



Notice of a public meeting of

Decision Session - Executive Leader (incorporating Policy, Strategy and Partnerships)

To: Councillor Aspden (Executive Leader)

Date: Wednesday, 9 March 2022

Time: 1.30pm

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

AGENDA

Notice to Members – Post Decision Calling In:

Members are reminded that, should they wish to call in any item* on this agenda, notice must be given to Democratic Services by **4:00pm** on **Friday 11 March 2022**.

*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 Customer and Corporate Services Scrutiny Management Committee.

Written representations in respect of items on this agenda should be submitted to Democratic Services by at **5.00pm** on **Monday 7 March 2022**.

1. **Declarations of Interest**

At this point in the meeting, the Executive Leader is asked to declare:

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

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

2. **Minutes** (Pages 1 - 2)

To approve and sign the minutes of the joint Budget Decision Session held on 13 December 2021.

3. **Public Participation**

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

Please note that our registration deadlines have changed to 2 working days before the meeting. The deadline for registering at this meeting is at **5.00pm on Monday 7 March 2022**.

To register to speak please visit www.york.gov.uk/AttendCouncilMeetings to fill out an online registration form. If you have any questions about the registration form or the meeting please contact the Democracy Officer for the meeting whose details can be found at the foot of the agenda.

Webcasting of Public Meetings

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

During coronavirus, we've made some changes to how we're running council meetings. See our coronavirus updates (www.york.gov.uk/COVIDDemocracy) for more information on meetings and decisions.

4. Great British Railways Headquarters (Pages 3 - 28)

The Department for Transport has announced their intention to run a competition to select the appropriate location for the headquarters of Great British Railways (GBR). This report notes the considerable benefits of York being home to Great British Railways HQ.

5. Urgent Business

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

Democracy Officer:

Name: Robert Flintoft

Contact Details:

Telephone – (01904) 551088

Email – democratic.services@york.gov.uk

For more information about any of the following please contact the Democracy 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

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City of York Council

Committee Minutes

Meeting	Joint Budget Decision Session - Executive Leader (incorporating Policy, Strategy and Partnerships) and Executive Member for Finance and Performance
Date	13 December 2021
Present	Councillors Aspden Decision Session - Executive Leader (incorporating Policy, Strategy and Partnerships) and Ayre (Executive Member for Finance and Performance)

17. Declarations of Interest

The Executive Leader and Executive Member for Finance and Performance were asked to declare, at this point in the meeting, any personal interests, not included on the Register of Interests, or any prejudicial or disclosable pecuniary interests that they might have had in respect of business on the agenda. They confirmed they had none.

18. Minutes

Resolved: That the minutes of the Decision Session held on 13 January 2021 be approved as a correct record and signed by the Executive Leader and Executive Member for Finance and Performance.

19. Public Participation

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

20. Financial Strategy 2022/23 to 2026/27

The Executive Leader and Executive Member for Finance and Performance considered a report which set out the draft savings proposals, growth assumptions and capital schemes relating to their portfolios, providing an opportunity to receive feedback in advance of the presentation of the overall Financial Strategy to

Executive on 7 February 2022 and Full Council on 17 February 2022.

The Chief Finance Officer explained the background information to the overall financial strategy noting that the proposals had been prepared in the context of Covid-19. She noted the in year pressures adding that information from the government on provisional grants had not yet been issued. She highlighted the proposed basic council tax increase of 1.99 % and social care precept increase of 1%, adding that the budget gap of £7million had been found from efficiency savings. She noted that increasing pressure in children and adult social care was a national issue. The Director of Customer and Communities explained how revenue savings had been made.

The Executive Leader and Executive Member for Finance and Performance noted the early publication of the papers and thanked officers for their work. It was noted that the budget continued to protect front line services and invest in funding for vulnerable children and adults. They then;

Resolved: (i) That the feedback from consultation to date, as set out in Annex 3 to the report, be noted.

- (ii) That Option 1 be approved and the following be retained for inclusion in the overall budget:
- The 2022/23 revenue savings proposals set out in Annex 1;
 - The 2022/23 revenue growth proposals set out in Annex 2; and
 - The new schemes for inclusion in 2022/23 to 2026/27 Capital Programme, as set out in Annex 4.

Reason: To confirm that stakeholders have had the opportunity to feed into the budget process at this stage in advance of the finalisation of the Financial Strategy 2022/23 to 2026/27

Cllr Aspden, Executive Leader
[The meeting started at 10.12 am and finished at 10.19 am].



**Decision Session – Executive Leader
(incorporating Policy, Strategy and
Partnerships)**

9 March 2022

Report of the Assistant Director of Policy and Strategy
Portfolio of the Leader of the Council

Great British Railways Headquarters

Summary

1. The Department for Transport has announced their intention to run a competition to select the appropriate location for the headquarters of Great British Railways (GBR).
2. The process involves submission of a formal expression of interest, with the short list announced in May, after which the public will be invited to vote with the “winner” announced in the summer.
3. We believe York is already the natural home for GBR given our location at the heart of the railway network; our heritage as rail pioneers; our existing rail sector innovation eco-system; being home to the National Railway Museum; gateway to level up the north; and a centre point for decarbonised national transport infrastructure.

Recommendations

4. The Leader is invited to note the considerable benefits of York being home to Great British Railways HQ and:
 - a. To approve the submission of a formal expression of interest signalling our intent.
 - b. To agree the expression of interest will be a joint submission from York, North Yorkshire and Y&NY LEP and will follow extensive consultation with city partners, lead members and rail leaders.

- c. To delegate the authority to finalise and submit the expression of interest to the Corporate Director of Place following consultation with the Leader of the Council, in accordance with the recommendations above and within the competition deadline of 16 March 2022.

Reason: The competition deadline is 16 March 2022, with several cities and towns indicating interest. To avoid revealing our evidence too early, it is proposed that the expression of interest is not publically shared before the competition deadline. As part of the consultation process it will first be shared with city partners and rail leaders to ensure an accurate reflection of York's strengths. The joint expression of interest demonstrates the importance GBR and the rail sector has for the whole of the region, and the collaboration of the North Yorkshire Local Authorities who support York becoming the home of GBR.

Background

5. The ⁱ*Great British Railways – Williams-Shapps plan for rail* was published in May 2021. It sets out a 30 year vision for the railway sector and described how an efficient, modern, improved experience for both freight customers and passengers and zero carbon trains would be achieved by bringing the network under single national leadership through a new public body, Great British Railways.
6. This new public body, Great British Railways (GBR), will have a new brand and identity. It will be comprised of a national headquarters with five regional divisions organised in line with the regions established in ¹Network Rail's Putting Passengers First programme.
7. The William-Shapps plan described the evolution of the rail sector with flexible career opportunities to attract and support the best to flourish and herald a new golden era for the railways.
8. York confirmed it intended to be considered as the new home of GBR in June 2021 when it became clear GBR was looking for the most appropriate location. A letter was sent to the Secretary of State for Transport and the rail minister who welcomed the "passionate advocacy" York and North Yorkshire could play.

¹ [Putting passengers first - Network Rail](#)

9. In October 2021, GBR announced it would run a competition and city partners joined the campaign to attract GBR HQ to York.
10. In November 2021, a debate took place in the House of Commons outlining the considerable benefits York would bring to GBR and vice versa, with support from York and North Yorkshire MPs.
11. In December 2021, a roundtable discussion with city partners developed the case for York, demonstrating how York already has the skills, sector expertise, space and connectivity to deliver a more efficient, customer-focused rail sector.
12. In January 2022, the council worked with partners and rail sector leaders to develop the response to the call for evidence for the ⁱⁱWhole Industry Sector Plan. The response set out much of the evidence that would be repurposed once the competition criteria was announced.
13. In tandem, work on York Central is gathering momentum with infrastructure construction now underway. This 46 Ha brownfield site offers a unique opportunity for GBR, to be co-located or adjacent to a potential Civil Service Hub and a new Active Travel England HQ in purpose built facilities, on land owned by Network Rail offering exceptional value for money.

The competition for a new HQ

14. In February 2022, the competition ⁱⁱⁱcriteria was announced. Locations across the country with strong historical links to the railway were encouraged to make the case for why they should be the new home set against six criteria:
 - a. Alignment to Levelling Up objectives
 - b. Connected and easy to get to
 - c. Opportunities for Great British Railways
 - d. Railway heritage and links to the network
 - e. Value for money
 - f. Public support
15. The competition is a four stage process, with a public vote taking place in May 2022:

1 – Expression of Interest deadline: 16 March 2022

2 – Shortlist announced May 2022

3 – Ministerial visits to shortlisted places and a public vote: May 2022

4 – Headquarters' location announced Summer 2022

16. Several towns and cities have indicated they will be submitting an expression of interest. The list of known contenders is below:

Barrow	Doncaster	Peterborough
Carlisle	Eastleigh	Southampton
Crewe	Milton Keynes	Stockton
Darlington	Nottingham	Swindon
Derby	Penrith	Wakefield

17. The Expression of Interest must be submitted by 16 March 2022.

The Expression of Interest

18. The Expression of Interest is expected to be a professional, considered and compelling response that meets the criteria, however the transition team aren't expecting applicants to spend significant time on document design or detailed analysis within the application.
19. Evidence is being compiled with business and city leaders and the rail sector that will provide the basis of York's expression of interest.
20. Development of the expression of interest involves significant consultation with members, city leaders and rail sector partners, before being submitted to government on 16 March 2022.
21. It is proposed York, North Yorkshire and Y&NY LEP demonstrate the value of this opportunity for the whole region by submitting the expression of interest jointly.

Our case

22. York has a strong case to attract GBR HQ (**see annex B**):
- Our unique 180 year rail heritage includes the National Railway Museum and zero point on York station, which

has led to over a third of the UK connected to York via a direct train route.

- York is home to a rail cluster representing around 10% of the total rail industry, with 14% within an hour's train journey – representing 18,000 people. There are an additional 100,000 or so in the supply chain.
- Our rail workforce is young, skilled and diverse. Network Rail employs more than 1,000 people in York and has the country's biggest rail control centre in the city and one of 12 digitised central signalling centres. The breadth of York's skills base, across rolling stock, engineering, planning and the digital future, means GBR will be more effective from the start.
- The announcement that Active Travel England is due to be located in York presents an opportunity to create a national decarbonised transport infrastructure campus, putting York at the heart of sustainable travel.

Building public support

23. Activities to build public support have already begun. During February 2022, and March 2022, the focus is predominately on building business, rail sector and public bodies advocacy with the competition encouraging organisations to show their support.
 - a. Meetings have been held with rail sector leaders, city leaders, MPs, business leaders, West and North Yorkshire Chamber Transport and Executive groups and city partners to share the case for York.
 - b. A letter has been sent to Yorkshire's MPs and Mayors sharing the case for York and inviting them to join the campaign
 - c. MPs, local politicians, the rail sector and businesses are visibly confirming their support through the media or on social media using #DestinationGBR, #YorkGBRHQ, #Yes2York
<https://www.yorkpress.co.uk/news/19935139.train-giants-back-yorks-bid-home-new-british-railway-hq/?ref=eb>

- d. An article in *Our City*, the resident newsletter, will start to build excitement about the competition.
 - e. £50k has been approved by Budget Council to help build public support and attract GBR HQ to York.
24. Throughout April 2022, and in May 2022, a more public campaign will build momentum, encouraging as many people as possible to choose to vote for York. Example activities include:
- a. The campaign to encourage votes will not be contained to York or North Yorkshire and instead stretch across Yorkshire and across the country, appealing to anyone with either an affinity for rail, for York or both.
 - b. City partners, businesses and the media will be encouraged to do whatever they think reasonable to raise awareness and interest in York's case, based around a common set of messages. The council will not own the campaign and instead encourage it to spread as far as possible.
 - c. Partners and stakeholders who have already pledged their support will be invited to write letters of support to the GBR Transition team, sharing their letter in the media or on social media and encouraging their networks to vote for York.

Consultation

- 25. A city leaders meeting was held in December 2021, to shape the case for York. The case then evolved through discussion with rail sector leaders, MPs, and partners in neighbouring (and supportive) authorities.
- 26. City leaders and the rail sector have provided additional evidence and have been invited to review the Expression of Interest.
- 27. The Expression of Interest will be shared with Legal and Commercial Property colleagues to ensure implications are understood before being formally submitted.

Options

- 28. There are two options listed below:

Option One: York should be the natural home for GBR HQ. This is the preferred option.

Option Two: York should not prepare an expression of interest for GBR HQ

Analysis

29. The benefits and disadvantages of each option are below:

	Benefits	Disadvantages
York should be the natural home for GBR HQ	<p>It helps cement York’s position as the natural home of a decarbonised national transport infrastructure.</p> <p>It re-ignites York’s long association as the heart of the railway industry, strengthening civic pride.</p> <p>It builds future opportunities for a range of job roles that would balance out the reliance on service/hospitality sectors.</p> <p>It would strengthen the rail industry eco-system that would form around a new anchor institution in the heart of the city centre, acting as an attractor for related businesses and industries.</p> <p>It responds to the council plan and economic strategy priority of encouraging more higher value jobs in the city.</p>	<p>The HQ is purely corporate and strategic roles, the benefits will be realised through the surrounding eco-system that supports a new anchor institution in the city.</p>
York should not prepare an expression of interest for GBR HQ	None	<p>If we do not submit an expression of interest, we will not be considered as a location for the HQ, losing out on the many benefits listed above.</p>

Council Plan

30. The Expression of Interest to encourage GBR HQ to locate to York responds to the Council Plan priority *Well paid jobs and an inclusive economy* by creating new jobs, and encouraging higher paid roles in the city centre.

31. Implications

- **Financial** £50k has been committed by City of York Council with additional funding from partners to encourage public support. This funding has been confirmed at Budget Council.
- **Human Resources (HR)** No implications
- **Equalities** The EIA is attached as Annex B
- **Legal** Understanding commercial property options and implications will be part of the consultation process to develop the Expression of Interest.
- **Crime and Disorder** No implications
- **Information Technology (IT)** No Implications
- **Property** Commercial property colleagues will be consulted as the Expression of Interest develops. Particularly in reference to the opportunity for a purpose built rail industry campus on Network Rail owned land on York Central.

32. Risk Management

Reputation: Failing to submit a robust and compelling bid would undermine public confidence and significantly damage stakeholder support. The consultation process has been designed to allow time to collate wide ranging evidence and views from city partners and the rail industry.

Competitive disadvantage: By providing too much information too soon, we risk other applicants undermining York's position. To avoid this risk, we will publish the high level evidence base as late as possible, and only publish the full bid once the deadline has passed.

Public support: The public vote is non-binding, however there is a risk that York is over-looked. This could be a variety of reasons ranging from a public protest vote to not being sure of the wider benefits. A campaign will proactively share the rationale for York as the home of GBR, however any public vote introduces risk.

Contact Details

Author:

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Policy and Strategy
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Chief Officer Responsible for the report:

Janie Berry, Director of Governance

**Report
Approved**



Date 28 February
2022

Specialist Implications Officer(s)

Debbie Mitchell, Director of Finance
Frances Harrison, Head of Legal Services
Nick Collins, Head of Commercial Property
Andy Kerr, Head of Regeneration and the Economy
Simon Brereton, Head of Economic Growth
Will Boardman, Head of Policy and Partnerships
Graham North, Rail Policy Officer
Alison Edeson, Skills Manager
Alex Dochery / Charles Storr, Economic Growth Team
Andrew Leeming / Sarah Thomas, Y&NY LEP

Wards Affected:

All



For further information please contact the author of the report

Background Papers:

- [Great British Railways: Williams-Shapps plan for rail - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- [Whole Industry Strategic Plan document | Great British Railways Transition Team \(gbrtt.co.uk\)](http://gbrtt.co.uk)

- [National Headquarters Competition for Great British Railways | Great British Railways Transition Team \(gbrtt.co.uk\)](#)
- [Call for transport leaders to help 'super-charge' skills and build future workforce - GOV.UK \(www.gov.uk\)](#)
- [Putting passengers first - Network Rail](#)

Annexes

Annex A – Equality Impact Assessment

Annex B – York's case

ⁱ [Great British Railways: Williams-Shapps plan for rail - GOV.UK \(www.gov.uk\)](#)

ⁱⁱ [Whole Industry Strategic Plan document | Great British Railways Transition Team \(gbrtt.co.uk\)](#)

ⁱⁱⁱ [National Headquarters Competition for Great British Railways | Great British Railways Transition Team \(gbrtt.co.uk\)](#)

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Governance		
Service Area:	Policy and Strategy		
Name of the proposal :	GBR HQ		
Lead officer:	Claire Foale		
Date assessment completed:	Feb 2022		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Alison Edeson	Skills Manager	CYC	Skills
Nick Collins	Head of Commercial Property	CYC	Commercial Property inc. West Offices
Alex Dochery	Economic Growth Manager	CYC	Economic growth
Sarah Thomas	Economic Growth	Y & NY LEP	Economic Growth
Charles Storr	Sector Development Manager	CYC	Economic Growth

Step 1 – Aims and intended outcomes

1.1	<p>What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.</p>
	<p>York should formally submit an expression of interest to be included in the Great British Railways headquarters competition process, jointly with North Yorkshire and York and North Yorkshire Local Enterprise Partnership.</p> <p>If successful, this would result in the headquarters being based in York city centre at a location for example at West Offices or the Hudson Quarter, or alternatively in a purpose built facility on York Central.</p>
1.2	<p>Are there any external considerations? (Legislation/government directive/codes of practice etc.)</p>
	<p>The government are deciding where the Headquarters will be based. They are following a four stage process, with the expression of interest the first stage, shortlisting, then a public vote, before making a final decision in the summer.</p>

1.3	Who are the stakeholders and what are their interests?
	<p>The government and transition team are interested in where the location for the headquarters should be. Local businesses and city partners are keen to attract Great British Railways to York because of the economic value and opportunity it will bring as a new anchor institution in the city. Residents are interested because it provides employment opportunity. Commuters and those within a 1-2 hour radius of York are interested because of both the employment and skills/secondment/intern opportunities.</p>
1.4	<p>What results/outcomes do we want to achieve and for whom?</p> <p>Attracting Great British Railways to York will:</p> <ul style="list-style-type: none"> • help cement York’s position as the natural home of a decarbonised national transport infrastructure • re-ignite York’s long association as the heart of the railway industry, strengthening civic pride. • build future opportunities for a range of job roles that would balance out the reliance on service/hospitality sectors. • strengthen the rail industry eco-system that would form around a new anchor institution in the heart of the city centre, acting as an attractor for related businesses and industries. • respond to the economic strategy priority of encouraging more higher value jobs in the city. <p>The Expression of Interest to encourage GBR HQ to locate to York responds to the Council Plan priority <i>Well paid jobs and an inclusive economy</i> by creating new jobs, and encouraging higher paid roles in the city centre.</p>

Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
Source of data/supporting evidence	Reason for using	
Our Big Conversation – resident survey/consultation used to inform the economic strategy <ul style="list-style-type: none"> • 1,934 residents and 93 businesses responded 	To understand resident’s appetite to strengthen the economy, their constraints and opportunities.	
Economic / business roundtable discussions	To understand business leader’s concerns and learn more about what representative organisations thought barriers might be.	
Citizen’s Advice	The experiences of those experiencing financial hardship	

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.		
Gaps in data or knowledge		Action to deal with this	
We don't yet understand the requirements of the headquarters or how they will function.		<p>As an executive body of the Department for Transport we expect Great British Railways to apply civil service equality processes and policies and will have this discussion with them if successful in the competition.</p> <p>The civil service published equalities and inclusion strategy is here: Equality and diversity - Civil Service - GOV.UK (www.gov.uk)</p>	

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	The move of the headquarters to York will provide corporate services roles of different levels for all ages, the focus on the rail sector will help increase the number of apprenticeships	+	M

	available and GBR will be invited to become a member of the York Skills Board to help ensure sufficient provision.		
Disability	<p>The headquarters will be located in accessible offices – there is an issue about whether accessible transport routes to and from are sufficiently accessible and we will work with transport providers as part of ongoing work with the disabled community to support this.</p> <p>As an executive body of the Department for Transport we expect Great British Railways to apply civil service equality processes and policies. The civil service published equalities and inclusion strategy is here: Equality and diversity - Civil Service - GOV.UK (www.gov.uk) – They will publish data on progress against these targets within the Civil Service Diversity & Inclusion Dashboard.</p>	0	H
Gender	Rail is typically a more male orientated career. Actions are being taken to encourage women into the sector with Women in Rail Home Women in Rail and STEM activities targeting young women and children.	+	M
Gender Reassignment	<p>As an executive body of the Department for Transport we expect Great British Railways to apply civil service equality processes and policies. The civil service published equalities and inclusion strategy is here: Equality and diversity - Civil Service - GOV.UK (www.gov.uk)</p>	+	M
Marriage and civil partnership	<p>As an executive body of the Department for Transport we expect Great British Railways to apply civil service equality processes and policies. The civil service published equalities and inclusion strategy is here: Equality and diversity - Civil Service - GOV.UK (www.gov.uk)</p>	+	M

Pregnancy and maternity	The civil service has a shared maternity/paternity policy Microsoft Word - SPL Having a baby HMG FV.docx (publishing.service.gov.uk)	+	M
Race	As an executive body of the Department for Transport we expect Great British Railways to apply civil service equality processes and policies. The civil service published equalities and inclusion strategy is here: Equality and diversity - Civil Service - GOV.UK (www.gov.uk) – They will publish data on progress against these targets within the Civil Service Diversity & Inclusion Dashboard .	+	M
Religion and belief	As an executive body of the Department for Transport we expect Great British Railways to apply civil service equality processes and policies. The civil service published equalities and inclusion strategy is here: Equality and diversity - Civil Service - GOV.UK (www.gov.uk) They will publish data on progress against these targets within the Civil Service Diversity & Inclusion Dashboard .	+	M
Sexual orientation	As an executive body of the Department for Transport we expect Great British Railways to apply civil service equality processes and policies. The civil service published equalities and inclusion strategy is here: Equality and diversity - Civil Service - GOV.UK (www.gov.uk)	+	M
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	As an executive body of the Department for Transport we expect Great British Railways to apply civil service equality processes and policies and will have this discussion with them if successful in the competition.	+	M

	The civil service published equalities and inclusion strategy is here: Equality and diversity - Civil Service - GOV.UK (www.gov.uk)		
Low income groups	There are several programmes in place to help build skills and aspirations to help introduce lower income groups to the different roles available in the rail sector.	0	M
Veterans, Armed Forces Community	The City of York Council's armed forces covenant describes how the council works closely with veterans and the community to identify how to introduce different employment opportunities, including upskilling and reskilling If required.	0	M
Other	<p>The civil service have published recommendations on how employers can measure socio-economic background in their workforce. The recommendations have been developed in consultation with private sector employers and experts.</p> <p>Publishing these measures, is part of their commitment as outlined in the Civil Service Diversity & Inclusion Strategy, to establish a baseline socio-economic data for the whole of the Civil Service by March 2020. This data will be used alongside the data already collected and used to understand how diverse the workforce is and their lived experience in the Civil Service, and to inform development of inclusive HR policies.</p> <p>The recommendations can be found here.</p>		

Impact on human rights:			
List any human rights impacted.	Workers rights covered by human rights, such as right to strike, prohibition of slavery/servitude/forced labour and right to fair working conditions are covered by the Civil Service equality and diversity strategy.	0	M

Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p>Low impact (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	<p>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</p>
<p>We will work with Great British Railways to:</p> <ul style="list-style-type: none"> • Understand their skills requirements and invite them to participate in/join the York Skills Board • Explore how to make commuting to their location more accessible • Introduce them to the different networks and associations that exist in York to champion equality, diversity and human rights. 	

Step 6 – Recommendations and conclusions of the assessment

6.1	<p>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</p>
<p>- No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</p>	

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
No major change to the proposal	As an executive body of the Department for Transport we are confident that equality and human rights issues will be a core part of the new headquarters policies and practices.

Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
Understanding skills agenda	Invite to Skills Board, meet to discuss how York Skills Board can support	Alison Edeson	TBA – dependent on if successful
Understand accessibility of location	Discussion once location has been selected	Simon Brereton/Nick Collins	TBA – dependent on if successful
Understanding equality and diversity networks and partnerships	Introduce key partners across York	Simon Brereton	TBA – dependent on if successful

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	<p>As a new anchor institution in York, Great British Railways will be invited to become part of the fabric of York, through the introduction of different networks, the opportunity to influence how their workforce commute and to inform the Skills Agenda.</p> <p>Activities will be monitored through regular engagement and meetings including city leaders groups.</p>

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Annex B - Great British Railways Headquarters – The Case for York

York and North Yorkshire are united - York is the ideal location for Great British Railways' Headquarters.

Our case is simple:

- York is ready – York has the sites and connectivity and feet on the ground to work now
- York and the surrounding area is the future of the rail sector – we are already developing the diverse, skilled workforce the rail industry needs, driving innovation and responding to strategic challenges
- GBR in York and North Yorkshire is Levelling Up – our connectivity, skills programmes and industry expertise brings opportunity for the North East, to level up across the North.

York is ready now.

York Central provides a unique opportunity to create a fitting new HQ on a city-centre brownfield site where Network Rail is a major partner and landowner. Other available sites which also reflect the city's rail history include Hudson Quarter, George Stephenson House, and West Offices (built 1841 as one of the first railway stations within a city) - all available immediately to provide flexible office accommodation.

Our regional rail industry employs 18,000 people across Yorkshire representing 14% of the UK's rail industry, with the supply chain employing around 100,000 people. We have strong rail sector specialisms in digitisation, signalling, telecoms and systems engineering, business and asset management, all key to the future of rail.

Our rail workforce is young, skilled and diverse. Network Rail employs more than 1,000 people in York and has the country's biggest rail control centre in the city and one of 12 digitised central signalling centres. The breadth of York's skills base, across rolling stock, engineering, planning and the digital future, means GBR will be more effective from the start.

York and the surrounding area is the future of the rail

York and the wider region has leading Universities within easy reach with strong innovation, research and teaching cohorts that have already responded to the engineering challenges set by HS2. Our specialist rail capabilities are nationally significant, supported by a vibrant further education sector and great schools. There are 13 leading education institutions within 1 hour of York.

In York, we are committed to developing an internationally renowned rail skills centre of excellence. York's rail businesses are working with us to develop their

workforce including social mobility. The White Rose University cluster includes significant rail expertise, while York is already home to Network Rail's Operating and training centre, controlling train operations across the North of England.

GBR in York is Levelling Up

York and the wider region are already providing skills and work opportunities in areas of deprivation, with work programmes for veterans, ex-offenders and those who are NEETs and STEM programmes for schools and school leavers.

York is at the heart of the UK rail network, equidistant between London and Edinburgh, with connections to Merseyside, Greater Manchester, and Leeds, and cross country links to Sheffield, Birmingham and the South West. Within 1 hour of York, Tees Valley, Yorkshire Coast, West, North and South Yorkshire provides unrivalled scope for GBR and the rail industry to provide opportunities for northern residents, universities and businesses.

Basing GBR in York demonstrates a strong commitment to levelling-up across the North East with Levelling Up priorities supported by world-leading companies and institutions.