special interest groups
 - 6. Outreach to hard to reach groups
 - 7. Open days and/or tours for officers and members
 - 8. Skills and Training Development Placements e.g. MA students from York University (Institute for Public Understanding & PGCE Students), York St. John's University (BEd students), York College etc.

3. Milestones

- i. April – completion of initial discussions, creation of evaluation matrix etc., setting up focus groups and consultation meetings, planning activities to be delivered in summer
- ii. April- August 2014 – Consultation exercises with various groups, trial of pilot activities and collection of quantitative and qualitative data/responses/comments
- iii. 30 August 2014 – end of consultation and activity period and beginning evaluation of data collected
- iv. 30 September – Evaluation completed -beginning of final draft of Activity Plan
- v. 21 October- Final draft Activity Plan and bid complete- beginning of fine tuning of bid
- vi. 21 November submit bid

Feedback from Attendees	CYC Responses provided by relevant officers to the Task Group in September 2014			
<ul style="list-style-type: none"> We need to know publicly what happened to the 'One City Strategy' – we need to see an action plan or be formally updated on what happened to it 	<p>The Council is currently refreshing the York Equality Scheme and the Fairness and Equalities Board has suggested that as part of this refresh, the Scheme is broadened out to become a city-wide document. This will be called 'The One York Strategy' and will replace the One City Strategy. It will go to Cabinet in December 2014 for approval and then to Without Walls, via the Fairness and Equalities Board. (Assistant Director - Communities, Culture and Public Realm)</p>			
<ul style="list-style-type: none"> We need to see that the Health & Wellbeing Board is actively developing a plan for tackling health inequalities. 	<p>The Health and Wellbeing Board is in active discussions with the Fairness and Equalities Board (FEB), part of the Without Walls local strategic partnership, to ensure that clear lines of strategic accountability for health inequalities can be developed, and the potential for overlapping or conflicting remits minimised. The FEB has been asked to consider formal affiliation to the Health and Wellbeing Board, and while such discussions are continuing, we expect to be able to come to a resolution by the end of the year. (Strategic Support Manager - Adults and Public Health)</p>			
<ul style="list-style-type: none"> We need to see an action plan associated with the 'York Embracing Diversity: Hate Crime Strategy' in place and being implemented by all agencies 	<p>A detailed response to this was provided by the Head of Community Safety – see Annex E</p>			
Other Feedback from Attendees	Improvements to CYC website	Improved Community Support	Improved Communication	Improved Relations Council/Students
<ul style="list-style-type: none"> 2000 Chinese students in York – any translation available? 	✓		✓	
<ul style="list-style-type: none"> 72 languages in York – mosaic experience 				
<ul style="list-style-type: none"> Your services – for help with housing etc – visual trailer – pictures explain better 	✓		✓	
<ul style="list-style-type: none"> Google translate 	✓		✓	
<ul style="list-style-type: none"> Accessibility and Translation tool at top of every page 	✓		✓	
<ul style="list-style-type: none"> More visual / picture clues 	✓		✓	
<ul style="list-style-type: none"> Could the Council offer more opportunities for international students such as certain cooperation, programmes, volunteering, and charities? 		✓		✓
<ul style="list-style-type: none"> Some of the work the Council has done is very good but the university students have never heard of them before, so probably the Council could have more cooperation with the Universities. 			✓	✓
<ul style="list-style-type: none"> Student Communities – most of them do not know what is around (infrastructure or opportunities). They keep themselves busy with studies or part time jobs. Not sure how to address the issue. 			✓	
<ul style="list-style-type: none"> The founder of York St John Sri Lankan Assoc would be very happy to come and talk to you and bring people to talk to you. 			✓	
<ul style="list-style-type: none"> Language – work – experience. 				
<ul style="list-style-type: none"> Protections for overseas students (safety, accommodation) 		✓		
<ul style="list-style-type: none"> Job vacancies during term time 		✓		
<ul style="list-style-type: none"> Connection between local communities and societies (with Chinese societies). 			✓	
<ul style="list-style-type: none"> Charities support for students. 		✓		
<ul style="list-style-type: none"> We need support form the Council when we organise activities. 		✓	✓	
<ul style="list-style-type: none"> People from our community are highly qualified but when it comes to good job offers and interviews, communication has played as a big barrier. This does not mean they do not know English but may be the pronunciation is an issue etc, so the interviewer perceives differently. 		✓		
<ul style="list-style-type: none"> Interpretation and translation services – In order to communicate effectively, services need to have appropriate interpretation and translation services in place, publicising them and training staff in their use. 	✓	✓	✓	

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UPDATE ON EMBRACING DIVERSITY: A MULTI-AGENCY HATE CRIME STRATEGY FOR THE CITY OF YORK

Embracing Diversity: A multi-agency hate crime strategy for the City of York was approved by the Safer York Partnership (SYP) Board in April 2013. Until August 2014, delivery of the strategy was overseen by a Hate Crime/Prevent Co-ordinator working within the Community Safety Team. However, following a restructure earlier in the year, it was agreed that the delivery of strategy and ownership of the hate crime agenda would sit within the newly established multi-agency Anti-social Behaviour Hub.

The overarching strategic aim of the strategy is to stop hate crime occurring through a programme of hate crime prevention and where it does occur, to respond in a timely way that addresses its impact on victims and the wider community. Within that remit, the following objectives were included in the strategy.

Raise Awareness of hate crimes to aid prevention

When the strategy was launched, extensive work was undertaken with the voluntary sector support services and local media to raise awareness of hate crime. This has been undertaken in conjunction with North Yorkshire Police, North Yorkshire County Council and the seven districts within North Yorkshire to ensure a consistent approach is taken within the sub-region. Work has been undertaken with key agencies to develop multi-agency awareness training and this has now been delivered.

The decision was taken not to develop a multi-agency strategic delivery group as the needs of specific groups in relation to hate crime can be very specific. Instead, work has been undertaken to develop strong links with the relevant voluntary sector support agencies and to work through the overarching anti-social behaviour structure to bring together both statutory and voluntary sector understanding.

Operational links have been established between the anti-bullying steering group and the ASB Hub.

An extensive re-vamp of the Safer York Partnership website is about to be undertaken which will significantly improve the way members of the community can access support and get information on hate crime and how to report it.

Posters and leaflets have been widely disseminated across the city, explaining how to report hate crime. An audit of voluntary groups was developed as part of the consultation process which led to the development of the strategy and contacts with these groups established.

A hate crime pack containing posters, leaflets and reporting forms was agreed with North Yorkshire County Council and North Yorkshire Police and has been widely disseminated.

Make it easier for people to report hate crime

Communities of interest have been consulted to ensure that processes are acceptable and this has been signed off by the EAG. Part of this process included mapping and publishing a simple flowchart that detailed how to report hate crime and how it would be dealt with.

Media work is ongoing with periodic campaigns to raise awareness on hate crime reporting. This will form part of the communication strategy for Safer York Partnership and will be refreshed when the new website goes live. Work has been undertaken with the statutory and voluntary sector to develop hate crime reporting processes as part of the development of the hate crime packs. Awareness and training has been undertaken with a wide range of organisations.

A network of 13 reporting centres has been established. However, it is very rare that reports are received from these centres with the majority of incidents being reported directly to the police or the local authority.

Improve the support available to victims of hate crime

Work has been undertaken with voluntary sector support services to ensure that there is wide understanding of the support that is available to victims. Hate crime has featured as a priority within North Yorkshire Police with regular information provided on the force intranet about how to deal with reports of hate crime. Hate crime is included within the remit of the anti-social behaviour hub and forms part of the risk assessment process where repeat and/or particularly vulnerable victims can be identified, discussed on a daily basis and action plans put into place. The Hub also runs the multi-agency problem solving (MAPS) process which includes the ability to convene a hate crime panel should the need arise.

Links have been established with the relevant support groups to ensure that information on their services can be made available to victims of hate crime through the ASB Hub.

Work has been undertaken as part of the establishment of the ASB Hub to embed hate crime within its victim centred approach.

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

Data capture on hate crime is still poor and it is estimated that it is still very much under reported. Whilst support agencies can give anecdotal evidence of incidents occurring, there are very few formal reports received. The level of hate crime in 2013-14 was 98 crimes. This was three more incidents (3% change) than the previous year. The pattern has followed a similar trend to previous years with the majority of incidents being of a racial nature and with small clusters of incidents centred on taxi services and late night refreshment establishments.

Breakdown of hate crime by ward and type has now been included in reports to the Safer York Partnership Board. Whilst it is possible to map this data, the level of incidents and spread across the city (with the exception of late night economy related incidents in the city centre) does add value to the availability of raw data.

As part of the development of the ASB Hub, work has been undertaken with North Yorkshire Police to ensure that repeat/vulnerable victims of hate crime are included in wider work to identify vulnerable victims of ASB. Hate crime has not been the subject of a dedicated thematic forum to date but has featured in workshop discussion on ASB more generally at the annual Crime Summit.

Jane Mowat

Head of Community Safety, City of York Council

September 2014

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Theme	Frontline Channels					Secondary Channels					Council Team
Equalities	Equality Advisory Group - public participation	Meet the Director	Meet the Leader			Equality Advisory Group	Meet the Director	Meet the Leader	Scrutiny Reviews	Welcoming City Task Group	Communities & Equalities (C&E)
Health & Wellbeing	Inclusive Sports										SAL
Planning	Planning Panels					Community Forums	Parish Councils				C&E
Customer Services	Customer Contact Centre										Customer Services
Volunteering	Volunteering										C&C
Housing / Tenants	Residents Associations	Estate Walkabouts	Tenant Panels	The Federation	Face to Face: Estate Manager						Housing / C&E
Various	Annual Residents' Survey										Policy
Local Democracy	Residents Forum	Face to Face: Community Involvement Officer	Contact Ward Cllr								C&E
Young People	Youth Council										Youth Support Services
Various	Citizens Panel										Marketing & Communications
Local Democracy	Council Meetings - public participation	Face to Face: Ward Cllr	Petition the Council			Participation in Local Democracy	Becoming a Cllr	Scrutiny Reviews			Democratic Services
Innovation	Genius										Performance
Transformation	Transformation Programme					Re-wiring Council Website Focus					Policy & Performance
All	Social Media Channels	Council Website	Ward Twitter	Council Twitter							Various

Communities of Identity

1. Age (0-100)
2. Carers (of older and disabled people)
3. Disability (blind, learning disability, deaf, physical disability)
4. Gender (male / female)
5. Gender Reassignment (transgender)
6. Pregnancy/Maternity (before /after bay)
7. Marriage & Civil Partnership
8. Race
9. Religion, belief (different faiths: christian, hindu, muslim etc)
10. Sexual orientation (gay, lesbian, bi-sexual, questioning)

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Cabinet**6 January 2015**

Report of the Cabinet Member for Health and Community Engagement

“A Fairer York” – Progress on developing York’s Equality Scheme**Summary**

1. The council is working on behalf of the Fairness and Equalities Board (FEB) to develop a new equality plan - “A Fairer York” - for the city covering the period 2015-17. This report explains the approach being taken and progress made, and asks Cabinet to note the proposed implementation of the plan.

Background

2. Since 2012, York’s Single Equality Scheme 2012-2015 has provided the objectives and targets for the city to work to in pursuit of greater fairness and equality. This document was shaped by the work of the York Fairness Commission, an independent body set up by the City of York Council to advise the authority on how to address deprivation, exclusion and inequality in the city. As a single document identifying challenges of fairness, the Equality Scheme has moved the agenda forward for the council and provided guidance for the work of council services.
3. In producing a new plan to cover the next period, up to 2017, consideration has been given to the strengths and weaknesses of the previous approach. Having a comprehensive plan which brings together an evidence base and a set of priorities has proved useful as a single focal point. However, partners have viewed the previous plan as council-centric, and it has not, perhaps, been seen as easily accessible or applicable across the wider city as it might.
4. In response, the new plan has been developed through consultation across the city, and will be owned by the city as a whole, though the Fairness and Equalities Board, rather than by the council. Although at

one level this is a small change, it is significant in recognising that no one agency can tackle the city's inequalities in isolation. Only through individuals, communities and organisations working together will the vision of "a Fairer York" be realised.

5. Whilst it is self-evident to a degree, it is worth noting that the value of the plan is in the action it generates and the outcomes it achieves. Having a plan in itself does not add value. Therefore, having a document that is engaging and accessible, inspiring individuals and organisations to change is of primary importance.
6. On this basis, the Equality Plan is intended to:
 - a. Provide a clear vision for what "A Fairer York" means
 - b. Provide an evidence base of fairness and equality in the city
 - c. Give clear priority areas for action
 - d. Inspire the city to act
 - e. Allow us to assess whether we have achieved the aims of the plan
7. Presenting a single document which achieves all these things, whilst remaining easy to read and accessible is challenging. Consideration is being given to the format in which it will be presented to ensure it is more than just a document which is seen, read and forgotten.

Consultation

8. Over the past 9 months, a huge amount of work has been undertaken to pull together an evidence base, baseline current performance and capture activities across the city in support of fairness. This has built upon the previous Single Equality Scheme, and involved consultation through a wide range of forums across the city. Annex A lists the groups involved to date.
9. This consultation has resulted in a set of priorities, agreed by the Fairness and Equalities Board that highlight the areas in which the city can improve to become a fairer place for all. These are outlined in the "Priorities" section below. These priorities are intentionally broad and will encompass a wide range of activity, reflecting a city-wide response.
10. Sitting beneath the priorities will be an action plan, which collates planned work from across the city into one place. This will not be a prescriptive or rigid action plan. By its nature, much of the work will be through partnerships and organisations working together – this

cannot be prescribed by any single authority. However, the action plan provides a starting point of activities which will contribute to the priorities, and it is hoped will be bolstered by further activity across the city.

11. Within the council, the Fairness Leadership Advisory Group (FLAG) has reviewed the draft plan and provided feedback on how it can be taken forward. The group highlighted the need for clarity on what will be different if the aims of the plan are achieved. This is further noted in the Vision section, below.

12. The Fairness and Equalities Board has reviewed progress and recommended an approach to the final structure of the plan. Whilst the group welcomed the evidence base and the priorities, the group wanted to see a very clear vision of what would be different as a result of achieving the plan's aims. Critically, the Fairness and Equalities Board wanted the plan to be brought to life through the views and ideas of communities across the city. For this reason, further work will be carried out to allow the content of the plan to be illustrated in this way.

Vision

13. In order that the plan achieves impact, the vision of what "A Fairer York" looks like is critical. At a detailed level, it will mean different things for different people. It is the intention that a sample of these different perspectives will be captured both within the plan itself, but there will be further opportunity for people to provide their views in a variety of ways throughout the life of the plan.

14. However, there still remains a need for a clear higher-level vision to which everybody can relate. This will describe the behaviour of people within "A Fairer York", so that it identifies action and highlights individual as well as organisations' contributions.

15. A working draft of this vision is *"A city where we all consider the effects of our actions on others and work together to make sure everybody gets fair opportunities. We look for inequality and where we find it, we work together to solve it for the good of the city as a whole."*

16. This will lead to the outcome that *"individuals can realise their potential, to work productively, to feel comfortable, healthy and happy,*

and to have a sense of achievement and belonging, together with the ability to make a contribution to their community.”

Priorities Identified

17. Through the analysis of indicators, review of previous work and consultation, the following priorities have been identified and agreed by Fairness and Equalities Board, which will form the focus of the plan:

a. **Economic Wellbeing:**

Ensuring that York enjoys good economic growth, decreasing the number of people on benefits, tackling inequality in employment and training, and addressing precarious employment (such as zero hour contracts), particularly for women, lone parents, BME communities, older people, young people, disabled people and those with a mental health condition.

Through our economic strategies we will also focus on reducing the gender pay gap, increasing adoption of the ‘Living Wage’ and continuing to tackle poverty particularly the number of children living in poverty.

b. **Learning and Educational Wellbeing:**

Improving the skills of York residents, increasing attainment of formal qualifications by people who don’t have any. We will focus on improving educational attainment for children entitled to Free School Meals, Looked after Children, Gypsy and Traveller Children, BME children, and those with Special Educational Needs.

c. **Health and Wellbeing:**

Working to improve health outcomes for those living within deprived neighbourhoods, preventing homelessness, reducing the increasing incidence of food and fuel poverty, tackling alcohol, smoking and substance misuse issues amongst young people and pregnant women, reducing obesity, particularly childhood obesity, and increase the number of physically active adults.

We will improve support for those with a mental health condition and the increasing number of people with dementia and/or suffering social isolation whilst enabling them to live independently within the community.

We will recognise the valuable contribution that volunteers, carers, young carers and communities make.

d. Community Wellbeing:

Making York a welcoming city, respecting and celebrating diversity, building strong communities where people from different backgrounds respect each other and get on well together, where people feel safe and children are happy, tackling and preventing hate crime, bullying in schools (particularly against LGB pupils), anti-social behaviour, honour crime and domestic violence.

We will empower communities to develop their own solutions to local issues enabling them to access, influence and co-design and commission services to meet agreed outcomes.

We will improve housing conditions and increase access to affordable housing for the elderly, disabled people, those with a mental health condition, the BME community, Gypsy and Traveller Families and young people particularly those leaving care.

We will ensure that equality information is collected, monitored and used to improve access to services and service provision, and we will tackle negative and discriminatory attitudes from the public and service providers towards BME, LGBT, disabled people, those with a mental health condition and deaf people.

18. The descriptions of these will be refined as we gather feedback of what these outcomes mean for our communities.

19. Indicators which underpin these priorities are provided in Annexes B to E.

Implementation and Monitoring

20. As noted above, the plan will be owned by the Fairness and Equalities Board. It is anticipated that work to develop the plan will be complete in February, after which it will be signed off by the board.

21. It is recommended that there is then a Cabinet Member decision on whether City of York Council will sign up to the plan.

22. In order to achieve maximum impact, it is envisaged that there will be a public launch of the plan, with subsequent awareness-raising at key forums across the city. To achieve wider engagement, options are being considered for asking people to respond, outlining what “A Fairer York” means to them. This could be done in a number of ways, which would allow people to respond in a number of formats, producing a rich and varied picture of the city’s ambitions for fairness. The options for this will be further considered with the Fairness and Equality Board.
23. Monitoring will primarily be based on outcomes, seen through equality indicators monitored by the council and the Fairness and Equalities Board. It will not be feasible to monitor every action across the city, but the board will continue to seek out good practice or will investigate further any issues which are brought to light through feedback or equality indicators.

Council Plan

24. The Equality Plan supports all of the council plan priorities in ensuring that all services are fairly provided. It has particular relevance to Protecting Vulnerable People, as individual communities of identity may be vulnerable to discrimination.
25. The plan is also relevant to Creating Jobs and Growing the Economy. Research by OECD and WMF shows that inequality can suppress economic growth. Conversely, a fairer economy is likely to achieve greater levels of sustained growth.

Implications

- 26.
- **Financial** – There are no direct financial implications.
 - **Human Resources (HR)** – There are no HR implications
 - **Equalities** – The plan relates directly to the city’s ambitions for fairness and equality. It is the intended purpose of the plan to improve equality, tackle inequality and promote an awareness of the benefits of a fairer city.
 - **Legal** - The public sector equality duty consists of a general equality duty, set out in section 149 of the Equality Act 2010, and the specific duties which came into law in 2011. In

summary, those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- a. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- b. Advance equality of opportunity between people who share a protected characteristic and those who do not.
- c. Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low
- **Crime and Disorder** – There are no direct crime and disorder implications, although the plan will address areas which seek to improve the city's response to Hate Crime and discrimination under the Equality Act 2010
- **Information Technology (IT)** - There are no IT implications
- **Property** – There are no property implications

Risk Management

27. No known risks

Recommendations

28. Members are asked to note the progress made and the proposed way forward, and for a future Member Decision on whether the Council will sign up to the plan.

Reason: To allow work to continue, on behalf of the Fairness and Equalities Board, in pursuit of A Fairer York.

Contact Details

Author:	Cabinet Member and Chief Officer responsible for the report:		
Will Boardman Strategy and Policy Group Manager (People and Neighbourhoods) Office of the Chief Executive Tel No. 553412	Cllr Linsay Cunningham-Cross, Cabinet Member for Health and Community Engagement Sally Burns Director of Communities and Neighbourhood Services		
	Report Approved	√	Date 19 December 2014
Specialist Implications Officer(s)			
Wards Affected: All			√
For further information please contact the author of the report			

Annexes

Annex A - Groups consulted in the development of the Equality Plan
 Annex B – Economic Wellbeing
 Annex C – Learning and Educational Wellbeing
 Annex D – Health and Wellbeing
 Annex E – Community Wellbeing

Abbreviations

BME – Black and Minority Ethnic
 FEB – Fairness and Equalities Board
 FLAG – Fairness Leadership Advisory Group
 LGBT – Lesbian, Gay, Bisexual, Transgender
 OECD – Organisation for Economic Co-operation and Development
 WMF – World Monetary Fund

Annex A – Groups consulted in the development of the Equality Plan

City-wide groups

York Lesbian, Gay, Bisexual and Transgender (LGBT) Forum
York Racial Equality Network (YREN)
York Unifying Multicultural Initiative (YUMI)
Community and Voluntary Service Forums:
 Mental Health
 Learning Difficulties
 Children, Young People and Families
 Older People and People with Long Term Conditions











Council Partnerships










Equality Advisory Group
Fairness and Equalities Board
York Economic Partnership
Health and Wellbeing Board
Safer York Partnership
YorOK Board





Council Boards and Committees





All Council Scrutiny Committees
Building Strong Communities Board
Create Jobs and Grow the Economy Board
Protect Vulnerable People Board
City and Environmental Services Departmental Management Team
Corporate Leadership Group








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Economic Wellbeing								
Employment	2011/12	2012/13	2013/14	2014/15 (Sept)	Trend	Y&H	GB	Stat Neighbours
Total Business Start ups	1287	1169	1013	883				
Total Business Start ups by Ethnicity (Asian)	6	3	3	No Data				
% Self Employed	7.6%	8.7%	8.7%	7.1%		8.5%	9.9%	
Employment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Total In Employment	100,500	105,700	103,300	105,800 June 14				
Total Employee Jobs	103,500	101,600	102,400		 			
% of working age population	66.9%	66.6%	66.5%			63.6%	63.8%	
% of working age population in employment (16-64)	75.9%	75.9%	73.6%	74.4% (June 14)				
Employment rates of males	76.5%	77.7%	76%	76.3% (June14)		75.1%	77.1%	
Employment rates of females	69.4%	74.2%	71.7%	72.5% (June14)		65.3%	67.1%	





Employment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% in full time work	71.4%	65.4%	68%	66.1% (June14)		73.2%	74.2%	
% in part time work	28.6%	34.6%	31.8%	33.2% (June14)		25.3%	26.3%	
% of male working part time	13.4%	12.3%	14.1%	16.02% (June14)		11.9%	11.1%	
% of females working part time	45.02%	57.5%	50.72%	51.02% (June 2014)		42.9%	41.6%	
% of Age 50- 64 in employment	64.9%	72.7%	72.6%	68.9% (June 2014)		67.1%	67.7%	
% of Female Age 50-64 in employment	59%	68.3%	67.5%	63.9% June 2014		61.7%	62.4%	
% of Males Age 50 -64 in employment	70.8%	76.7%	78.1%	74.8% (June 2014)		72.3%	73.7%	
% of over 65 in employment	6.3%	5.1%	6.2%	6.6% (June 2014)		7.6%	9.9%	
Employment rate of Males over 65	5.7%	5.5%	9.4%	9.3% (June 2014)		10.4%	12.9%	







Employment of Females over 65	6.8%	4.8%	3.6%	4.7% (June 2014)		5.2%	7.3%	
Employment of Vulnerable People	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Proportion of adults in contact with mental health services in paid employment	11.5%	11.9%	10.3%	Annual		10%	8.8%	10.56%
Proportion of adults with learning disabilities in paid employment	10.3%	8.7%	7.7%	2.71% (Qtr2) Target 4%		6.5%	7%	7.88%
Employment of Vulnerable People	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Care leavers at 19 in Education, Employment and Training	50%	74%	71%	52% (Qtr 2)		58%	58%	54.5%







Total participation in education (inc PT) and work based learning	91%	91%				85%	85%	85.3%
NEET	2011/12	2012/13	2013/14	2014/15	Trend			Stat Neighbours
% 16 -18 years olds not in education, employment or training	5.60%	4.90%	4.20%					
% of Year – 12 -14 young people who are NEET with Learning Disabilities Difficulties			27%	27.6%				
% of young people ending their YOT supervised order who are NEET	22.5%	26.5%	28%	Avail Oct				










Ethnicity of working age population	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% 16-64 employment rate of white	75.8%	75.5%	74.8%					
% 16-64 Employment rate of ethnic minorities	74%	65.1%	57.2%					
16-64 employment rate for all mixed ethnic group	70.1%	70.9%	56.1%					
16-64 employment rate for all Indians	92%	100%	62.2%					
16-64 employment rate for all Pakistanis/Bangladeshis	N/K	N/K	87.5%					
16-64 employment rate for all other ethnic group	64.5%	51.9%	51.3%					
Ethnicity Economically Active Males	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of white males aged 16-64 who are economically active	76.2%	76.7%	76.5%					
% of ethnic minority males of aged 16-64 who are economically active	74.6%	82.9%	64.8%					






Ethnicity Economically Active Males	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of other ethnic group males of aged 16-64 who are economically active	53.2 %	71.8%	57.6%					
Ethnicity of working age Female population Economically Active	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of white Females aged 16-64 who are economically active	75.5%	74.4%	73.1%					
% of ethnic minority Females of aged 16-64 who are economically active	73.3%	50.9%	50.7%					
% of other ethnic group Females of aged 16-64 who are economically active	73.1%	42.6%	44.2%					
% of Pakistani/Bangladeshi females aged 16-64 who are economically active	N/K	N/K	87%					






Apprenticeships	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Apprenticeship start programme (All ages)	1492	1668	1580	Annual				
Apprenticeship start programme (16- 18 yr olds)	318	355	352	Annual				
Apprenticeship start programme (19-24 Year olds)	559	591	516	Annual				
Apprenticeship start programme (25+)	615	722	712	Annual				





Unemployment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
York's unemployment rate below the national	2.10%	1.80%	2.20%					
% unemployed	5.4%	5.8%	4.7%			8.6%	7.2%	
% who are economically inactive - aged 16-64	20%	20.3%	22.7%					
Ethnicity of Economically inactive	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of whites aged 16-64 who are economically inactive	19.8%	19.7%	21.5%					
% of ethnic minority aged 16-64 who are economically inactive	23.4%	32.7%	40.1%					
% of mixed ethnic group of aged 16-64 who are economically inactive	N/K	N/K	35.4%					
% of other ethnic group of aged 16-64 who are economically inactive	30.4%	44.2%	46.7%					

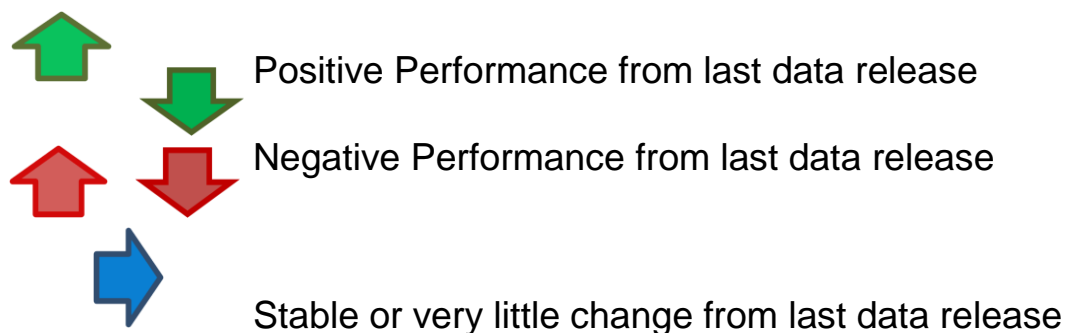
Ethnicity of Males economically inactive	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of white males aged 16-64 who are economically inactive	19.8%	19.7%	18.3%					
% of ethnic minority males of aged 16-64 who are economically inactive	20.4%	N/K	32.3%					
% of other ethnic group males of aged 16-64 who are economically inactive	35%	N/K	38.4%					
Ethnicity of Females economically inactive	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of white females aged 16-64 who are economically inactive	21.8%	21.1%	24.7%					
% of ethnic minority females of aged 16-64 who are economically inactive	26.7%	49.1%	46.7%					
% of other ethnic group females of aged 16-64 who	26.9%	57.4%	55.8%					

are economically inactive								
Job Seekers Allowance	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
JSA Claimants % of Working Age Population (16-64)	2.60%	2.40%	1.80%	1.10% (Oct 14)		2.3%	2.1%	
JSA Claimants: 16 to 64 Over one year % of Working Age Population	0.4%	0.6%	0.4%	0.2% (Oct 14)		0.7%	0.6%	
JSA Claimants: 18 to 24 Numbers	1005	770	530	295 (Aug 14)				
JSA Claimants: 18 to 24 % of Working Age Population	3.70%	3.00%	1.80%	1.00% (Oct 2014)		4.6%	3.5%	
JSA 18-24 less than 6 months	2.9%	2%	1.4%	0.8% (Oct 14)		3.1%	2.5%	
JSA 18-24 (6 -12 months)	0.5%	0.3%	0.1%	0.1% (Aug 14)		0.6%	0.4%	
JSA 18-24 more than 12 months	0.5%	0.3%	0.1%	0.1% (Oct14)		0.9%	0.5%	
JSA 16-24 Claimants	3.3%	2.4%	1.6%	0.9% (Oct 14)		3.7%	2.8%	
JSA 16-24 Claimants (over one year)	0.2%	0.4%	0.2%	0.1% (Oct 14)		0.7%	0.4%	

JSA Male Claimants		3. %	2.1%	1.3% (Oct14)		3.9%	2.7%	
JSA Female Claimants		1.6%	1.2%	0.7% (Oct 14)		2.2%	1.6%	
JSA Claimants Ethnicity	65 (July 2011)	80 (July 12)	60 (July 13)	40 June 14				
JSA Claimants Ethnicity- Males				25				
JSA Claimants Ethnicity- Females				15				
Source: ONS - Job Seekers Allowance Claimants (Monthly)								
Benefit Claimants	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Total Benefit Claimants (Working Age 16-64)	11,930	11,800	11,000	10,180 (May 14)				
Lone Parents (Working Age 16-64)	1,160	1,060	920	840 May 14)				
Source: DWP - Benefit Claimants (Quarterly)								

Workless Households	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Workless Households % of all Households	14.90%	13.20%						
Children under 16 in Workless Households	10.10%	6.10%				16.9%	14.9%	
% of lone parents out of work	0.9% (Feb 11)	0.8% (Feb 12)	0.7% (Feb 13)	0.6% (Feb 14)		1.3%	1.2%	
Source: ONS - Annual Population Survey (Annual) - discontinued 2012/13								
Child Poverty	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Proportion of Children in Child Poverty (HMRC)	12.50%	11.10%						
Source: HMRC - Personal Tax Credits (Annual)								
Pay	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Number of Employers Paying the ' Living Wage'								
Average earnings of residents - Gross Weekly Pay	£487.60	£523.10	£523.00			£518.1	£479.	
(% difference York & GB)	-2.58%	2.83%	0.94%					






Pay	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Earnings gap between the 25 percentile and the median (York)	£216.50	£244.10	£234.80					
Gross weekly pay Full Time Male Residence Based	£498.2	£541.6	£542.1			£519.4	£558.8	
Gross weekly pay Full Time Female Residence Based	£444.3	£462.8	£445.2			£414.5	£459.8	
Difference in gender pay gap residence based - £	£53.9	£78.8	£96.9			£104.9	£99	
Source: ONS - Annual Survey of Hours and Earnings (Annual)								












Green :York Performs Better






Red : York Performs Worse







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Learning and Educational Wellbeing								
Educational Attainment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Total participation in education (inc PT) and work based learning	91%	91%				85%	85%	85.3%
% of working age population with no qualifications	6.8% Jan 11- Dec 11	6.4% Jan 12- Dec 12	6.9% Jan 13- Dec 13			10.40%	9.30%	
% of working age population qualified	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
to at least L2 and above*	77.1%	79.8%	80.2%					
to at least L3 and above*	60.60%	65.60%	65.70%					
to at least L4 and above*	40.80%	41.30%	40.60%					
Source: ONS - Annual Population Survey (Annual)								



% of working age population qualified	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of young people who achieve a Level 2 qualification by 19	83%	86%	86%	Available Qtr4		83.20%	84.40%	86.35%
Attainment of a Level 2 qualification by age 19 - FSM group	48.0%	57.0%	65.0%	Available Qtr4		67.00%	71.00%	70.33%
Gap in the attainment of a Level 2 qualification including English and Maths by the age of 19 - FSM / Non FSM	40.0%	38.0%	38.0%	Available Qtr4		30.00%	27.00%	31.20%




Educational Attainment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of young people who achieve a Level 3 qualification by the age of 19	59%	62%	59%	Available Qtr4		53.20%	57.30%	59.24%
Attainment of a Level 3 qualification by age 19 - FSM group	25.0%	31.0%	23.0%	Available Qtr4		29.00%	35.00%	32.07%
Key Stage 2 RWM % of pupils achieving		79%	77%	79%		75%	79%	79.8%
% of Looked After Children achieving Level 4+ in Reading, Writing and Maths at Key Stage 2			40%	25%				
% of FSM pupils achieving Level 4+ in Reading, Writing and Maths at Key Stage 2			54%	60%				
% of SEN (non-statemented) pupils achieving Level 4+ in Reading, Writing and Maths at Key Stage 2 (New indicator)	N/A	N/A	18%	29%				

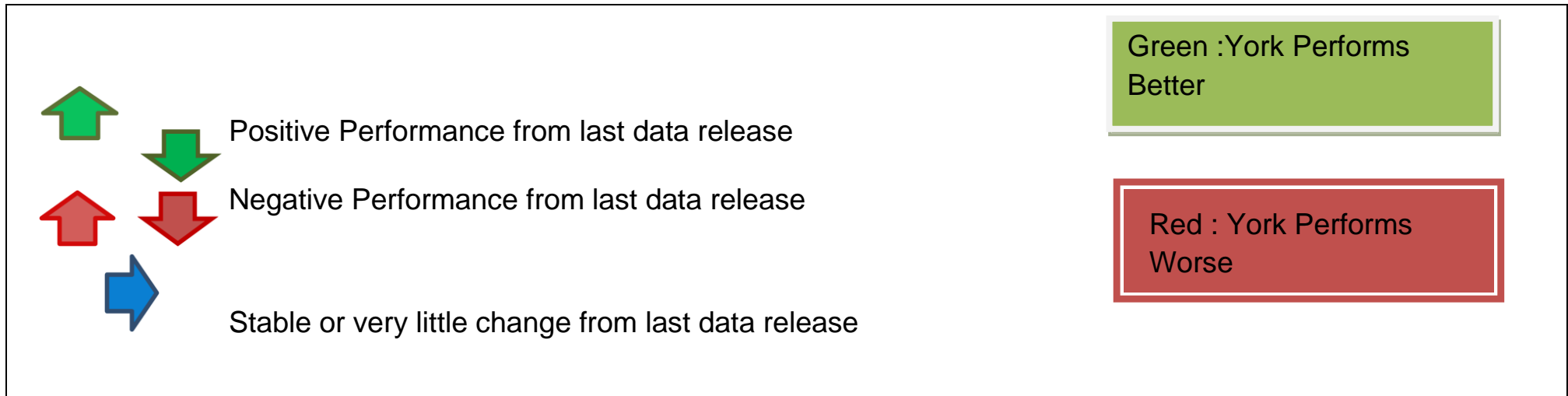
Educational Attainment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
KS2 attainment in English for White pupils	83.0%	85.0%				84.00%	86.00%	87.13%
KS2 attainment in English for Mixed race pupils	91.0%	90.0%				83.00%	87.00%	87.29%
KS2 attainment in English for Asian pupils	N/A	88.0%				82.00%	86.00%	85.57%
KS2 attainment in English for Black pupils	N/A	N/A				81.00%	85.00%	80.80%
KS2 attainment in English for Chinese pupils	100.0%	100.0%				87.00%	90.00%	97.25%
KS2 attainment in Maths for White pupils	82.0%	85.0%	84.0%			83.00%	85.00%	86.60%
KS2 attainment in Maths for Mixed race pupils	89.0%	69.0%	83.0%			81.00%	85.00%	85.53%
KS2 attainment in Maths for Asian pupils	N/A	N/A	82.0%			80.00%	85.00%	86.57%

Educational Attainment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
KS2 attainment in Maths for Black pupils	N/A	N/A	-			75.00%	83.00%	80.17%
KS2 attainment in Maths for Chinese pupils	100.0%	100.0%	-			95.00%	95.00%	100.00%
KS2 attainment in E&M for White pupils	77.0%	80.0%				78.00%	80.00%	81.60%
KS2 attainment in E&M for Mixed race pupils	83.0%	69.0%				75.00%	80.00%	79.86%
KS2 attainment in E&M for Asian pupils	N/A	84.0%				75.00%	80.00%	80.53%
KS2 attainment in E&M for Black pupils	N/A	N/A				72.00%	77.00%	69.18%
KS2 attainment in E&M for Chinese pupils	100.0%	100.0%				85.00%	89.00%	97.25%
KS4 attainment 5A*-C for White pupils	84.3%	88.1%	87.4%			84.60%	82.60%	83.89%
KS4 5 A*-C grades English and Maths	62.1%	62.7%	67.4%	65%		59.50%	59.20%	16 out of 152 Local Authorities in England







Educational Attainment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of FSM pupils achieving 5+ A*-Cs GCSE (or equivalent) including English & Maths at Key Stage 4	31.0%	36.2%	40.2%	42%				
Difference in % between pupils eligible for FSM and those not, achieving 5+A*-C or (equivalent) Inc E&M at KS4	33.5%	28.9%	29.4%	42%		30.60%	26.70%	32.36%
% of Looked after children achieving 5 A*-C including English and Maths	24%	13%	22%	Available Qtr 3		14.10%	15.30%	20.23%
% of SEN pupils without a statement achieving 5+A*-C inc English & Maths GCSE.	16.7%	19.7%	23.0%	25%		23.50%	26.60%	28.31%
% of SEN pupils with a statement achieving 5+A*-C inc English & Maths GCSE.	8.7%	N/A	9.8%			9.30%	9.50%	10.04%









Educational Attainment	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
KS4 attainment 5A*-C inc E&M for Mixed race pupils	77.4%	N/A	73.1%					
KS4 attainment 5A*-C inc E&M for Asian pupils	58.8%	51.6%	73.3%			54.80%	64.90%	63.74%
KS4 attainment 5A*-C inc E&M for Black pupils	N/A	N/A	62.5%			51.20%	58.70%	54.18%
KS4 attainment 5A*-C inc E&M for Chinese pupils	N/A	100.0%	N/A			77.80%	80.10%	67.93%
Standards of Schools	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
% of Schools rated "Inadequate" by Ofsted		2%	5%	Available Qtr4		4.00%	3.00%	
% of Schools rated "Requires Improvement" by Ofsted		31%	20.0%	Available Qtr4		23.00%	18.00%	
Early Year Places	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
Free childcare places for 2 year olds			279	Available March-15				
% Take up of early education places by eligible two year olds			78%	Available March-15				






NEET	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Stat Neighbours
16-18 year olds not in Education, Employment or Training	4.9%	4.2%				5.7%	5.2%	4.7%
% of young people ending their YOT supervised order who are NEET (New definition 2013/14 cumulative)	22.5%	26.5%	28.3%	26.5% (Qtr1)				
% of Year 12-14 young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement)	N/A	N/A	26.70%	27.6%				














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Health and Wellbeing								
Homelessness	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Number of homeless households in temporary accommodation	99 (Sept11)	109 (Sept 12)	90 (Sept 13)	67(Sept 14)				
Number of homeless households with dependent children in temporary accommodation SNAPSHOT	53	47	44	N/A				
Number of households for whom positive action has prevented homelessness	189 (April-Sept 11)	175 (April-Sept 12)	104 (April-Sept 13)	108(April -Sept 14)				
Number of 16-17 year olds accepted as homeless	20	2	1	0				
Number formally presenting as homeless		104(April-Sept 12)	99 (April-Sept 13)	81(April-Sept 14)				
Number of Households accepted as homeless	87 (April-Sept)	69 (April-Sept)	54 (April-Sept)	43 (April-Sept)				








Homelessness	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Numbers of Households accepted as homeless where the main priority need category is:								
- Dependent children	39 Apr-Sept)	32 (April-Sept)	26 (April-Sept)	25 (April-Sept)				
- Pregnancy	10 (Apr-Sept)	11 (Apr-Sept)	7 (Apr-Sept)	1 (Apr-Sept)				
- Young Person (16-17 or care leaver 18-20)	14 (Apr-Sept)	1 (Apr-Sept)	1 (Apr-Sept)	2 (Apr-Sept)				
- Vulnerable due to Old Age	0(Apr-Sept)	5 (Apr-Sept)	0 (Apr-Sept)	0 (Apr-Sept)				
- Vulnerable due to Physical disability	14 (Apr-Sept)	13 (Apr-Sept)	8 (Apr-Sept)	6 (Apr-Sept)				
- Vulnerable due to Mental illness or disability	5 (Apr-Sept)	4 (Apr-Sept)	9 (Apr-Sept)	4(Apr-Sept)				
- Domestic violence	1 (Apr-Sept)	3 (Apr-Sept)	3 (Apr-Sept)	2 (Apr-Sept)				
Other	4 (Apr-Sept)	0 (Apr-Sept)	0 (Apr-Sept)	3 (Apr-Sept)				







Homelessness	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Ethnicity								
White		63 (Apr-Sept)	40 (Apr-Sept)	39 (Apr-Sept)				
African Caribbean		1 (Apr-Sept)	Change of Definition					
Indian Pakistani Bangladeshi		0 (Apr-Sept)						
Other Ethnic Origin		0 (Apr-Sept)						
Ethnic Origin Not Known		5 (Apr-Sept)	11 (Apr-Sept)	1 (Apr-Sept)				
Black	Change of Definition		2 (Apr-Sept)	1 (Apr-Sept)				
Asian			0 (Apr-Sept)	0 (Apr-Sept)				
Mixed Other			2 (Apr-Sept)	2 (Apr-Sept)				





Homelessness	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Numbers of Households accepted as homeless - age of applicant:								
16-24		19(Apr-Sept)	14 (Apr-Sept)	14(Apr-Sept)				
25-44		38(Apr-Sept)	23(Apr-Sept)	22 (Apr-Sept)				
45-59		12(Apr-Sept)	15 (Apr-Sept)	6 (Apr-Sept)				
60-64		0(Apr-Sept)	2 (Apr-Sept)	1 (Apr-Sept)				
65-74		0(Apr-Sept)	0 (Apr-Sept)	0(Apr-Sept)				
75+		0(Apr-Sept)	0 (Apr-Sept)	0 (Apr-Sept)				







Health inequalities	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Life Expectancy at birth - Male	79.6	79.4	79.6	Annual		78.3	79.2	
Life Expectancy at birth - Female	82.9	83.2	83.	Annual		82.2	83.0	
Slope index of inequality in life expectancy - Male	9.6	8.4	7.2	Annual			9.2	
Slope index of inequality in life expectancy - Female	5.1	5.4	5.9	Annual			6.8	
Over 50 in sport (3 x 30 mins a week)		16.8 (2010/12)	Awaiting Information					
People with a long term disability in sport (3x30 mins a week)		9.3 (2010/12)	Awaiting Information					
Percentage of physically active adults		61.5%	65.1%	Annual		54.7%	55.6%	
Excess weight in adults		58.4 (2012)				65.4	63.8	
Reduce the % of Over 18's drinking at increasing and at risk levels.	N/A	29.7%	Awaiting Information			24.5%	22.3%	




Health inequalities	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Under 75 mortality rate from liver disease considered preventable	11.6	13.1				16.4	15.8	
Smoking status at time of delivery - Female	13.9	13.7				16.5	12.7	
Smoking prevalence - routine & manual	24.0	26.2				33.2	29.7	
Under 18 conceptions: conceptions	26.6	23				31.7	27.7	
Under 18 conceptions: conceptions in those aged under 16 - Female	3.4	6.2				6.8	5.6	
Mental Health	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
York population aged 65 and over predicted to have dementia (POPPI)	38,100	39,400	40,600					
	2016	2018	2020					
Social Isolation: % of adult social care users who have as much social contact as they would like	45.8%	42.7%	43%	Annual		45.4%	43.2%	




Mental Health	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Self-reported well-being - people with a low happiness score	11.1%	8.4%	Awaiting Information			10.9%	10.4%	
Self-reported well-being - people with a high anxiety score	22.6%	20.8%	Awaiting Information			21.3%	21.0%	
Suicide rate	8.3	7.8	Awaiting Information			8.6	8.5	
Health and Wellbeing of Children	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of reception year children recorded as being obese	8.5%	8.0%	Awaiting Information			8.94%	9.27%	
% of children in year 6 recorded as being obese	16.1%	16.4%	Awaiting Information			19.01%	18.92%	
% of children who are eligible for a free school meal in the primary sector - exc Danesgate	11.5%	11.1%	10.3%	Annual		18.10%	17.00%	
% of those eligible taking a free meal	76.3%	75.4%	76.8%	Annual				



Health and Wellbeing of Children	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of children who are eligible for a free school meal in the secondary sector exc Danesgate	8.4%	8.4%	7.8%	Annual		15.60%	14.60%	
% of those eligible taking a free meal	80.4%	76.3%	76.3%	Annual				
Proportion of Children in Child Poverty (HMRC	12.5%	11.10%				21.10%	20.10%	
Numbers of Children with a Child Protection Plan (per 10k shown in brackets)	162 (47)	137 (38)	131 (36)	120 (33) (Qtr2)		(47)	(38)	(37)
% of children ceasing to be the subject of a Child Protection Plan who had been the subject of a CPP continuously for two years or longer.	2%	4%	6%	11.4% (Qtr2)				
% of children becoming the subject of a Child Protection Plan for a second or subsequent time	17%	19%	11%	13.3% (Qtr 2)				






Health and Wellbeing of Children	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of young people ending their YOT supervised order who are NEET (New definition from 2013/14 - cumulative)	23%	27%	28%	26.5% (Qtr1)				
% of pupils who reported frequent verbal bullying incidents in Primary schools. (as recorded via the 'Someone to Turn to' pupil survey)	8.9%	8.0%	3.3%	Annual				
% of pupils who reported frequent verbal bullying incidents in Secondary schools Yr 8. ('Someone to Turn to' pupil survey)	-	4.5%	8.5%	Annual				
% of care leavers in suitable accommodation	95%	100%	100%	92% (Qtr 2)		89%	88%	86.8%

Fuel Poverty	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Fuel Poverty	11.0%	9.1% (Latest)				10.8%	10.4%	
Excess Winter Deaths Index (3 years, all ages)	24.8	18.1				15.7	16.5	
Excess Winter Deaths Index (single year, ages 85+)	24.8	27.7				23.1%	22.6	
Supporting Independence	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
People supported to live independently through social services PREVENTION	N/A	2822	2570	2552 (Qtr 2)				
People supported to live independently through social services PACKAGES OF CARE	N/A	1751	1753	1824				
Adults with learning disabilities in settled accommodation	73.10%	63.20%	82.60%	24.83% Qtr 2		77.90%	73.50%	

Supporting Independence	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
The proportion of adults in contact with secondary mental health services living independently, with or without support, expressed as a percentage	53.90%	63.90%	68.60%	Annual		63.10%	58.50%	
Total number of customers (Warden Call and telecare)	N/A	N/A	2982					
Carer-reported quality of life score	N/A	8.50%		Annual				
Overall satisfaction of people who use services with their care and support	64.00%	65.80%	67.4%	Annual			64.9%	
Overall satisfaction of carers with social services	N/A	54.50%		Annual			N/K	
The proportion of carers who report that they have been included or consulted in discussion about the person they care for	N/A	83.80%		Annual			N/K	
The proportion of people who use services who have control over their daily life,	78.20%	80.50%	80.3%	Annual			76.7%	

expressed as a percentage								
Supporting Independence	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Number of adults and older people and carers receiving self directed support in the year to 31st March as a % of all clients receiving community based services and carers receiving carer specific services	N/A	31.50%	33.85%	34.86% Aug 2014			62.1%	
Number of adults and older people and carers receiving self directed support via a direct payment in the year to 31st March as a % of all clients receiving community based services and carers receiving carer specific services	14.40%	12.40%	9.39%	7.66%			19.1%	
Economic Wellbeing	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
The proportion of adults in contact with secondary	11.50%	11.90%	10.30 %	Annual		10.00%	8.80%	10.56%









mental health services in paid employment								
Economic Wellbeing	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
The proportion of adults with learning disabilities in paid employment	10.30%	8.70%	7.70%	2.71% (Qtr2)		6.50%	7.00%	7.88%
Adults with Learning disabilities in employment includes Supported employment (less than Min. Wage)	20.66%	38.58%	45.4%	Annual				






-   Positive Performance from last data release
-   Negative Performance from last data release
-  Stable or very little change from last data release







Green :York Performs Better












Red : York Performs Worse




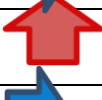






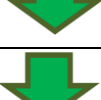

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Community Wellbeing								
Housing	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Net additional homes provided	321	482	345	Annual				
Number of new affordable homes delivered in York	151	115	47	50				
Number of council homes let by direct exchange	199	216	248	77 (Aug)				
Number of active applicants on North Yorkshire Home Choice who are registered with CYC (Waiting List)	3972	4692	2420	1207 (July)				
% of white British on waiting list	90.4%	89.7%	88.0%	87% (July)				
% of BAME on waiting list	8.6%	9.3%	11.0%	13% (July)				
Number BAME accessing council housing and %	33/628	36/562	28/614	10/237 (July)				
	5.3%	6.4%	4.60%	4.22% (July)				
% of people on waiting list with a disability	14.7%	17.6%	25.1%	28.4% (July)				









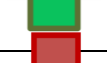


Housing	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Number of disabled people accessing council housing	Data not available	Data not available	Data not available	Data not available				
% of Young People on waiting list 16-24	20.9%	17.4%	16.3%	16% (July)				
16-24 year olds accessing council housing	Data not available	Data not available	Data not available	Data not available				
Members of Landlord Accreditation Scheme			25	97 (9Sept)				
The proportion of adults with learning disabilities who live in their own home or with family, expressed as a percentage	73.10%	63.20%	82.60%	Annual				
The proportion of adults in contact with secondary mental health services living independently, with or without support, expressed as a percentage	53.90%	63.90%	68.60%	Annual				
% of Care Leavers at 19 in suitable accommodation	100%	100%	100%	92% (Sept)		89%	88%	86.8%













Domestic Violence	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Domestic Violence incidents	2739	2476	2823	1618 (Oct)				
Repeat incidents of domestic violence	24%	34%	32%	NA				
Crime	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
All crime from Quanta	13576	11928	11290	5580 (Sept)				
ASB	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
NYP recorded ASB calls for service	10381	9421	10381	5241 Sept				
CYC recorded ASB calls for service	3511	3626	3511	NA				
Total ASB calls	13892	13047	13892	NA				

Big York Survey customer results	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of respondents to the Big York Survey who agree that ASB is not a problem in York Highlighted in red is areas of concern								
All	64%		62%					
Deprived Areas	49%		49%					
18-24	64%		67%					
25-34	63%		62%					
35-44	63%		59%					
45-54	58%		61%					
55-64	61%		63%					
65-74	63%		70%					
75+	76%		73%					
BaME	69%		64%					
Disabled	58%		56%					
Carer	N/A		53%					
LGBT (responses make data not statistically significant)	64%		Not Known					













Hate Crime	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Number of Hate Crime Centres			13	13 Sept)				
Hate Crime Incidents	2011/12	2012/13	2013/14	2014/15 Sept 14	Trend	Y&H	GB	Comparators
Age-related	1	1	0	0				
Asylum seeker	0	0	0	0				
Disability	3	2	1	8				
Gender	0	1	0	0				
Heterophobic	0	0	0	0				
Homophobic	11	5	2	2				
Irish travellers	0	0	0	0				
Migrant worker	0	0	0	0				
Racial	87	81	82	39				
Refugee	0	0	2	0				
Religious	2	0	2	1				

Hate Crime Incidents	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Romany peoples	0	0	0	0				
Sexual Orientation	Not reported	5	7	3				
Transgender	1	0	2	1				
Vulnerable adult	1	0	0	0				
Total Hate crime incidents	106	95	98	54				
Young Offenders	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
Rate of proven re-offending by young offenders aged 10 to 17 (New definition from 2013/14 - set 12 month cohort cumulative)			1.27	Avail Oct 14				
Young people sentenced to custody (rate per 10000 10-17 year olds in York) (New definition from 2013/14 - rolling 12 month cohort)	8.20	6.94	9.01 (Mar13-Apr14)	Avail Oct 14				

Big York Survey customer results	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of respondents to the Big York Survey who agree that Hate crime is not a problem in York . Highlighted in red : areas of concern								
All	89%		89%					
Deprived Areas	85%		88%					
18-24	89%		90%					
25-34	92%		89%					
35-44	93%		91%					
45-54	92%		90%					
55-64	91%		92%					
65-74	90%		92%					
75+	82%		91%					
BaME	86%		82%					
Disabled	80%		80%					
Carer	Not asked		82%					
LGBT (responses make data not statistically significant)	Not asked		85.90%					

Big York Survey customer results	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of respondents to the Big York Survey who agreed that they can influence decisions affecting their local area? Highlighted in red is areas of concern								
All	29%		24%					
Deprived Areas	26%		19%					
18-24	30%		29%					
25-34	26%		22%					
35-44	36%		28%					
45-54	30%		29%					
55-64	25%		27%					
65-74	30%		33%					
75+	31%		24%					
BaME	34%		31%					
Disabled	31%		26%					
Carer	19%		25%					
LGBT (responses make data not statistically significant)	N/A		19%					

Big York Survey customer results	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of respondents to the Big York Survey who stated that they volunteer at least once per week . Highlighted in red is areas of concern								
All			21%					
Deprived Areas			20%					
18-24			23%					
25-34			17%					
35-44			14%					
45-54			20%					
55-64			26%					
65-74			37%					
75+			20%					
BaME			29%					
Disabled			22%					
Carer			30%					
LGBT (responses make data not statistically significant)			Not Known					

Big York Survey customer results	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of respondents to the Big York Survey who agree York is a place where people from different backgrounds get on well? Highlighted in red is areas of concern								
All	73%		79%					
Deprived Areas	67%		51%					
18-24	91%		62%					
25-34	70%		56%					
35-44	72%		60%					
45-54	69%		60%					
55-64	68%		61%					
65-74	73%		67%					
75+	80%		67%					
BaME	81%		67%					
Disabled	72%		62%					
Carer	71%		51%					
LGBT (responses make data not statistically significant)	Not available		58%					

Big York Survey results	2011/12	2012/13	2013/14	2014/15	Trend	Y&H	GB	Comparators
% of respondents to the Big York Survey agreeing that in the last 12 months the council has treated the fairly and with respect . Highlights in red : areas of concern								
All	N/A		52%					
Deprived Areas	N/A		49%					
18-24	N/A		62%					
25-34	N/A		59%					
35-44	N/A		52%					
45-54	N/A		53%					
55-64	N/A		55%					
65-74	N/A		54%					
75+	N/A		64%					
BaME	N/A		56%					
Disabled	N/A		52%					
Carer	N/A		45%					
LGBT (responses make data not statistically significant)	N/A		47%					



Positive Performance from last data release



Negative Performance from last data release



Stable or very little change from last data release

Green :York Performs Better

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Cabinet**6 January 2015**

Report of the Cabinet Member for Transport, Planning & Economic Development

Implementation of Budget Savings on Council Funded Local Bus Services**Summary**

1. City of York Council procures local bus services to operate at times of the day (or week), or in parts of the Authority area, where no commercially viable bus service exists. Where commercial services do exist (i.e. those that are operated by private companies but are neither contracted nor funded by the local authority), the Council engages with the operators with the aim of enhancing service.
2. As part of the budget process for financial year 2015/16, the Council determined in February 2014 that a saving of £200,000 was required to be made in the subsidy provided for local bus services.
3. This report outlines those services which will be withdrawn or amended to meet the required saving. Further, given the current budgetary pressures the Council faces for 2015/16 and beyond, the report offers the Cabinet Members the option to realise an additional £47,000 reduction to the subsidised local bus budget. This would require an amendment to the Council's long established criteria for the funding of bus services.
4. Should the Cabinet decide not to reduce local bus service expenditure, equivalent savings will need to be found from elsewhere.

Recommendation

5. The Cabinet is recommended to approve option A, to reduce the supported bus budget by £212,094 in light of the February 2014 approved budget and to implement the resulting reductions in service.

Reason: The Council has agreed to this level of saving. Withdrawal of the services outlined in this report will enable the savings to be realised without requiring an alteration to the Council's criteria for the provision of subsidy support for local bus services.

6. The Cabinet is also recommended to consider the change to the existing criteria identified in Option B to achieve an additional saving of approximately £35,000 in 2015/16.

Reason: To deliver additional savings required to cover budget pressures across the Transport Service.

Background

7. The City of York and surrounds benefit from a comprehensive network of bus services, of which more than 80% are operated without subsidy from the Council. All of the bus routes in York are operated by private sector companies who are free to decide how they will run any services not requiring financial support. This includes the freedom to set the bus route, where the bus will stop, the timetable and fares charged.
8. The Council has powers, contained in the 1985 and 2008 Transport Acts, to provide subsidies for bus services where, in its view, there is a transport need that is currently not being met through commercially operated services. For the services it procures, the Council defines the route, stopping points, frequency and operating hours of the service. The Council also monitors the performance of each service. It should be noted that the provision of financial support to local bus services is not a statutory requirement.
9. In considering whether or not to subsidise a particular bus route, City of York Council adopts two criteria: a maximum subsidy of £2 per passenger carried and a minimum number of 9 passengers carried per bus hour operated. This has been the adopted criteria since January 2009.
10. In common with all local authority areas, budgetary pressures have required that City of York Council carefully scrutinises services it provides on a discretionary basis.
11. In 2013/14, 26% of UK local transport authorities cut their levels of subsidy to local bus services (Price, Expenditure and Competition Survey 2013, Association of Transport Coordinating Officers, January 2014). The equivalent benchmarking exercise between local transport authority areas for 2014 has not yet been completed. Industry sources

suggest, however, that the number of authorities reducing their budgets in this area will be greater than 26% in the current financial year and greater again still for 2015/16 as budgetary pressures increase.

12. A close evaluation of patronage numbers across the subsidised York network has been undertaken to establish the lowest usage bus services in the York area and therefore those which should be withdrawn.
13. Over the past months, the Council has talked with the City's bus operators to establish whether there might be any cost reductions, mitigating against the need to withdraw services. This has delivered some positive outcomes which are described later in this report. The majority of the budgetary reduction can, however, only be found through service withdrawals or reductions.
14. The current network of subsidised services are divided into four categories:
 - a. Those which continue to qualify against the criteria for subsidy
 - b. Those which do not qualify for subsidy against the criteria and would be cut in their entirety
 - c. Those which would be partially withdrawn
 - d. Those for which savings can be realised following discussion with operators but which will require some alteration.
15. Table 1 below identifies which of the current Council subsidised services fit in to each of the categories listed above.

Route	Origin	Via	Destination	Time/day	Frequency	Cost (£ for 2013/14)	Annualised cost (£)	Passengers per bus hr	Subsidy per pax
10	Stamford Bridge	York	Poppleton	Evenings (Sun – Thu)	60 mins	35,884	35,884	7.0	£2.92
11	Bishopthorpe	South Bank	Stonebow	Evenings (Mon – Sat)	60 mins	16,640	16,640	14.1	£1.22
11	Bishopthorpe	South Bank	Stonebow	Sunday (daytime)	60 mins	10,192	10,192	12.8	£1.68
12	York	Elmfield Ave	Monks Cross	Daytime (Mon – Sat)	30 mins	44,676	44,676	13.4	78p
13	York	Tadcaster Road	Copmanthorpe	Sunday (daytime)	60 mins	11,457	11,457	11.7	£1.80
13a	Acomb	Hamilton Drive	Stonebow	Daytime (Mon – Sat)	60 mins	25,844	51,000	13.9	£1.46
14	Foxwood	York	Haxby	Evenings (Mon-Sat), Daytime (Sun)	60 mins	48,297	48,297	7.2	£1.90
16a	Acomb	Hamilton Drive, Stonebow	Elmfield Avenue, Heworth	Sunday (daytime)	60 mins	10,830	10,830	9.7	£2.14
18	Holme on Spalding Moor	Wheldrake	York (Merch'gate)	Certain daytime journeys, (Mon-Sat), evenings (Fri-Sat)	Mon-Thu: 4 journeys per day; Fri: 8 journeys; Sat: 7 journeys	26,813 -11,000 ^{ER} -2,000 ^{NY}	28,960 (15,960)	15.7	£1.46
19	Skelton	Rawcliffe	York (Exh.Square)	Daytime (7 day)	60 mins	78,837	78,837	20.8	£1.06
20	Acomb	Poppleton, C' Moor, Haxby, Monks X, Heworth	Uni of York	Daytime (Mon – Sat)	60 mins	200,744 -10,000 ^{UY}	200,744 (190,744)	13.6	£1.53
21	Colton	Acaster Malbis, Bishop'pe, South Bank, Stonebow	Foss Islands	Daytime (Mon – Sat)	120 mins	72,938 -28,357 ^{NY}	72,938 (44,581)	11.2	£2.12
24	Acomb	Lindsey Ave	York	Daytime (Mon – Sat)	60 mins	193,080	193,080	19.5	76p*
26	Fordlands Road (every 30 mins)	Fulford, York Station	South Bank (every hour)	Daytime (Mon – Sat)	30/60 mins			18.5	85p*
27	University of York	Heslington Lane	York (Merch'gate)	Daytime (Mon – Sat)	60 mins			10.5	£2.34*
627	York	Heworth	Arch. Holgate & Fulford Schs.	School days only	One round trip			47.9	48p*
647	York	Boroughbridge Rd (for Manor School)	Acomb	School days only	One round trip			15.1	£1.32*

637	York	Heworth	Archbishop Holgate's School	School days only	One round trip	34,125	34,125	155.3	£1.47
36 X36	Elvington	Wheldrake, Fulford	York (Merch'gate)	Daytime (Mon – Sat)	120 mins	56,244 -7,500 ^{ER}	56,244 (48,744)	7.5	£3.46
142	York	Hessay	Ripon	Daytime (Mon – Sat)	120 mins	5,741	5,741	Contribution to NYCC contract	
181	York	Woodlands Grove, Heworth	Castle Howard	Daytime (Mon – Sat)	Four round trips	2,000	2,000	Contribution to NYCC contract	
412	York	Acomb, Rufforth	Wetherby	Daytime (Mon – Sat)	60 mins	13,320	13,320	Contribution to NYCC contract	

Key

*services 24/26/27/627/647 are part of a single contract; subsidy per passenger figures shown are estimated from the relative mileage of each of these routes.

Costs shown represent total amount paid to bus operators. Annualised costs shown in brackets represent net cost to CYC once contributions from partners have been accounted for:

^{ER} East Riding of Yorkshire Council contribute toward the cost of this service.

^{NY} North Yorkshire County Council contribute toward the cost of this service.

^{UY} University of York contribute toward the cost of this service.

Consultation

16. In arriving at a list of services to be withdrawn, detailed consultation has been undertaken with York's bus operators with the following aims:
 - a. To alert operators to the forthcoming budgetary reductions;
 - b. Whether operators perceive any commercial opportunity to introduce services currently subsidised by the Council;
 - c. To establish whether there are opportunities to reduce current tender costs, through increasing fares or by altering routes/schedules; and
 - d. To identify, as far as is possible, whether operators have plans to reduce their own commercially provided services during the same time period. This would be an issue as it could mean that the Council would have to consider the proposed cuts within the context of greater service withdrawals and would have to decide whether or not it wished to provide subsidy for those services.
17. The bus operators were happy to engage with the Council on this matter and offered suggestions on alterations which could be made. Operators did not, however, identify any routes which they believed they could operate without subsidy either in whole or in part and which would deliver any reduction in the Council's overall subsidised bus budget.
18. None of the operators shared plans to withdraw or reduce their commercially operated services. There is, as ever, a risk that the Council may be asked to consider providing support for services which are currently operated without public funding.
19. In addition to the bus operators, consultation has also been undertaken with the Council's School services team to ensure that consideration is given to the need for children to be able to get to their place of education. Some concern was expressed at the proposed withdrawal of the St Wilfrid's primary school diversion from route 19. Given the numbers using this service, however, it does not warrant continued financial support when set against the criteria for the subsidy of local bus services.
20. Applying the current subsidy criteria identified in Option A provides £212k in cost reductions. The savings required by Full Council in February 2014, which were agreed following a period of public consultation, will therefore be delivered. Comprehensive information will be provided to assist those communities impacted by the changes in advance of their implementation from April 2015.
21. The Cabinet may wish to consider public consultation on the proposal to consider changing the bus subsidy criteria with the additional resulting savings (Option B). As outlined at paragraph 48, this might include the strengthening of the criteria to ensure that subsidised services are

considered within the context of the whole bus network. Greater consideration could be given to what alternative bus service provision would remain were services to be withdrawn in any particular area.

Options

22. Option A – to deliver £212k of savings to the local bus budget in 2015/16 applying the established bus subsidy criteria with the exception of Route 21 which is subject to decisions in adjacent authorities and for which a further decision will be taken next year.
23. Option B - alter the Council's established criteria for the provision of bus service support and to deliver a total of £247k of savings to the local bus budget in 2015/16.

Analysis

24. The following section of the report considers each of the service reduction/revision proposals and associated savings.
25. Details of additional service reductions which would deliver a total saving of £247,000 are outlined at paragraph 47 below.
26. Route 21 (Colton – Bolton Percy – Acaster Malbis – Bishopthorpe – York) is analysed separately at paragraph 44 as this is the service which will be considered in 16/17 subject to decisions by adjacent authorities.
27. A summary of the impact of the service withdrawals on communities is provided at table 2 (following the description of each route below). A Community Impact Assessment is included at Annex A to this report.
28. Maps displaying the route of each of the bus services concerned are included in Annex B to this report.

Option A

Full withdrawal of route

29. **Route 16a** is a Sunday only, hourly, bus service connecting Heworth to Acomb via York city centre. Patronage on this daytime service is very low and it does not meet the Council's criteria for subsidy. A saving of £10,830 can be achieved through this withdrawal. Other bus services provide coverage to some, but not all, of the areas along the route.
30. **Route 36** is a Monday – Saturday service connecting Elvington to York via Wheldrake and Fulford. It is complemented by a peak time x36 service which serves numerous villages and hamlets beyond Elvington en-route to Pocklington. Whilst passenger numbers on the x36 are reasonable, the daytime (off peak) 36 service is the worst performing service on the York bus network at a subsidy of £3.46 per passenger carried.

31. Under these proposals, the x36 would continue to operate but the 36 would be withdrawn, saving £40,000. Aside from the peak time journeys, Elvington will be connected to York by one return journey on a Tuesday, Wednesday and Saturday only.
32. Wheldrake will also experience a reduction in its level of bus service as a result of the withdrawal of the 36.

Partial reductions to routes

33. **Route 10** is a cross city route, linking Stamford Bridge and Dunnington to the east of the city with Poppleton and Acomb to the West. The vast majority of departures on this route are provided on a commercial basis and will continue to operate as at present. This includes all of the daytime departures up to 7.30pm and later evening departures on Friday and Saturday evenings. Departures after 8pm on Sunday to Thursday evening services are funded by the Council. These services meet neither of the Council's criteria for support so are recommended for withdrawal. A saving of £36,057 can be achieved through this reduction.
34. **Route 14** is a cross city route linking Foxwood (via Woodthorpe) with Haxby West Nooks via York city centre on evenings and all day on Sundays. Departures on the daytime routes from Monday - Saturday are provided on a commercial basis and will continue to operate as at present. The Monday to Thursday evening and Sunday services perform particularly poorly. It is therefore proposed to withdraw these services. Friday/ Saturday evening departures do meet the Council's subsidy criteria so would continue to operate. A saving of £34,497 can be achieved through this reduction.
35. **Route 20** is a daytime suburban service providing connections to various parts of the north York area without requiring a change of buses in the city centre. Levels of patronage on this service are especially poor between Acomb and Clifton Moor (with the exception of school journeys).
36. Patronage also falls below the Council's criteria for the section of route linking Monks Cross and the University of York (again, with the exception of school journeys). The current contracting operator for route 20 has advised that it is not prepared to operate a shorter route without an increase to the price paid per mile for the service. To this end, it is necessary to implement a tender exercise to ensure best value for the revised service.
37. The revised route 20 is proposed to operate from Clifton Moor via Wigginton, Haxby and Huntington to Monks Cross and Vangarde shopping centres. It is envisaged that a proportion of the new service cost will be pump-primed using developer contributions from the Vangarde development. This will be justified by increasing the frequency of service and therefore the proportion of journeys made by public transport to the Vangarde retail park. An AM and PM school day return service would continue to be provided along the full length of the current service 20 route. It is considered reasonable that a

saving of approximately £75k will be achievable through a tender process. It will not be possible, however, to have completed this exercise (and therefore, to realise the saving) by April 2015. To this end, only a part year saving will be delivered in 2015/16 for reductions to route 20. A part year allowance of £60k for the anticipated 2015/16 saving has been included in the Option A proposal.

38. **Route 27** Patronage on this service is poor. The bus used to provide the route is, however, completely interworked with the schedule for routes 24 and 26 and cannot be withdrawn without undermining these services. The time currently allocated to providing the 27 will therefore be re-allocated to providing a new link for routes 24 and 26 to Foss Islands retail park, unlocking £20,000 of developer funding secured for support for local bus services. There will be no direct bus link between Heslington and Fulford. Passengers are well catered for, however, by regular services connecting in York city centre.

Efficiencies from retained routes

39. **Route 13a** is a Monday – Saturday daytime service linking Acomb to York city centre via Hamilton Drive. Until September 2014 this service was operated on a commercial basis. The operator of the service gave the Council notice of their intention to cease operation. To prevent immediate loss of service, the Council agreed to subsidise the route on a short term basis.
40. The performance of the route has been evaluated and the figures demonstrate, in line with the Council's criteria, that the route is worthy of continued support. The Council must, however, undertake an open tendering exercise to ensure that value for money is delivered. It is not possible to quantify what the financial implications of this will be but it is recommended that this route be tendered concurrently with the new route 20.
41. **Route 19** is a daytime, hourly, service linking Skelton – Rawcliffe and Clifton to York city centre. Through a combination of operator negotiation and the removal of an AM and PM school diversion (to St Wilfrid's primary school) a saving of £5,710 can be achieved.
42. The St Wilfrid's diversion carries fewer than six regular passengers meaning that over £500 per annum is spent on transporting each child. The diversion also results in a two hour gap along the regular route, denying passengers an AM peak and mid-afternoon service.
43. **Routes 627, 637 and 647** are public local bus services which only operate on school days, providing links to a number of York secondary schools. Current fares on these services are significantly below child fares offered by commercial operators. By regularising these fares with the remainder of the

bus network (from broadly £1 to £2 return), a contract saving of £16,000 can be achieved.

Exception to Application of Criteria

44. **Route 21** is a Monday – Saturday service which is jointly funded by City of York and North Yorkshire County councils. North Yorkshire faces similar budgetary pressures which must be realised in 2016, rather than in 2015.
45. While the performance of this service is poor and it does not meet the York criteria for subsidy, there are sections of the route in both local authority areas which will be left entirely without a bus service as a consequence of withdrawal. Given that this service is delivered in partnership between the local authorities it is proposed that withdrawal of this service be delayed to financial year 2016/17. The saving would be £44,200 on the basis of implementation at the start of the financial year.
46. Table 2 below summarises the impacts of the proposed service reductions and details the associated saving for 2015/16 and for 2016/17.

Option B

Alterations which would deliver an additional saving of £35k (Total £247,000)

47. CYC's adopted criteria for continued subsidy of bus services has for at least five years been 9 passengers per bus hour operated and £2 per passenger subsidy. A tightening of the CYC criteria to 13 passengers per bus hour operated and £1.60 per passenger subsidy would bring the following services in to scope for possible withdrawal. The Cabinet Member may wish to consider consulting on this change to the criteria.
48. In determining whether services should be subsidised, consideration is given to the total sum of bus service provision in the area of concern. The Cabinet may wish to strengthen the criteria to ensure that other (commercial) bus service provision is clearly factored in to any decision to subsidise or cease to subsidise services.
49. **Route 11** is operated on a commercial basis on Monday – Saturday daytimes. The Sunday service, operating between Bishopthorpe and York via South Bank is funded by the Council. Withdrawal of this Sunday service would deliver a saving of £10,374.
50. **Route 13** is operated on a commercial basis on Monday – Saturday daytimes. The Sunday service, operating between Copmanthorpe and York via Askham Bar is funded by the Council. Withdrawal of this Sunday service would deliver a saving of £11,457.
51. Details of **Route 14** are outlined at paragraph 28 above. Withdrawal of Friday / Saturday evening services would deliver a saving of £13,800.

Table 2 – summary of proposed changes

Route	Time of day / week impact	Areas left without a bus service	Alternatives	Positives	2015/16 saving	2016/17 saving
19	School journeys	St Wilfrid's primary school, Monkgate	Education Transport investigating possible alternatives for the small numbers impacted.	The route still continues	£5,710	
27	Weekday, daytime	Heslington Lane (Hes Hall to jtn with Broadway)	26 serves Broadway/Hes Lane. 4/44 serve Heslington Hall to York. UoY route 'UB1' runs from Hes Hall to Halifax & James College.	A direct link for Fulford Rd residents to Foss Islands Retail Park	£10,000	£10,000
627/637 /647	School journeys	n/a	n/a	The routes still continue	£15,000	
10	Sun-Thurs evenings	Poppleton, Dunnington, Stamford Bridge	EYMS route 45 currently serves Dunnington but infrequently.		£36,057	
14	Sunday (daytime) Evening (Sun – Thurs)	Woodthorpe, York end of Huntington Rd, Haxby West Nooks & Wheatfield Lane/ Greenshaw Drive	None		£34,497	
20	Mon-Fri (daytime)	Station Rd (Poppleton), Ostman Rd (Acomb)	None		£60,000 (part year)	£15,000 (additional for full year)

Table 2 – summary of proposed changes

					effect)	effect)
16a	Sunday (daytime)	Hamilton Drive, Holly Bank, Dodsworth Ave, Monkton Rd, Elmfield Ave	None		£10,830	
21	Mon-Sat (daytime)	Colton, Bolton Percy, Acaster Malbis, Middlethorpe Grove	None			£44,200
36	Mon-Fri (daytime)	Elvington, Wheldrake	Wheldrake served by route 18. Elvington retains 'market day' service 195 from East Yorkshire		£40,000	
Savings					£212,094	£69,200
Additional savings from criteria change (Option B)						
11	Sunday (daytime)	Bishopthorpe, South Bank	None		£10,374	
13	Sunday (daytime)	Copmanthorpe	Coastliner serves parts of Copmanthorpe		£11,457	
14	Friday/Saturday evening	Woodthorpe, York end of Huntington Rd, West Nooks & Wheatfield Lane/ Greenshaw Drive	None		£13,800	
Grand total					£247,725	£69,200

Council Plan

52. The local bus services identified for discontinuation in this report are poorly used. These services do not, therefore, significantly assist in the delivery of the Council's objectives. The Council has a responsibility to ensure that the services it provides offer value for money.
53. The withdrawal of these services helps to ensure the continued operation of those subsidised bus services, within ongoing financial constraints, which do deliver the Council Plan objectives. Specifically these are to 'Get York Moving', 'Protect vulnerable people' and to 'Build strong communities'.

Implications

54. This report has the following implications:

Financial – Option A will exceed the £200k saving agreed at Budget Council, February 2014 by £12k. Option B would deliver additional savings which, given the Council's current financial pressures, would help to improve the overall budgetary position.

Human Resources (HR) - None

Equalities – A Community Impact Assessment has been completed and accompanies this report at Annex A.

Legal – The City of York Council as Local Transport Authority of the area, has a responsibility under the Transport Act 1985 to provide bus services it deems 'socially necessary'. It is at the discretion of the Local Transport Authority to determine how it implements this responsibility and the level of service provided.

Crime and Disorder - None

Information Technology (IT) – None

Property - None

Other - None

Risk Management

55. In compliance with the Council's risk management strategy, no significant risks associated with the recommendations in this report have been identified.

Contact Details

Author:	Cabinet Member and Chief Officer responsible for the report:		
Andrew Bradley Sustainable Transport Manager Tel: 01904 551404	Cllr David Levene, Cabinet Member for Transport, Planning & Economic Development Neil Ferris Assistant Director Highways, Transport and Waste		
	Report Approved	√	Date 16 December 2014
Specialist Implications Officer(s) Patrick Looker, Finance Manager			
Wards Affected: All			√
For further information please contact the author of the report			

Annexes

Annex A(a) Community Impact Assessment – Option A

Annex A(b) Community Impact Assessment – Option B

Annex B Route maps of services proposed for withdrawal



Community Impact Assessment Form (CIA)

The council's vision is to promote **equal life outcomes¹ for everyone** living, working and visiting York, through inclusive design in everything the council does. This is to ensure that no-one is unintentionally excluded in York because of specific personal characteristics. In the council, we call these characteristics "Communities of Interest or Identity" – "Cols" for short.

To help realise the vision, council officers are required by Cabinet to assess the impact of council policies, processes and behaviours on customers and staff from the Communities.

This process was previously called Equality Impact Assessment (EIA). To stress the importance of assessing the impact of everything we do on people from the Communities, starting June 2012, we have renamed the process Community Impact Assessment (CIA).

The assessment **should be done at the development stage** of any policy, review, project, service change etc, **before any decision is taken**. It should also be done every time there are changes to policies and practices, **before the changes are finally agreed** by decision makers.

In addition, the Equality Act 2010 came into force on the 1st October 2010. Under the Act the council has a legal duty to show that our policies, practices etc further the aims below:

- Actively and proactively eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share an identity and those who do not
- Foster good relations between people who share an identity and those who do not.

¹ In health, safety and security, personal freedom and choice, housing, education and lifelong learning, jobs and leisure activities and the infrastructure that supports these outcomes.

In completing **Community Impact Assessments (CIAs)** officers are also required to state how what they are assessing meets and contributes to these aims.

1	Name and Job Title of person completing assessment	Sam Fryers
2	Name of service, policy, function or criteria being assessed	Withdrawal of certain council-supported bus services
3	What are the main objectives or aims of the service/policy/function/criteria?	To provide transport for residents in areas where local bus operators are unable or unwilling to provide bus services commercially.
4	Date	7/11/14

Stage 1: Initial Screening

5	<p>What evidence is available to suggest that the proposed service, policy, function or criteria could have a negative or positive effect on quality of life outcomes² for people (both staff and customers) from the communities? Document the source of evidence in the columns below. You can find evidence via:</p> <ul style="list-style-type: none"> • Data from the Business Intelligence Hub - http://colin.york.gov.uk/beSupported/business_intelligence_hub/ • Council Consultation and Engagement Calendar – contact Sophie Gibson, 551022. • Council consultation - http://colin.york.gov.uk/beSupported/inhouse_services/research_consultation/ • Workplace Wellbeing Survey – contact the Health and Safety team for more info – 554131. CaN results are here: http://colin.york.gov.uk/beConnected/about_CYC/structure/CAN/can_healthwellbeing_results/ • Staff Equalities Reference Group – See feedback reports here - http://colin.york.gov.uk/beSupported/equalities_inclusion/SERG/ • Equality Advisory Group (a customer group) - http://democracy.york.gov.uk/mgCommitteeDetails.aspx?ID=445 • EIA Fairs Feedback Newsletters -
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² See appendix 1

	http://colin.york.gov.uk/beSupported/equalities_inclusion/EIAs/consultation_feedback/ <ul style="list-style-type: none"> • Previous EIAs – see annual EIA lists - http://colin.york.gov.uk/beSupported/equalities_inclusion/EIAs/ 			
Community of Interest/Identity	Source of evidence that there is or is likely to be a negative or positive impact:			
	Staff		Customers/Public	
	Positive	Negative	Positive	Negative
Race				
Religion / Spirituality /Belief				
Gender				
Disability				Bus passenger data shows high proportion of older/disabled passengers on supported bus services.
Sexual Orientation				
Age				Bus passenger data shows high proportion of older/disabled passengers on supported bus services.
Pregnancy/maternity				
Gender Reassignment				
Marriage and Civil Partnership				
Carers of older and disabled people				
If there is no evidence the service/policy/function will affect any of the				

communities, please proceed to section 9.

If there **is** evidence the service/policy/function will affect **one or more of the communities**, continue to Stage 2, Full Impact Assessment.

Stage 2: Full Impact Assessment

6	How could different communities be affected by the proposed or reviewed service/policy/function/criteria? Record negative and positive effects below. Expand the boxes to take up as much room as you need. See the 2 EIA Guidance documents on Colin for help about effects to consider.	
A1	Public/customers – positive effects	
A2	Public/customers – negative effects	<p>Communities will be affected by loss or reduction of bus services in certain areas/at certain times:</p> <ul style="list-style-type: none"> • [Service 10] Dunnington, Gate Helmsley* and Stamford Bridge* - after 21:00 Sunday-Thursday • [Service 10] Poppleton - after 20:00 Sunday-Thursday) • [Service 14] Haxby (Greenshaw Drive and Station Road areas), Huntington Rd (south of Haley’s Terrace), Woodthorpe - after 18:30 Mon-Thu and all day Sunday • [Service 16A] Dodsworth Ave/Monkton Rd area, Hamilton Drive area - all day Sunday • [Service 19] St Wilfrid’s Primary School • [Service 20] Clifton Moor business park, Poppleton (Station Road) • [Service 21] Middlethorpe Grove, Acaster Malbis, Appleton Roebuck*, Bolton Percy*, Colton* - from April 2016 • [Service 27] Heslington Lane (between Broadway and Heslington village) • [Service 36] Elvington, Wheldrake <p>*Villages situated outside City of York boundary.</p>

B1	Staff – positive effects	
B2	Staff – negative effects	
7	<p>Can any negative effects be justified? For example:</p> <ul style="list-style-type: none"> ▪ As a proportionate means to achieve a legitimate aim ▪ In support of improving community cohesion ▪ To comply with other legislation or enforcement duties ▪ Taking positive action to address imbalances or under-representation ▪ Because of evidence-based need to target a particular community or group e.g. younger/older people. <p>NB. Lack of financial resources alone is NOT justification!</p>	
<p>The bus services being withdrawn do not meet the council's criteria for subsidy:</p> <ol style="list-style-type: none"> 1) Subsidy per passenger not in excess of £2.00 2) A minimum of 9 passengers per bus, per hour operated. 		
8	<p>What changes will you make to the service/policy/function/criteria as result of information in parts 5 & 6 above?</p>	
<p>Withdrawal of bus services which do not meet the Council's established criteria.</p>		
9	<p>What arrangements will you put in place to monitor impact, positive and negative, of the proposed service/policy/function/criteria on individuals from the communities?</p>	
<p>Feedback from Bus User Group, bus operators and iTravel York website. Monitor Dial & Ride usage.</p>		
10	<p>List below actions you will take to address any unjustified impact and promote equality of outcome (as in appendix 1) for staff, customers</p>	

and the public from the communities. The action could relate to:		
<ul style="list-style-type: none"> ▪ Procedures ▪ Service delivery ▪ Training ▪ Improvement projects 		
Action	Lead	When by?
Advertise bus service changes/withdrawals at least one month in advance of change date, on iTravel York website, on-bus posters, through parish councils and local press. Advise residents in some affected areas that they will be able to still make bus journeys if they are able to travel at alternative times.	S.Fryers	1/3/2015
Advertise Dial & Ride service at bus stops in most affected areas.	S.Fryers	1/4/2015
11	Date CIA completed	
Author: Position: Date:		
12	Signed off by	
I am satisfied that this service/policy/function has been successfully impact assessed. Name: Position (Head of Service and above) : Date:		
Please send the completed signed off document to equalities@york.gov.uk . It will be published on COLIN as well as on the council website.		

Appendix 1 - Quality of Life Indicators (also known as “the 10 dimensions of equality”)

Think about the positive and negative impact in these areas:

- ❑ Access to services and employment
- ❑ Longevity, including avoiding premature mortality.
- ❑ Physical security, including freedom from violence and physical and sexual abuse.
- ❑ Health, including both well-being and access to high quality healthcare.
- ❑ Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life-long learning.
- ❑ Standard of living, including being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
- ❑ Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others.
- ❑ Individual, family and social life, including self-development, having independence and equality in relationships and marriage.
- ❑ Participation, influence and voice, including participation in decision-making and democratic life.
- ❑ Identity, expression and self-respect, including freedom of belief and religion.
- ❑ Legal security, including equality and non-discrimination before the law and equal treatment within the criminal justice system.

Indicators from: The Equalities Review 2007 and the Equality Framework for Local Government.

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Community Impact Assessment Form (CIA)

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In addition, the Equality Act 2010 came into force on the 1st October 2010. Under the Act the council has a legal duty to show that our policies, practices etc further the aims below:

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Stage 1: Initial Screening

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	Positive	Negative	Positive	Negative
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Religion / Spirituality /Belief				
Gender				
Disability				Bus passenger data shows high proportion of older/disabled passengers on supported bus services.
Sexual Orientation				
Age				Bus passenger data shows high proportion of older/disabled passengers on supported bus services.
Pregnancy/maternity				
Gender Reassignment				
Marriage and Civil Partnership				
Carers of older and disabled people				
If there is no evidence the service/policy/function will affect any of the				

communities, please proceed to section 9.

If there **is** evidence the service/policy/function will affect **one or more of the communities**, continue to Stage 2, Full Impact Assessment.

Stage 2: Full Impact Assessment

6	How could different communities be affected by the proposed or reviewed service/policy/function/criteria? Record negative and positive effects below. Expand the boxes to take up as much room as you need. See the 2 EIA Guidance documents on Colin for help about effects to consider.	
A1	Public/customers – positive effects	
A2	Public/customers – negative effects	<p>Communities will be affected by loss or reduction of bus services in certain areas/at certain times:</p> <ul style="list-style-type: none"> • [Service 10] Dunnington, Gate Helmsley* and Stamford Bridge* - after 21:00 Sunday-Thursday • [Service 10] Poppleton - after 20:00 Sunday-Thursday) • [Service 11] Bishopthorpe, South Bank – all day Sunday • [Service 13] Companthorpe (Flaxman Croft, Main St, Station Rd) – all day Sunday • [Service 14] Haxby (Greenshaw Drive and Station Road areas), Huntington Rd (south of Haley’s Terrace), Woodthorpe - after 18:30 Mon-Sat and all day Sunday • [Service 16A] Dodsworth Ave/Monkton Rd area, Hamilton Drive area - all day Sunday • [Service 19] St Wilfrid’s Primary School • [Service 20] Clifton Moor business park, Poppleton (Station Road) • [Service 21] Middlethorpe Grove, Acaster Malbis, Appleton Roebuck*, Bolton Percy*, Colton* - from April 2016 • [Service 27] Heslington Lane (between

		<p>Broadway and Heslington village)</p> <ul style="list-style-type: none"> • [Service 36] Elvington, Wheldrake <p>*Villages situated outside City of York boundary.</p>
B1	Staff – positive effects	
B2	Staff – negative effects	
7	<p>Can any negative effects be justified? For example:</p> <ul style="list-style-type: none"> ▪ As a proportionate means to achieve a legitimate aim ▪ In support of improving community cohesion ▪ To comply with other legislation or enforcement duties ▪ Taking positive action to address imbalances or under-representation ▪ Because of evidence-based need to target a particular community or group e.g. younger/older people. <p>NB. Lack of financial resources alone is NOT justification!</p>	
<p>The bus services being withdrawn do not meet the council's tightened criteria for subsidy:</p> <p>1) Subsidy per passenger not in excess of £1.60</p> <p>2) A minimum of 13 passengers per bus, per hour operated.</p>		
8	<p>What changes will you make to the service/policy/function/criteria as result of information in parts 5 & 6 above?</p>	
<p>Withdrawal of bus services which do not meet the Council's tightened criteria.</p>		
9	<p>What arrangements will you put in place to monitor impact, positive and negative, of the proposed service/policy/function/criteria on individuals from the communities?</p>	
<p>Feedback from Bus User Group, bus operators and iTravel York website.</p>		

Monitor Dial & Ride usage.		
10	<p>List below actions you will take to address any unjustified impact and promote equality of outcome (as in appendix 1) for staff, customers and the public from the communities. The action could relate to:</p> <ul style="list-style-type: none"> ▪ Procedures ▪ Service delivery ▪ Training ▪ Improvement projects 	
	Action	Lead
	Advertise bus service changes/withdrawals at least one month in advance of change date, on iTravel York website, on-bus posters, through parish councils and local press. Advise residents in some affected areas that they will be able to still make bus journeys if they are able to travel at alternative times.	S.Fryers
	Advertise Dial & Ride service at bus stops in most affected areas.	S.Fryers
	When by?	
		1/3/2015
		1/4/2015
11	Date CIA completed	
<p>Author: Sam Fryers Position: Public Transport Planner Date: 13/11/14</p>		
12	Signed off by	
<p>I am satisfied that this service/policy/function has been successfully impact assessed.</p> <p>Name: Position (Head of Service and above) : Date:</p>		
<p>Please send the completed signed off document to equalities@york.gov.uk. It will be published on COLIN as well as on the council website.</p>		

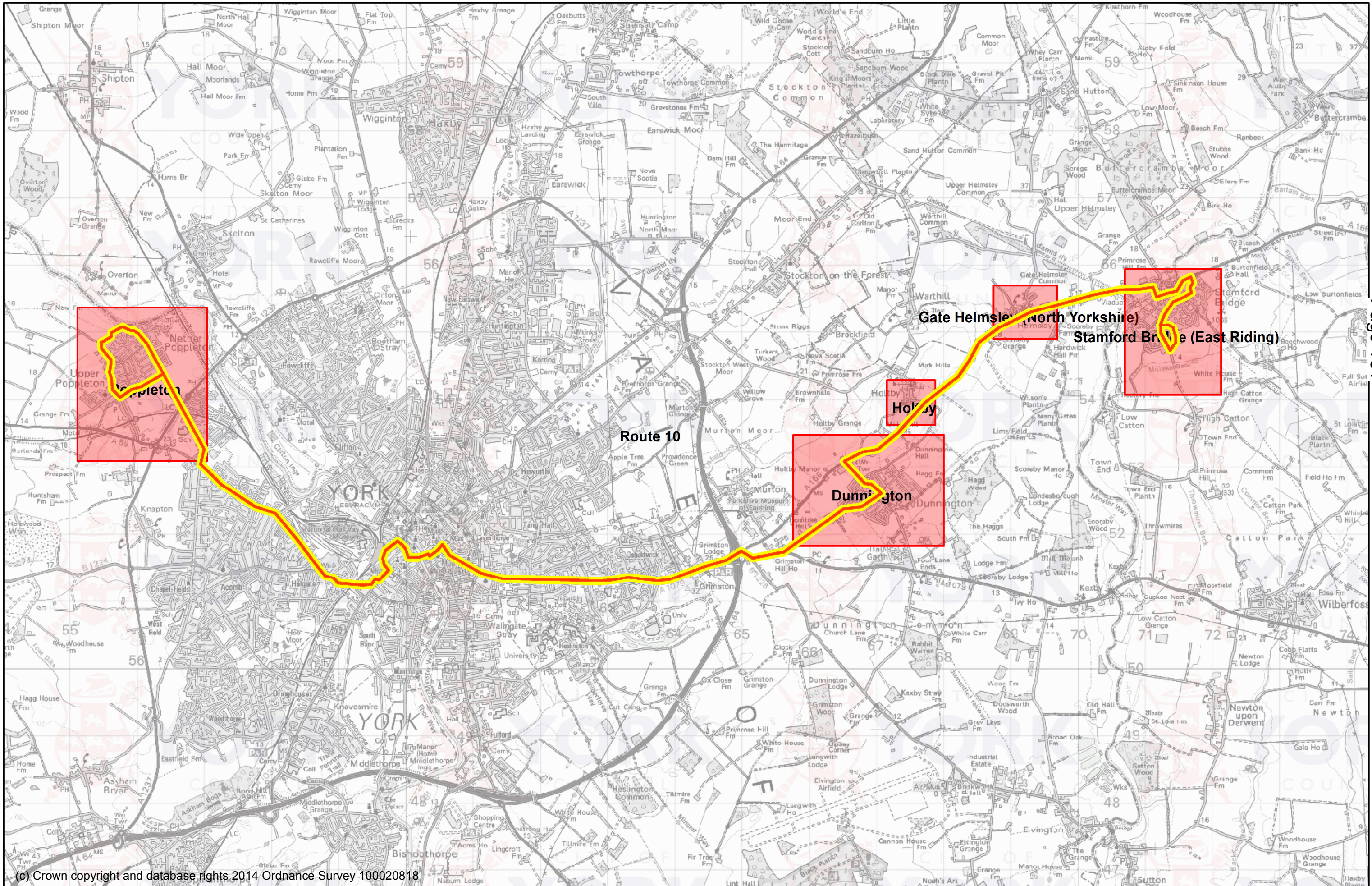
Appendix 1 - Quality of Life Indicators (also known as “the 10 dimensions of equality”)

Think about the positive and negative impact in these areas:

- ❑ Access to services and employment
- ❑ Longevity, including avoiding premature mortality.
- ❑ Physical security, including freedom from violence and physical and sexual abuse.
- ❑ Health, including both well-being and access to high quality healthcare.
- ❑ Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life-long learning.
- ❑ Standard of living, including being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
- ❑ Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others.
- ❑ Individual, family and social life, including self-development, having independence and equality in relationships and marriage.
- ❑ Participation, influence and voice, including participation in decision-making and democratic life.
- ❑ Identity, expression and self-respect, including freedom of belief and religion.
- ❑ Legal security, including equality and non-discrimination before the law and equal treatment within the criminal justice system.

Indicators from: The Equalities Review 2007 and the Equality Framework for Local Government.

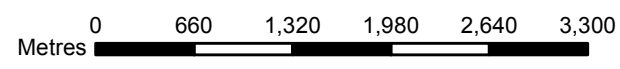
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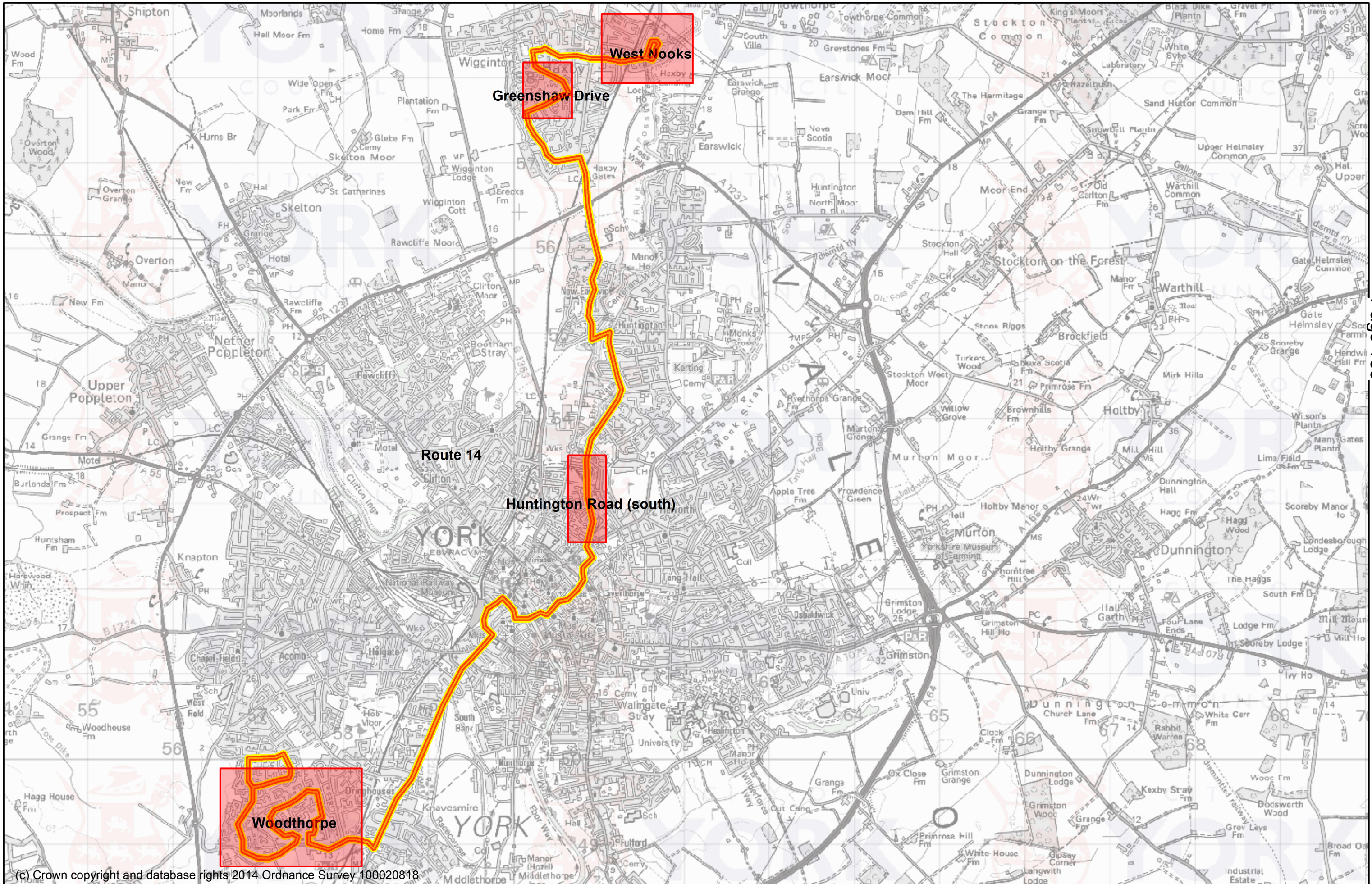
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Route 10

Map Notes: Proposed withdrawal of Mon-Thu eve service
 Date: 16/10/2014 Author: City of York Council



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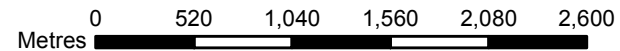
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Route 14

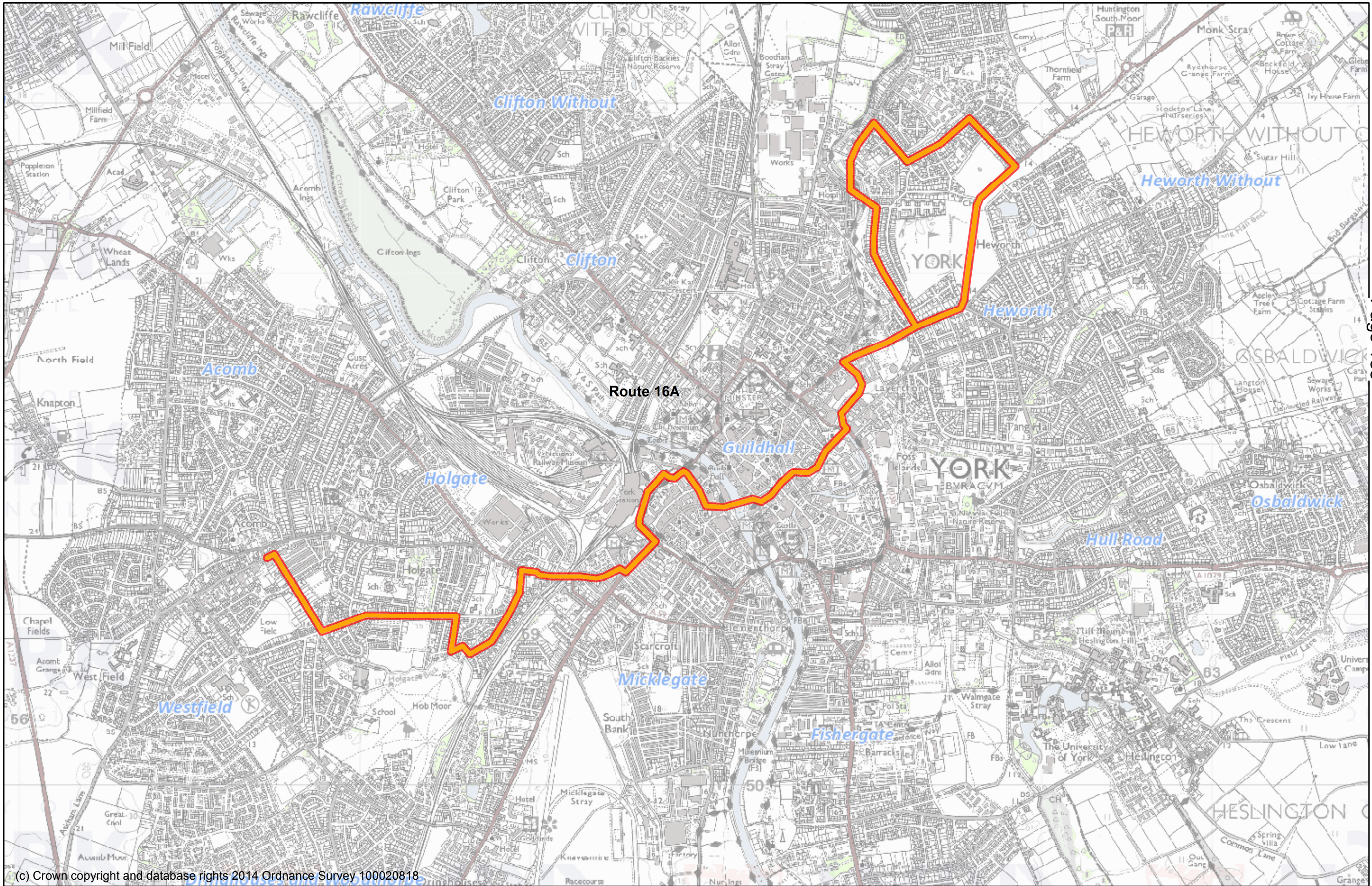
Map Notes: Proposed withdrawal of Mon-Thu eve and Sunday service

Date: 16/10/2014

Author: City of York Council



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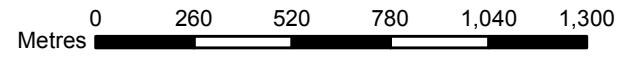
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Route 16A

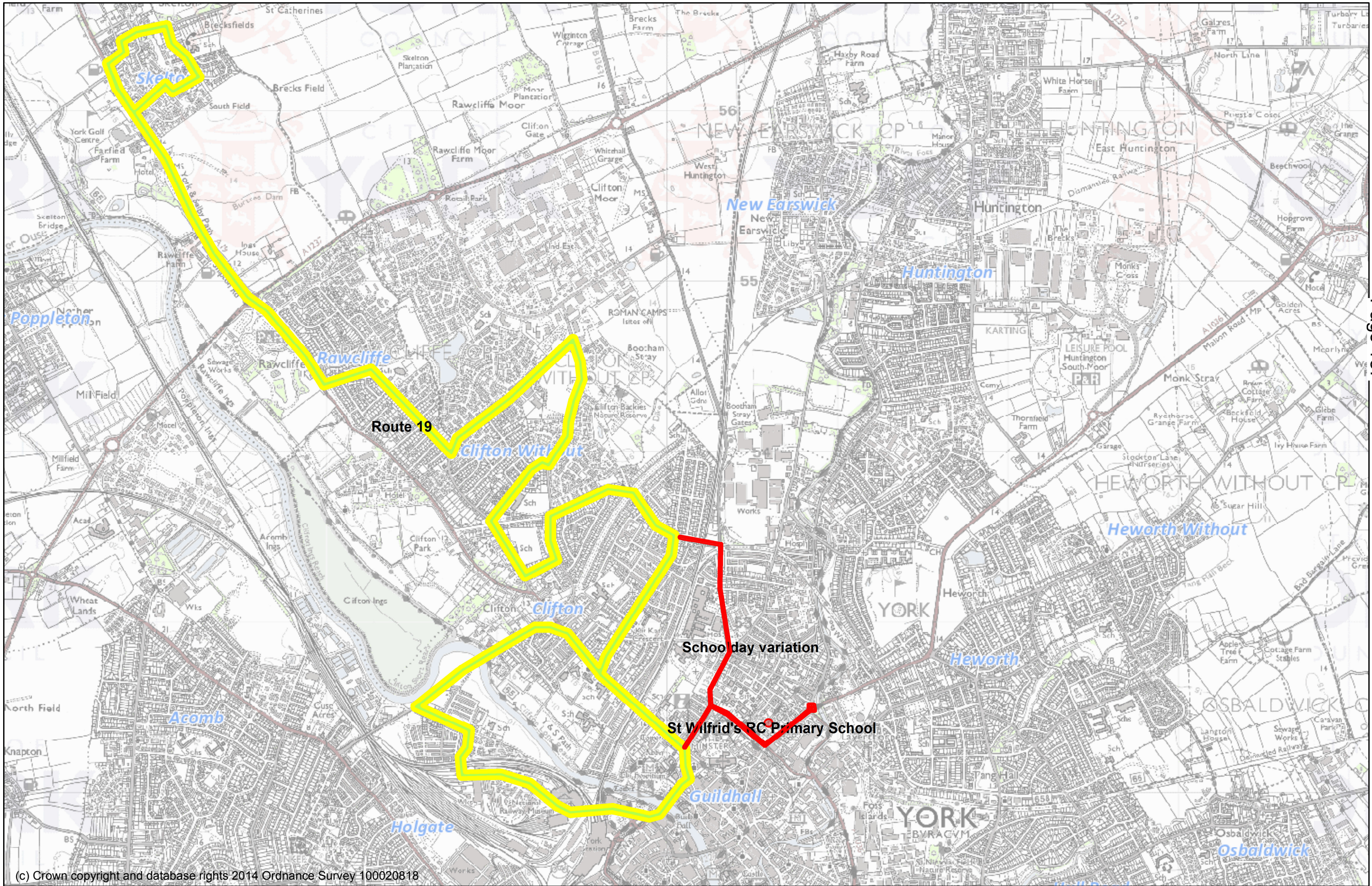
Map Notes: Proposed withdrawal of Sunday service

Date: 16/10/2014

Author:



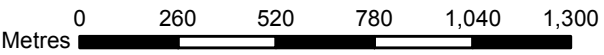
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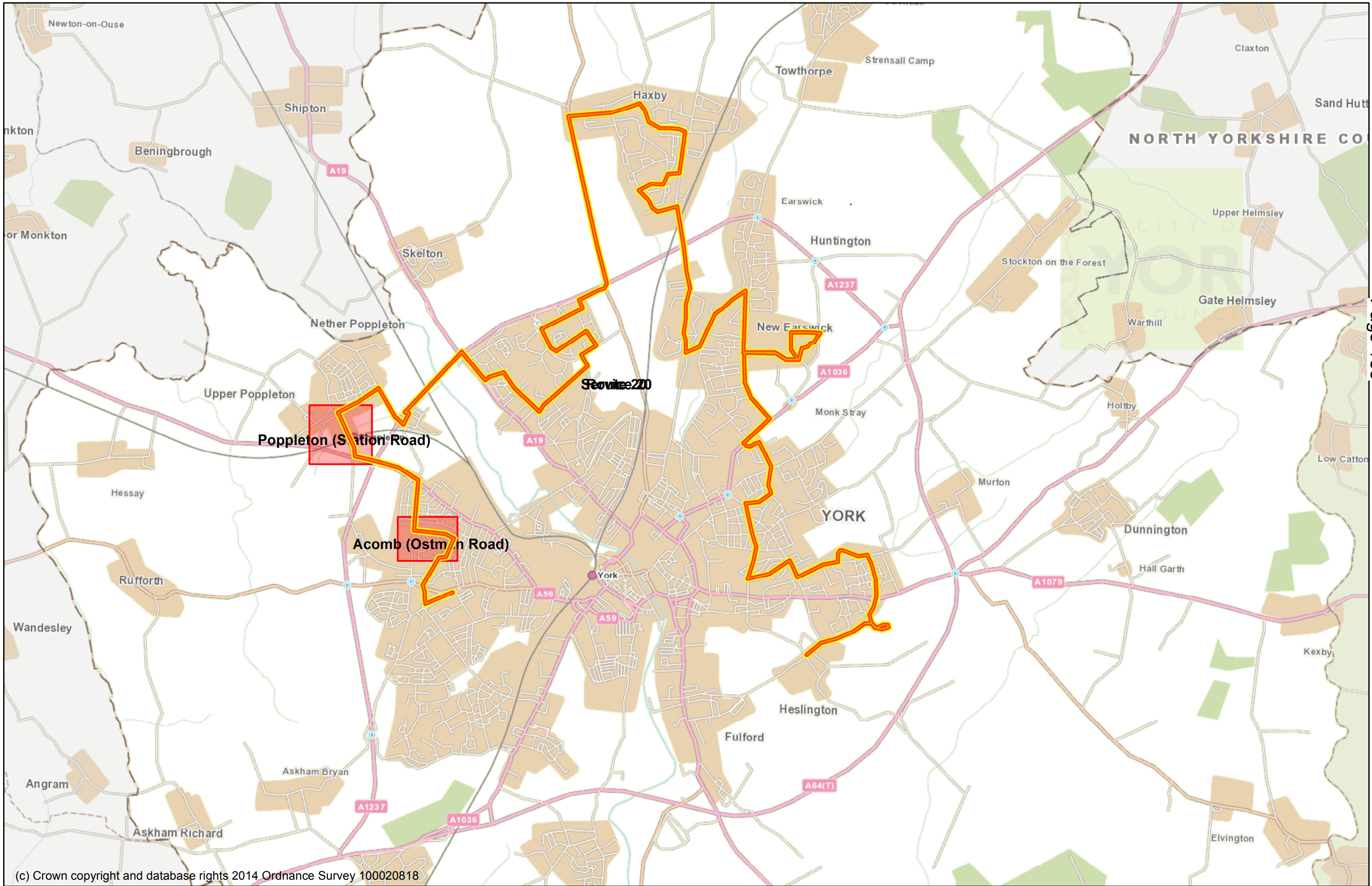
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Route 19

Map Notes: Proposed withdrawal of schoolday variation
 Date: 16/10/2014 Author: City of York Council



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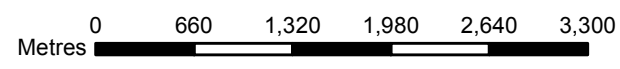


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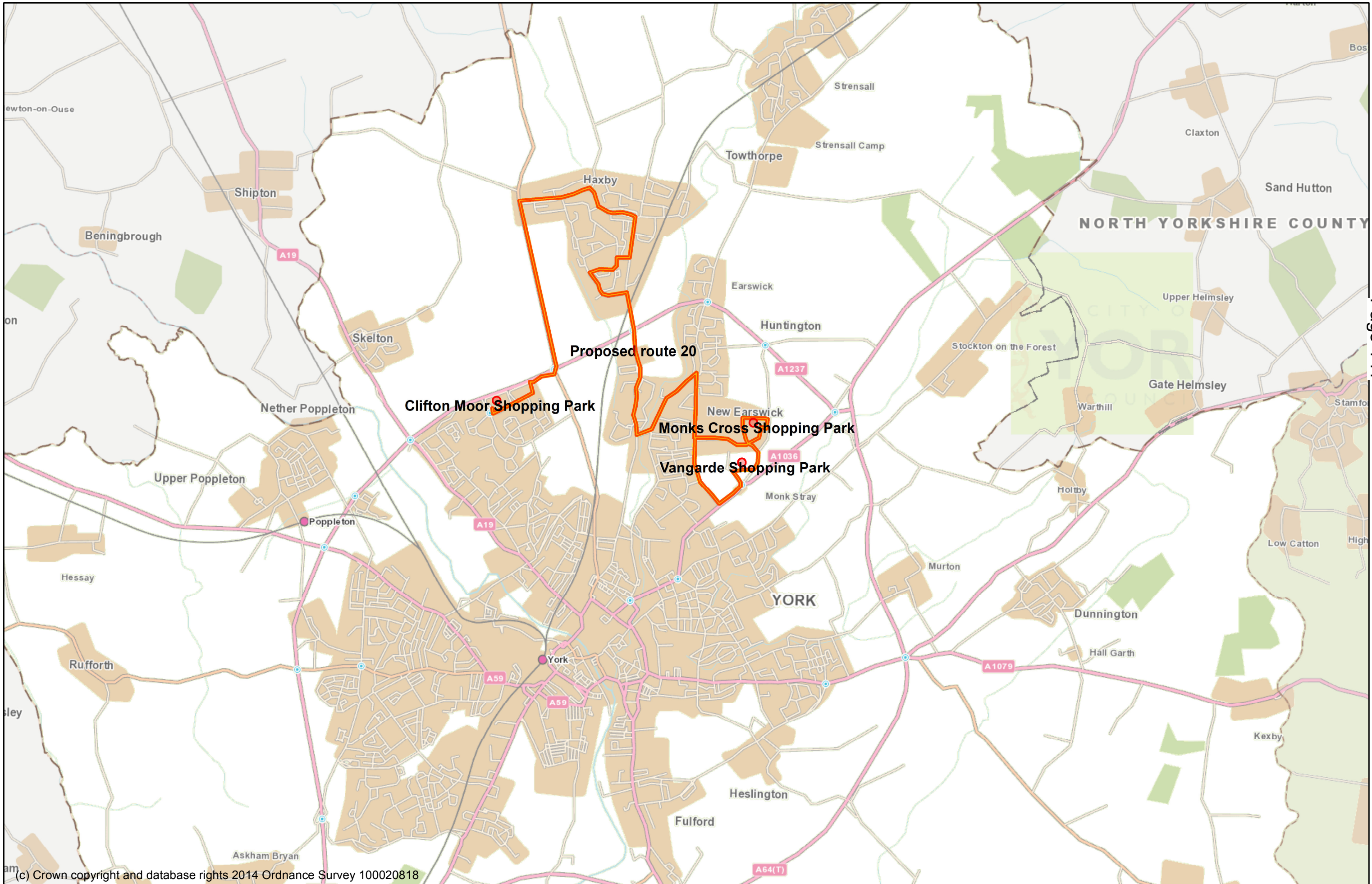
Route 20

Map Notes:
Date: 16/10/2014

Author: City of York Council



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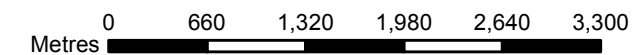


Proposed route 20

Map Notes: Clifton Moor - Haxby - Huntington - Monks Cross

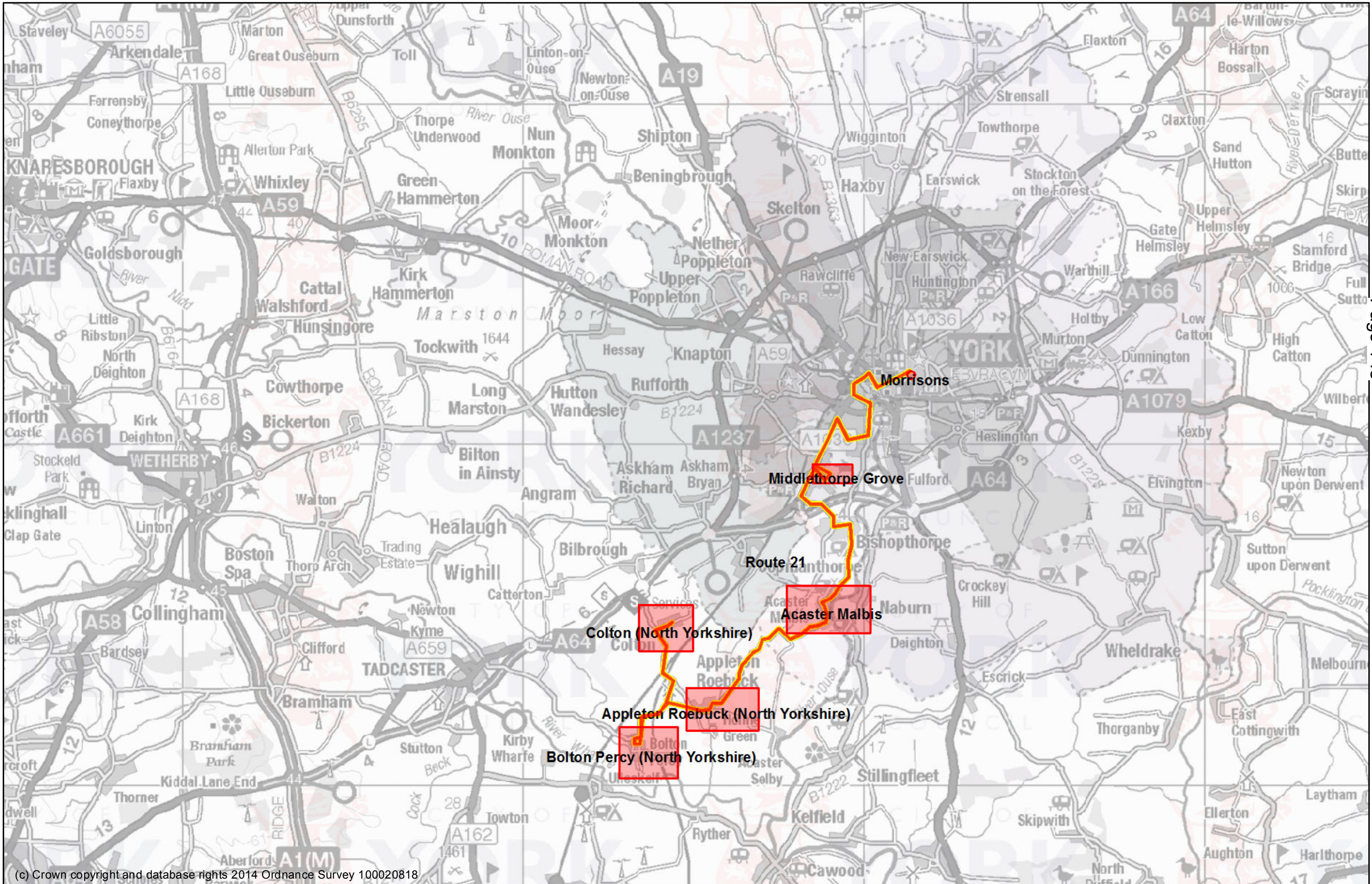
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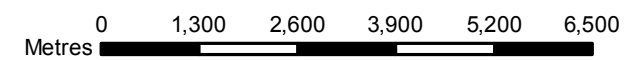
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Route 21

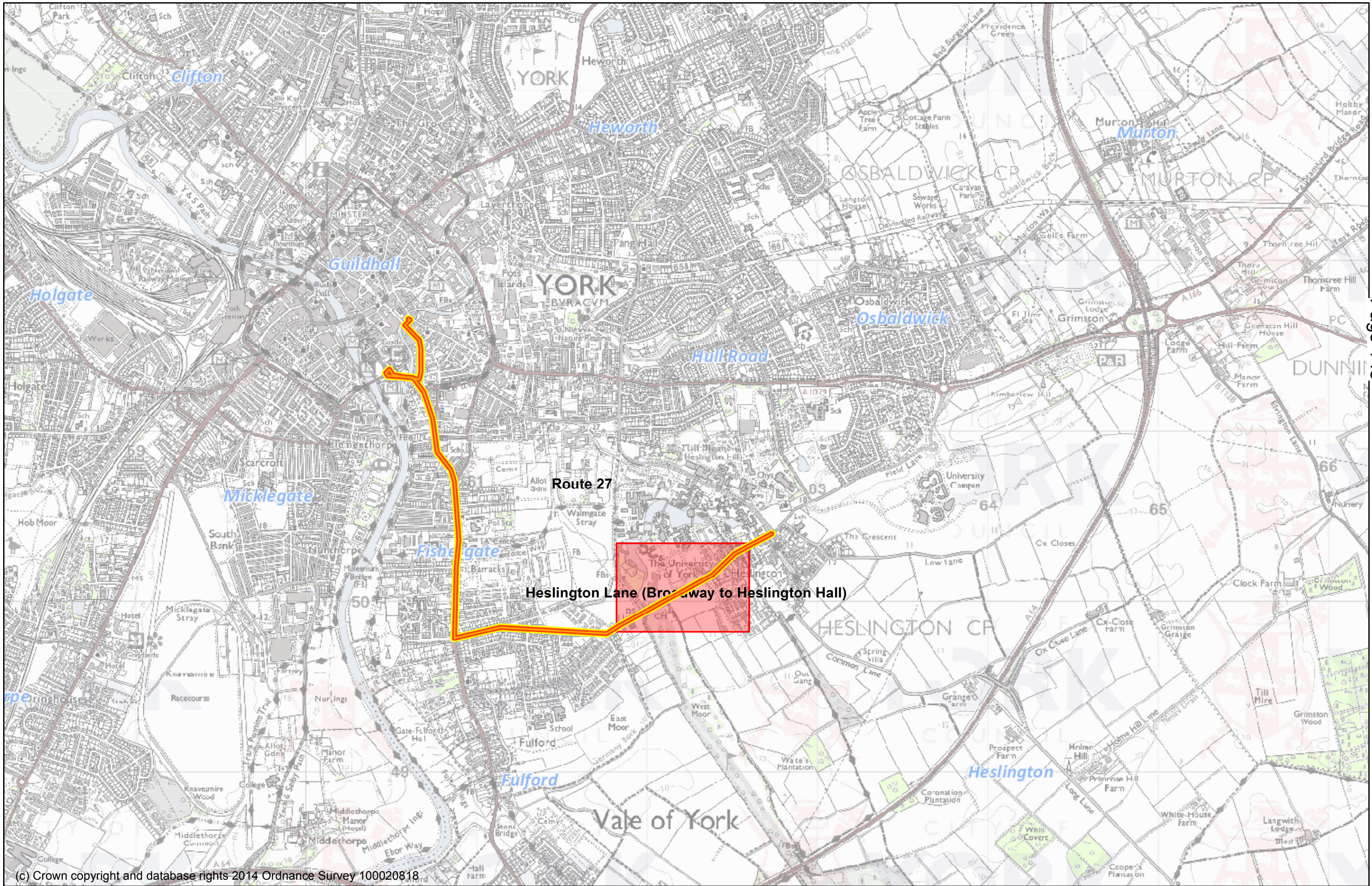
Map Notes: Proposed withdrawal of service in 2016

Date: 16/10/2014

Author: City of York Council



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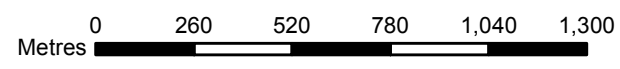
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Route 27

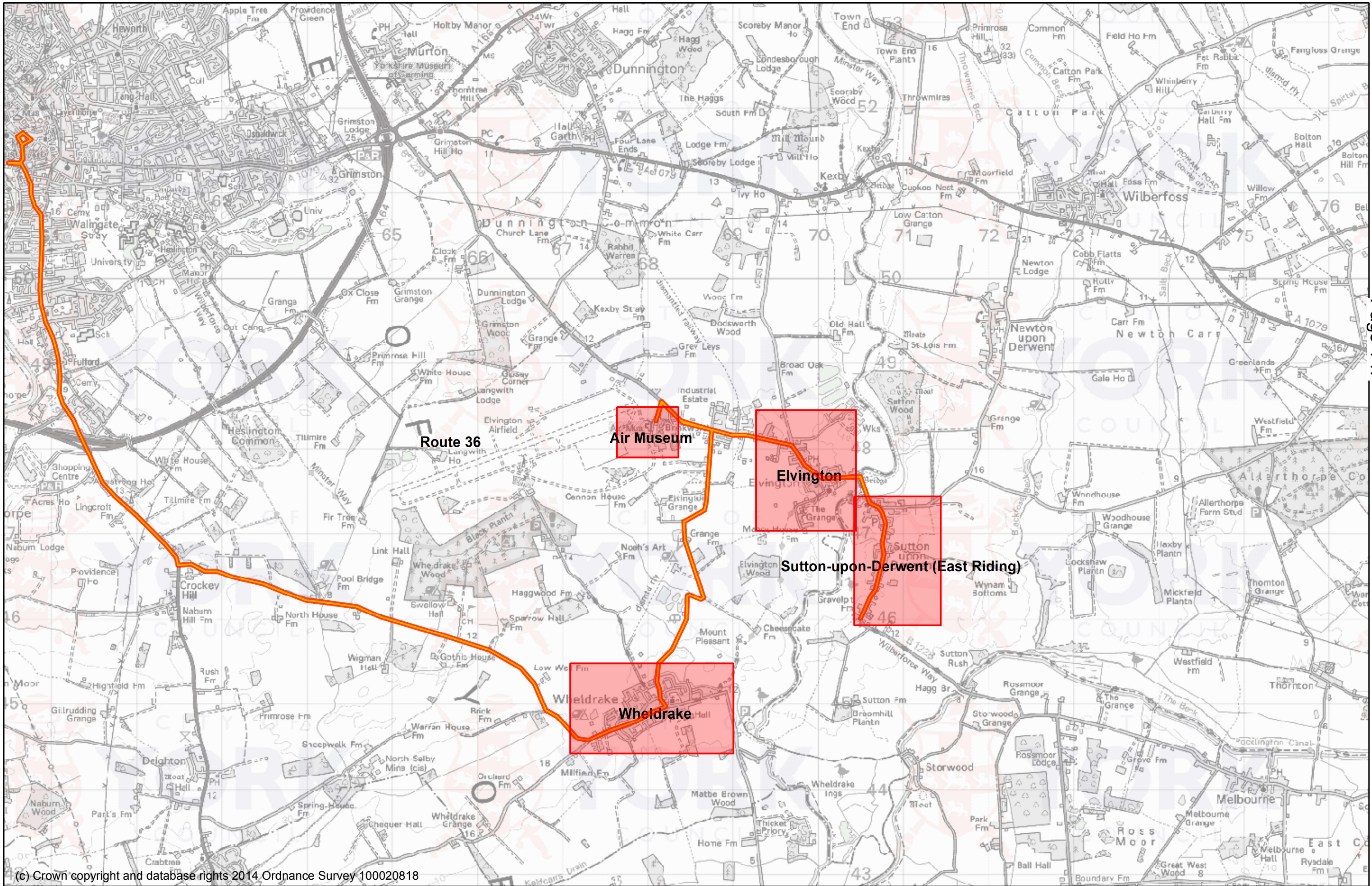
Map Notes: Proposed withdrawal of service 27

Date: 16/10/2014

Author: City of York Council



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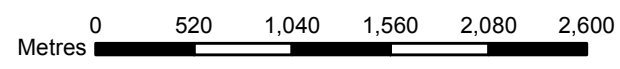
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Route 36

Map Notes: Proposed withdrawal of route 36

Date: 16/10/2014

Author: City of York Council



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Cabinet

6 January 2015

Report of the Cabinet Member for Culture, Leisure and Tourism

Disposal of the Theatre Royal to the York Conservation Trust

Summary

1. This report sets out a proposal to dispose of the Theatre Royal to the York Conservation Trust (YCT) for a nominal sum in order to ensure that the necessary repairs can be undertaken to the Theatre to support its' major refurbishment programme. This will also protect the Council from a long term repairs and maintenance liability for a listed building.

Background

2. One of the key principles for the asset review of all council property and land agreed by Cabinet in November 2012 was to identify opportunities to reduce the ongoing repairs and maintenance costs of the council's assets and explore how the Councils assets can be used to support other Council projects and priorities.
3. The Theatre Royal is currently in the first year of a 25 year lease to the York Citizens Theatre Trust at an annual rent of £27,250 with a 2 year rent free period during the refurbishment, to reflect that fact that the theatre will not be fully commercially operational during that period. CYC remain responsible for external and structural repairs and maintenance. The building is in poor condition and requires significant immediate investment to address urgent repairs, particularly on the roof. The immediate repairs are estimated at around £320k with significant further works needed in coming years to ensure the ongoing safety and condition of this important historic building and to make it fit for purpose as an important part of the city's cultural activity.

The Theatre Royal

4. York Theatre Royal was built in 1744 on, and among, the site of the medieval St. Leonard's Hospital. Parts of the old hospital can still be seen in the modern building, including archways and walls. Under the

stage lies a well, which is believed to be dated from the Roman era of York's history. The 1744 theatre replaced a theatre in Minster Yard, built by Thomas Keregan, with the encouragement of the City Corporation, in 1734. Twenty five years after its construction, in 1769, Tate Wilkinson paid £500 for a Royal Patent, and, accordingly, it was renamed the Theatre Royal. Wilkinson ran a company which was reckoned to be the leading provincial company, and he attracted many of the finest actors of the period.

5. Since Wilkinson's time the theatre has undergone several renovations and upgrades. In the late 1800s the theatre was refurbished into the Victorian style, including, in 1880, a new Victorian Gothic frontage, which is decorated with carved heads representing Elizabeth I and characters from Shakespeare's plays. The latest major redevelopment was an extensive 1967renovation of the theatre, with a new modernist foyer (architect: Patrick Gwynne). The theatre and its modern foyer has been designated a Grade II* listed building by English Heritage.
6. CYC (or rather its predecessors) have owned the freehold on the land since the seventeenth century. There has not recently been a programme of preventative maintenance due to financial pressures. In the last 5 years around £60K has been spent on reactive emergency repairs.

The Theatre Royal Business Plan

7. York Theatre Royal is a key regional producing theatre that includes a studio theatre focusing on new writing and plays for younger audiences. A well-established education and outreach programme underpins the work. Arts Council England (ACE) assesses the theatre as “a model of best practice with regards to their artistic partnership work and their engagement with young people.” Theatregoers contribute over £3.4m annually to the local economy.
8. The theatre is a very entrepreneurial organisation with a strong track record of developing collaborations and partnerships that attract money into the city. Comparison with other producing theatres shows that York Theatre Royal:
 - Achieves a significantly higher proportion of earned income (around 75%)
 - Requires below average local authority funding in both the amount and proportion of turnover (around 7-8%)

9. The Theatre Royal have been successful in securing £2.88m of funding from the ACE, which with £720k raised by the Theatre Royal, a contribution of £500k from CYC this adds up to a total capital budget of £4.1m to fund a programme of refurbishment and improvement. This will enable them to create a more flexible and inviting space that will help them generate greater annual revenue and continue their journey to self funding as the planned decrease in their grant from CYC continues.

10. The refurbishment includes works to:-
 - Vastly improve the quality of experience and comfort levels in the main theatre auditorium, opening this up to new theatrical innovation. The current configuration of the main auditorium is problematic: many seats offer a very poor relationship between audience and performers. This particularly affects the stalls, where the gentle rake in relation to the steep rise of the stage creates a sharp separation between audiences and stage. The main auditorium will be reconfigured to draw audiences into the heart of the performance, creating ambiance and intimacy while addressing important comfort and access constraints and installing a lift to provide access to the Dress Circle. The fabric of the auditorium will be repaired and technical equipment upgraded.
 - Create an attractive and inviting public face for the building, so transforming the welcome which the theatre offers to the outside world. The existing, dark colonnade and blank wall will be replaced with a new glazed enclosure, creating an open, porous interface with the city.
 - Increase the size, quality and turnover of the front of house operation with an extended foyer area – 100% larger than the current, cramped spaces integrating the Box Office and welcome areas and to offer improved audience facilities in the ground floor foyer area, creating a new café, bistro, bar and toilets. Access and ease of movement for audiences will be vastly improved across the entire building.
 - Provide new artistic opportunities for our communities to create and animate the Theatre space. Flexibility is being designed into the expanded public areas, offering communities a wider canvas on which to create and experiment. Existing issues of poor sound separation between the main house, studio theatre and front of house areas will also be addressed and resolved.

- Significantly improve energy efficiency and environmental performance through a range of measures including the replacement of boilers, improving insulation in the roof and overhauling ventilation systems in the main house – bringing savings in energy use, while contributing to audience comfort and enjoyment.
 - increase the size, quality and turnover of the Box Office, catering and commercial operations
 - Lower operating costs
11. Currently the roof is leaking in a number of places and ACE are understandably unwilling to fund the substantial refurbishment works when the building is in an inadequate state of repair and such works could be subject to damage from risk from water ingress. The Theatre's long term business case depends on these works and they have approached the Council as their landlord to put the building into order and undertake our legal responsibilities under the lease.

Options and analysis

12. Given the financial pressures upon CYC, a range of alternatives have been explored and they are set out below.

Option 1 – Retain and undertake capital repairs to the Theatre Royal

Option 2 - Dispose of the Theatre Royal on the open market

Option 3 – Dispose of the Theatre Royal to York Conservation Trust

13. It is the responsibility of the Council to ensure it receives best value from the disposal of all its land and buildings. In this case, given the fact that there is a long lease on the building which would make any disposal conditional, obtaining this best value can be achieved by :-
- Open market sale with conditions – the asset would be placed on the market with the existing 25 year lease as a Theatre. All offers would then be considered both on price and the strength of tenure of the sitting tenant.
 - Direct negotiations with one party – this method is used when the other party has an interest in the property – i.e. a current tenant – or

there is a very good economic and financial reason for dealing directly with them. These other parties are known as 'special purchasers' or 'particular buyers.' Disposal by this method is permitted as long as an independent valuation is carried out by a firm of chartered surveyors showing that market value has been obtained.

Option 1 – Retain and repair

14. This would require an immediate capital commitment of £320k which is not budgeted for.
15. As refurbishment work commences it is highly likely that further urgent works will become apparent and a further capital bid would be made for 2015/16 of at least £100k to ensure that CYC had sufficient funding to meet its landlord's obligations in the next two years.
16. CYC would continue to own the asset and receive the annual rent but would have an ongoing financial liability for a listed building which will inevitably require further repairs and maintenance expenditure after the refurbishment is complete which in all likelihood will over time exceed the rental income.

Option 2 – Dispose on the open market

17. The Theatre would be advertised on the open market with the same and all bids would be assessed on their capital value. Given the very restricted market for a listed building with a sitting tenant and a long lease it is not recommended that we pursue an open market disposal. It is very unlikely that there would be any commercial uplift from taking this approach. There would be no certainty for the theatre of who their new landlord would be and what repairs and maintenance works they would undertake. It would therefore result in considerable delay to the theatre refurbishment.

Option 2 - Dispose to York Conservation Trust

18. The Board of Trustees of York Citizens Theatre Trust (YCTT) have been in discussion with York Conservation Trust (YCT) with a view to CYC selling the Theatre to YCT who would then lease the building to YCTT and undertake an agreed investment of circa £450,000 to cover the immediate maintenance issues of the roof requiring replacement and other external repairs.

19. In the long term York Conservation Trust has also made a commitment to the Theatre Trust Masterplan of investment over the next 10 years. This is expected to include a complete refurbishment, both external and internal, of the Georgian property on Duncombe Place. This was originally the home of the famous actor/manager Tate Wilkinson who was responsible in 1769 for gaining the Royal patent and who ran a successful Touring Theatre across Yorkshire and the North East in the late 18th Century. It will also include further investment to upgrade all parts of the theatre property and maintain them into the future. It is extremely unlikely that any other bidder would wish to undertake this arrangement as there is no profit margin to be made and significant investment required.
20. This option would see the disposal to York Conservation Trust as a special purchaser. The Theatre Royal has been independently valued at between £330k and £340k after the refurbishment works have been completed. Without these works the Theatre is worth between 15% and 25% less, a value of approx £240k - £280k. A summary of the report is attached at Annex 1. The value is low because it is calculated based upon the financial sustainability and yield of a theatre which is inevitably modest. CYC are currently obliged to undertake £320k of repairs works immediately. On this basis the Theatre effectively has a nil value and the proposal would be to dispose of the Theatre for a nominal sum of £1 with a restricted covenant for use as a theatre. No future lease income would be received by CYC
21. This would then enable the YCTT to proceed with their refurbishment plans with no interruption to the project timescale and would give them long term security in the building with a commitment to its upkeep which regrettably in the current financial climate CYC is not able to make.
22. Given the significant risk of ongoing maintenance costs and the need to provide the Theatre Royal with a suitably well maintained building to undertake their improvement scheme upon, it is recommended that Option 3 be agreed, to dispose of the Theatre Royal to York Conservation Trust.

Consultation

23. Ongoing consultation has been undertaken with the management of the Theatre Royal, the York Conservation Trust and York Civic Trust who are all supportive of this proposal. YCTT are very supportive of

this option in view of YCTs remit to invest in the conservation of the heritage of York and ensure that its buildings have the widest possible public access. York Conservation Trust is the current landlord for the Theatre Trust in respect of the De Grey House and Rooms and has invested in the refurbishment of both of these properties to specifications agreed with the Theatre Trust. This existing relationship has demonstrated a commitment to supporting YCTT in its ambitions and its sustainability as a cultural business in the long term.

Council Plan

24. The proposed sale would meet the Council priorities for **Creating Jobs and Growing the Economy** by supporting the ongoing development of the Theatre Royal as one of the Cities key cultural assets which both creates jobs and increases the visitor economy as well as **Building Strong Communities** by providing excellent theatre facilities for York residents.

Implications

25.

Financial – If Cabinet decide to undertake the repairs (Option 1) this would require an immediate capital commitment of £320k. Some of this could come from the remaining capital contingency budget (£183k unallocated in 2014/15) and a further unallocated £80k in the property repairs capital budget (however there could be further calls upon this budget for urgent repairs as the winter progresses.) This would still require a further commitment of £57k which would be met at a cost of £4.9k per annum to be funded from the treasury budget and incorporated into the budget for 15/16.

A decision to dispose of the theatre (Option 2 and 3) will reduce income to the commercial property portfolio. This is currently budgeted at £23k pa as per the previous lease. This will require revenue growth of £23k from 2015/16 and this will be incorporated into the budget for 2015/16.

Property – all the implications are contained in this report

Legal – The Council must generally obtain best value on land sales or obtain the Secretary of State's consent to the disposal. This duty to achieve the best consideration which is reasonably obtainable is contained in section 123 of the Local Government Act 1972. The Council is under no duty to dispose of land through particular means

such as through open marketing. A failure to market does though increase the risk of a sale being challenged. However, the Courts though have said that a breach of section 123 is only likely to be found if:

“the council has (a) failed to take proper advice or (b) failed to follow proper advice for reasons which cannot be justified or (c) although following proper advice, followed advice which was so plainly erroneous that in accepting it the council must have known, or at least ought to have known, that it was acting unreasonably.”

Similarly a sale at less than market value can give rise to European state aid issues.

In this case the valuation evidence provides a proper basis for the recommendations.

Equalities - There are no equalities implications arising from the disposal. YCTT will continue to provide the service set out in the service level agreement with the Council which includes a requirement to ensure the building is fully accessible and to raise the quality of the facilities and programmes provided for all audiences.

Human Resources – no implications

Risk Management

26. Disposal of the Theatre would remove the long term risk of increasing repairs and maintenance liabilities.

Recommendations

27. That Cabinet agrees to dispose of the Theatre Royal for £1 to York Conservation Trust to lease to York Citizens Theatre Trust and to reduce the commercial income budget by £23,000 pa. from 2015/16.

Reason: To ensure the long term operation of the Theatre Royal and remove ongoing financial repairs and maintenance liabilities for the Council.

Contact Details

Author:	Cabinet Member and Chief Officer responsible for the report:		
Tracey Carter Assistant Director of Finance, Asset Management and Procurement	Cllr Sonja Crisp, Cabinet Member for Culture, Leisure and Tourism Ian Floyd Director Customer and Business Support		
Charlie Croft Assistant Director of Communities Culture and Public Realm	Report Approved	√	Date 22 December 2014
Specialist Implications Officer(s) Ross Brown – Technical Finance Manager Gerard Allen - Legal			
Wards Affected: All			√
For further information please contact the author of the report			

Background Papers: None

Annexes:

1 – Summary of Independent Valuation

Glossary of Abbreviations used in the report:

ACE - Arts Council England

CYC – City of York Council

YCT - York Conservation Trust

YCTT - York Citizens Theatre Trust

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ANNEX 1 - THEATRE ROYAL - Valuation

Purchaser	York Conservation Trust
Sale Price	£1
Property	All that freehold land and building with vacant possession shown edged red at Annex 2
Costs	Each party to pay their own legal costs

Extracts from the Taylor York independent valuation report

Valuation Market Value

I am the opinion that the Market Value of York Theatre Royal, St Leonard's Place, York YO1 7HD, after completion of tenants works as described below and as at the valuation date, is in the region of £320,000 to £330,000 (three hundred and twenty thousand pounds to three hundred and thirty thousand pounds).

The value of the property without the tenants works would be subject to a reduction in the range of 15% to 25% of the valuation set out above. i.e. between £240,000 and £280,000

Valuation Date 20th November 2014

Location

This is a city centre location adjacent to the main retail, cultural and leisure core of York.

St Leonard's Place, which forms part of the York "inner ring road", is one of the principle "cross city" bus stop locations. Opposite the property there is a large former office building which, as plans stand at present and subject to the developer obtaining planning permission, is understood to be the subject of a conversion scheme to high quality housing.

The Environmental Agency web site shows this location not to be subject to flood risk.

Description

The main building is of brick construction with stone facings to the St Leonard's Place elevation, under a pitched slate roof, together with the 1960's addition which is a mainly a glazed structure with a flat roof.

The Tate Wilkinson House is an integral part of the overall property being Georgian in origin and of brick construction with part stone insets, under a roof of French tiles. This has a frontage to Duncombe Place.

The property is a Grade II Listed Building

Condition

Your specific instructions are to make an assumption in this valuation that the property is free from inherent structural defects, is in good general condition and that there are no items of major maintenance or repair required or any cause for significant expenditure in this respect, in the foreseeable future.

Tenant's Refurbishment Works

Under the terms of the Lease, the Tenant is obliged to complete the Tenant's Works by not later than 31st March 2016.

I have not had sight of a full specification or a costed schedule of the Tenant's Works; however, under the Third Schedule of the Lease, these are described as follows:

Create an overall improved welcome to the theatre by enclosing and glazing in the colonnade at the front of the theatre, creating two new entrances at either end of the colonnade and opening up parts of the current front wall to create a new foyer area with a new café;

Increase the overall quality of the front of house facilities through a complete refurbishment of the front of house areas including all of the foyers, reception, café, bar, box office and toilets.

Re-furbish the under used stairwell on auditorium right to improve the audience flow and current audience congestion and add new audience toilets on both sides of the auditorium.

Re-furbish the back of house facilities for the food and beverage operation including the café kitchen;

Install a new lift to allow access to the dress circle seating and first floor theatre bar for audience and visitors;

Completely re-model the stalls seating with a new raked stalls floor to the edge of the dress circle and new seating in the stalls, dress circle and gallery;

Re-rake of the gallery seating to improve sightlines;

Replace the current stage with a flat, modular construction allowing for new access under stage;

Replace old and inefficient equipment including boilers, air handling units and stage lighting which will improve the theatre's energy efficiency.

General Commentary

For the purpose of clarity, this valuation assumes that the value of the Tenant's Works will not be disregarded for the purpose of Lease renewal, that is, that the market rent at that point will take into consideration the value of those works.

Tenure and Tenancies

This valuation assumes that the tenure of the property to be freehold and unencumbered. I have inspected a Lease dated 9th September 2014 between the Council of the City of York Council (as Landlord) and the Citizen's Theatre Trust Limited (as Tenant) (the Lease).

Valuation Comment

No evidence is available relating to lettings of Theatres for the use as Theatres. The value of the property attributable to the current term of the Lease is calculable on a relatively straight forward formula. The value of the reversion, ie the period following the expiry of the current term from 2039, becomes more complex because, at that point, unlike the situation applicable at rent review, the rent may revert to market rent and be at a level higher **or less than** the amount then passing. This would be especially so if, hypothetically, the Theatre attendance trends cause profits to rise at a higher or fall to a lower rate than that fixed by the indexing process.

In summary, it is necessary to balance the high profile nature of the property and the relatively long unexpired term of the Lease (with the benefit of the fixed uplift rent review mechanism) against the strength, in covenant terms, of the Lessee which is questionable given its modest net profits even despite its level of net assets.

For the purpose of this valuation, it should be concluded that the amount of the rent passing under the Lease is the maximum obtainable given that any other Theatre company is unlikely to be able to generate greater profits to enable it to pay a higher rent, than the York Citizens Theatre Trust Ltd.

For this reason, it is considered reasonable and appropriate to value the present rent passing in perpetuity but at a yield to reflect the indexed rent review mechanism referred to.

Further, the rent free period, which extends until 1st April 2016, has been taken into consideration by assuming that the earliest completion date of a sale would be likely to be say February 2015 which would leave an unexpired period of approximately 13 months to the rent commencement date.

It should be reiterated that this valuation must take into consideration the terms of the Lease.

With vacant possession and making assumptions that, despite the Grade II Listed status of the property, the planning uses of the property may be wider than that of a Theatre, the valuation would be likely to be considerably greater.

For this reason it is strongly recommended that, in the event of a disposal of the property at or around this valuation, a clause should be inserted to the agreement for sale which would enable the Council to "claw back" a proportion of any uplift in value created by the purchaser selling on the property to a third party with the benefit of vacant possession.

I am subsequently instructed to comment on the value of the property in the event that the Tenant's works are not completed.

For this purpose I must assume that the market rent of the property will be reduced to reflect a reduction in revenue, and therefore profit, to the Tenant by not having the benefit of the improvements contained in the Tenant's Works.

In the absence of an appraisal to assess the market rent of the property in the absence of the Tenant's Works, it is not possible to specify the value of the property under these circumstances, save to say that such reduction would be of a significant sum perhaps in the range of 15% to 25% of the valuation set out above.