



## Notice of meeting of

### Social Inclusion Working Group

**To:** Councillors Aspden (Chair), Alexander, Sue Galloway, Gunnell (Vice-Chair), Healey, Potter and Sunderland

Non-voting Co-opted Members:

Jack Archer - Older Peoples Assembly,  
Sue Lister - Older Peoples Assembly,  
Peter Blackburn - LGBT Forum,  
Karen Roberts - LGBT Forum,  
Rita Sanderson - BME Citizens' Open Forum,  
Daryoush Mazloum - BME Citizens' Open Forum,  
Jan Jauncey - York Interfaith  
Lynn Jeffries - Disabled Peoples Forum and  
Paul Wordsworth - Churches Together in York

**Date:** Wednesday, 12 March 2008

**Time:** 6.30 pm

**Venue:** Clementhorpe Room, Priory Street, York

## AGENDA

**1. Declarations of Interest**

At this point Members are asked to declare any personal or prejudicial interests they may have in the business on this agenda.

**2. Minutes**

(Pages 3 - 20)

To approve and sign the minutes of the last meeting of the Group held on 16 January 2008. An "easy read" version of these minutes is also attached for members consideration.

**3. Public Participation**

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Groups remit can do so. Anyone who wishes to register or requires further information is requested to contact the Democracy Officer on the contact details listed at the foot of this agenda. The deadline for registering is Tuesday 11 March at 5.00pm.

**4. Social Inclusion Working Group Budget (Pages 21 - 26) Principles.**

This report outlines the principles that will guide the distribution of Social Inclusion Working Group project budgets in the future and members are requested to approve these principles.

**5. Social Inclusion Working Group Membership. (Pages 27 - 32)**

This report summarises discussions during the Development Day on 25 February 2008 between members and community group representatives regarding membership of the Group. Members are requested to approve the involvement of expert witnesses in future Group meetings.

**6. "Pride in Our Communities" Equality Strategy (Pages 33 - 60) 2005-08 : Second Year Update.**

This report outlines progress, to December 2007, on each of the six improvement themes of "Pride in our Communities", the Council's Equality Strategy and plans for 2005-08.

**7. Equality Strategy 2008-11 : Equality Issues the Council should consider in the next 3 years. (Pages 61 - 68)**

The report summarises issues that the Council need to consider and take on board in its Equality Strategy and schemes during 2008-2011. In connection with this, Members are requested to approve a one off grant to each of the five community groups, currently co-opted to the Group.

**8. Work Plan Principles and Priority Topics for (Pages 69 - 76) 2008/09**

This report considers the principles, which guide Social Inclusion Working Group work planning, and recommends priority topics for 2008/09.

**9. Community Forum Reports and Feedback** (Pages 77 - 80)  
To consider the following updates:

- a) Verbal reports from the Chair and Vice Chair regarding community group surgeries.
- b) Verbal presentation from the Disability Forum Project Leader.
- c) Verbal reports from community groups regarding their activity in 2007/08 and in particular their contributions to SIWG objectives.
- d) Inclusive York Forum minutes from their meeting held on 12 December 2007 (attached).

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

Democracy Officer:

Name: Jill Pickering

Tel: (01904) 552061

jill.pickering@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

Contact details set out above.

This page is intentionally left blank

## About City of York Council Meetings

### Would you like to speak at this meeting?

If you would, you will need to:

- register by contacting the Democracy Officer (whose name and contact details can be found on the agenda for the meeting) **no later than 5.00 pm** on the last working day before the meeting;
- ensure that what you want to say speak relates to an item of business on the agenda or an issue which the committee has power to consider (speak to the Democracy Officer for advice on this);
- find out about the rules for public speaking from the Democracy Officer.

**A leaflet on public participation is available on the Council's website or from Democratic Services by telephoning York (01904) 551088**

### Further information about what's being discussed at this meeting

All the reports which Members will be considering are available for viewing online on the Council's website. Alternatively, copies of individual reports or the full agenda are available from Democratic Services. Contact the Democracy Officer whose name and contact details are given on the agenda for the meeting. **Please note a small charge may be made for full copies of the agenda requested to cover administration costs.**

### Access Arrangements

We will make every effort to make the meeting accessible to you. The meeting will usually be held in a wheelchair accessible venue with an induction hearing loop. We can provide the agenda or reports in large print, electronically (computer disk or by email), in Braille or on audio tape. Some formats will take longer than others so please give as much notice as possible (at least 48 hours for Braille or audio tape).

If you have any further access requirements such as parking close-by or a sign language interpreter then please let us know. Contact the Democracy Officer whose name and contact details are given on the order of business for the meeting.

Every effort will also be made to make information available in another language, either by providing translated information or an interpreter providing sufficient advance notice is given. Telephone York (01904) 551550 for this service.

যদি যথেষ্ট আগে থেকে জানানো হয় তাহলে অন্য কোন অর্ধাতে তথ্য জানানোর জন্য সব ধরনের চেষ্টা করা হবে, এর জন্য দরকার হলে তথ্য অনুবাদ করে দেয়া হবে অথবা একজন দোঅবী সর্ববরাহ করা হবে। টেলিফোন নম্বর (01904) 551 550।

*Yeteri kadar önceden haber verilmesi koşuluyla, bilgilerin terümesini hazırlatmak ya da bir tercüman bulmak için mümkün olan herşey yapılacaktır. Tel: (01904) 551 550*

我們竭力使提供的資訊備有不同語言版本，在有充足時間提前通知的情況下會安排筆譯或口譯服務。電話 (01904) 551 550。

اگر مناسب وقت سے اطلاع دی جاتی ہے تو ہم معلومات کا ترجمہ مہیا کرنے کی پوری کوشش کریں گے۔ ٹیلی فون (01904) 551 550

*Informacja może być dostępna w tłumaczeniu, jeśli dostaniemy zapotrzebowanie z wystarczającym wyprzedzeniem. Tel: (01904) 551 550*

### **Holding the Executive to Account**

The majority of councillors are not appointed to the Executive (38 out of 47). Any 3 non-Executive councillors can 'call-in' an item of business from a published Executive (or Executive Member Advisory Panel (EMAP)) agenda. The Executive will still discuss the 'called in' business on the published date and will set out its views for consideration by a specially convened Scrutiny Management Committee (SMC). That SMC meeting will then make its recommendations to the next scheduled Executive meeting in the following week, where a final decision on the 'called-in' business will be made.

### **Scrutiny Committees**

The purpose of all scrutiny and ad-hoc scrutiny committees appointed by the Council is to:

- Monitor the performance and effectiveness of services;
- Review existing policies and assist in the development of new ones, as necessary; and
- Monitor best value continuous service improvement plans

### **Who Gets Agenda and Reports for our Meetings?**

- Councillors get copies of all agenda and reports for the committees to which they are appointed by the Council;
- Relevant Council Officers get copies of relevant agenda and reports for the committees which they report to;
- Public libraries get copies of **all** public agenda/reports.

City of York Council

Committee Minutes

---

MEETING	SOCIAL INCLUSION WORKING GROUP
DATE	16 JANUARY 2008
PRESENT	COUNCILLORS ASPDEN (CHAIR), ALEXANDER, SUE GALLOWAY, GUNNELL (VICE-CHAIR), POTTER, SUNDERLAND, BROOKS (SUBSTITUTE), JACK ARCHER (NON-VOTING CO-OPTED MEMBER), SUE LISTER (NON-VOTING CO-OPTED MEMBER), RITA SANDERSON (NON-VOTING CO-OPTED MEMBER), DARYOUSH MAZLOUM (NON-VOTING CO-OPTED MEMBER), LYNN JEFFRIES (NON-VOTING CO-OPTED MEMBER) AND PAUL WORDSWORTH (NON-VOTING CO-OPTED MEMBER)
APOLOGIES	COUNCILLOR HEALEY, PETER BLACKBURN AND JAN JAUNCEY (NON-VOTING CO-OPTED MEMBERS)

---

**22. DECLARATIONS OF INTEREST**

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda.

Councillor Potter declared a personal non-prejudicial interest as the Older People's Champion in relation to Agenda Item 6 Funding Requests 2007/08.

**23. MINUTES**

RESOLVED: That the minutes of the last meeting of the Social Inclusion Working Group held on 21 November 2007 be approved and signed by the Chair as a correct record and the 'easy read' version be noted.

**24. PUBLIC PARTICIPATION**

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

**25. WORK MAP - FEEDBACK FROM COMMUNITY GROUP REPRESENTATIVES**

Consideration was given to a report which detailed the objectives of the Social Inclusion Working Group and the work areas covered by the Group in 2006/07 and 2007/08. The community group representatives had been

requested to discuss the issues outlined in the report with their groups and feed any views back to the meeting.

**RESOLVED:** That any comments on the report from the community groups be considered at the Social Inclusion Working Group Development Day to be held on Monday 25 February 2008.

**REASON:** To collect and note the views from community groups to inform the discussion at the SIWG Development Day in February.

**26. FUNDING PRINCIPLES 2008/09 - FEEDBACK FROM COMMUNITY GROUP REPRESENTATIVES**

Members considered a report, which outlined the objectives of the Social Inclusion Working Group, details of budgets together with funding principles for projects in 2008/09. This annex had been produced to assist community group representatives in offering feedback from their various groups.

**RESOLVED:** i) That further consideration of the principles of SIWG funding be undertaken at the Social Inclusion Working Group Development Day to be held on 25 February 2008.

ii) That community group representatives undertake discussions with their groups on the principles and report back their views at the Development Day..

**REASON:** To collect and note views from community groups to inform the discussion at the SIWG Development Day in February.

**27. FUNDING REQUESTS - 2007/08**

This report considered the final requests for funding from the remaining Social Inclusion Working Group projects budgets for the 2007/08 financial year. It requested Members to consider the following funding for the various equality strands:

York Citizens' Advice Bureau (All/Inclusion) - £1,500  
York Older People's Assembly (Age) - £1,600  
York Interfaith (Faith and Religion) - £650  
Disability Forum (Disability) – £520  
York Racial Equality Network (Black and minority ethnic) - £912  
Gender – £800

Members were informed that no specific project proposal had been received in 2007/08 relating to gender issues. It was felt that project applications relating to gender issues should receive priority consideration in 2008/09. A request had also been received for £2,000 for Disability Forum meetings and newsletters but as this group was in the process of



being reviewed and relaunched the Group felt that this was not the correct time.

The Group then considered the following options:

Option A: To approve amounts for each project with the exception of £800 for gender issues and £2,000 for Disability Forum meetings and newsletters as detailed in the report.

Option B: To distribute the remaining amount using a formulaic approach amongst all projects listed in part A of the table in Annex 3.

RESOLVED: i) That the following community group funding amounting to £5,192 be approved for the 2007/08 financial year:

York Citizens' Advice Bureau (All/Inclusion) - £1,500 in total  
York Older People's Assembly (Age) - £1,600 in total  
York Interfaith (Faith and Religion) - £650 in total  
Disability Forum (Disability) – £520 in total  
York Racial Equality Network (Black and minority ethnic) - £912 in total <sup>1</sup>.

ii) That priority consideration be given to applications from community groups relating to gender issues from the 2008/09 budget. <sup>2</sup>.

iii) That membership of the Social Inclusion Working Group, including gender, be discussed at the Development Day to be held on 25 February 2008.

REASON: To support the objectives of the Group and assist applicant groups to develop their Equalities and Inclusion related activities further in the future.

Action Required

- |  |    |
|--|----|
| 1. Notification of funding to community groups.  | GR |
| 2. Note that prior consideration will be give to funding applications relating to gender issues from the 2008/09 budget. | GR |

**28. COMMUNITY FORUM REPORTS AND FEEDBACK**

The Chair and Vice-Chair confirmed that they had met with ethnicity; disability and age related community groups and would aim to meet with faith and LGBT groups before the next SIWG meeting.

Lynn Jeffries updated the group on the work the volunteer unit at York University were doing to review and support the development of the Disabled People's Forum (DPF). This was part of a larger review of support groups for disabled people in York, which was hoping to conclude

in October 2008. The group was made up of university volunteers: post-graduate students and lecturers. It would be supported by a steering group made up of Councillors Aspden and Gunnell, Lynn Jeffries and Evie Chandler. Lynn requested that other community groups on SIWG should make a link to this project, especially the Older People's Assembly.

In the interim the DPF was commissioning a disability conference (scheduled for March/April 2008) to bring together individuals and groups that were involved in disability issues in York. The purpose would be to:

- consider how voluntary groups and individuals work together currently and how this can be improved in the future
- begin to identify key common issues and messages to be addressed to public service providers in the city

All the university volunteers would be invited to the conference.

The Chair confirmed that the Inclusive York Forum (IYF) and the SIWG minutes were now being exchanged and sent to each groups' members. The group requested the draft IYF minutes rather than the agreed minutes, which took longer to be published.

Cllr Potter circulated York People First's newsletter to the group.

YREN informed the group that they had moved offices. The phone and fax numbers and e-mail address remained the same. The new address was: 20 Falsgrave Crescent, York, YO30 7AZ. YREN were holding an "open house" forum at their new premises on 27<sup>th</sup> February between 12noon and 2.00pm. All members of SIWG were invited to attend.

YREN had also put together a working group to set up an ethnic elders social group (meetings held at YREN's new premises).

The Older Peoples Assembly reported that they had had a well attended (150 people) meeting recently looking at insurance, particularly travel insurance for older people, and bus passes.

The group asked Evie Chandler to investigate the City of York Council's collection policy for bus passes – where people can collect passes, if and how people can collect passes for other people. Evie to communicate results to SIWG members.<sup>1</sup>

Paul Wordsworth updated the group on the ArcLight Central building due for completion in June 2008. Paul stated that he would like the group to promote the ArcLight project as a 'centre' rather than a 'hostel' to address negative connotations. He confirmed that there was a need to specifically reflect this in future versions of key documents, such as the Council's corporate strategy.

### Action Required

1. Details of bus pass collection to be sent to SIWG members.

GR

**29. VERBAL REPORTS FROM CONFERENCES**

Councillor Aspden reported back on the Diverse Britain Conference and Councillor Gunnell on the Social Inclusion Conference on Engaging and Communicating with Hard to Reach Groups.

**30. BLACK MINORITY ETHNIC (BME) STAKEHOLDERS SEMINAR, OCTOBER 2007**

Consideration was given to the report, which outlined the key findings from the BME Stakeholders' Seminar held in October 2007. Members were requested to allocate time at a future meeting to fully consider the final findings alongside responses from key stakeholder organisations.

It was reported that the key messages were currently being considered by a number of stakeholder organisations in the city and that responses to the key messages from stakeholders were still being gathered.

Rita Sanderson stated that the working group that organised the seminar were due to meet at a later date for a de-brief. It was confirmed that Heather Rice was the key link in the City of York Council. The Chair and Vice Chair confirmed that they would also like to be involved in the de-briefing meeting.

**RESOLVED:** That further consideration of the key messages from the BME Stakeholder' Seminar, in particular what the Group and the Council can do to promote solutions, be undertaken at the SIWG meeting in May (1hr to be allocated). <sup>1</sup>.

**REASON:** To give proper consideration to the key messages and provides feedback to key stakeholders.

Action Required

1. To add to the agenda for the SIWG meeting scheduled for GR 14 May 2008.

**31. CITY OF YORK COUNCIL CORPORATE PRIORITIES 2007-2011**

This report informed members of the group representing community organisations of the contents of the Council's Corporate Strategy 2007-11.

Heather Rice, Director of People and Improvement gave the group an overview of the council's updated Corporate Strategy. Heather pointed out that many of the priorities in the Strategy were working to tackle exclusion, for example improving the economic prosperity of people in York with a focus on minimising income differentials; improving the life chances of the most disadvantaged and disaffected children, young people and families in the city and responding to the changing population of York.

**32. GROUP DISCUSSION: WITHOUT WALLS ANTI POVERTY STRATEGY**

At this point, the meeting broke into small groups for discussion on key aspects of the Without Walls Anti-Poverty Strategy to enable a response to be made to the Inclusive York Forum.

Group feedback on the Anti-poverty Strategy and what the council can do to support the key areas for actions.

Group A – Maximise incomes of individuals in poverty

1. Benefits Take up

- Council has regular benefits campaigns
- Councillors discuss benefit take -up issues at surgeries and when they work out in the community
- Council offer financial support to bodies which offer benefits take up advice and advocacy

2. Education and Training

- "Worklessness ethos" / the value of employment/ the poverty trap should be explored within school citizenship curriculum

3. Employment

- Targeted Council job fairs in city areas of economic and social deprivation
- Better support for people coming off benefits in preparing them to find and keep a job
- When Council employs people who come off benefit pay them weekly not monthly so as to help them maintain a sustainable cash flow
- Look at how and where Council advertises for jobs. Think about advertising in "specialist" press such as BME and newspapers and newsletters, disability group's publications, etc.
- Consider changing the accessibility of our current jobs bulleting like the size of the font on the internet

4. Minimise barriers

- Council should do more to help people on the fringe of poverty to find and keep jobs, before their position becomes critical.
- Look at providing more affordable housing for workers on low income or people on benefit. Stop selling existing Council houses/flat. Build new ones.

Group B – Minimise the cost of living in York and increase take up of available services

- Develop innovative approaches to tackle issues like unaffordability of affordable housing – esp. for older people, people from BME communities
- Increase supply of affordable housing
- Prioritise investment in schemes which support inclusion e.g. transport schemes

- Develop targeted initiatives to facilitate take-up by excluded groups – to address “downward spiral”
- Promote and target financial literacy (for example budgeting, use of credit) for excluded communities – credit union, in particular, needs to be promoted and supported to help this
- Citizenship in schools should be focussed around this agenda
- Proactive initiatives to support people in tackling fuel poverty
- Consider ways in which key services (which may be inaccessible for some) can be integrated into other Council service delivery streams (for example, dentistry through children’s centres)

Group C – Improve partnership working and organisational responses to poverty.

- Make links to community events such as the Older People’s Assembly information fair held twice a year to publicise legal and debt advice.
- Focus information and advice to very specific low-income areas of the city – this can be specific streets.
- Lots of information and advice is available on-line or via leaflets/ brochures, but not everyone has computer access or can read. Information also needs to be available verbally via advice centres, phone and in local places people visit e.g. doctor’s surgeries/health clinics, libraries, post offices.
- Training courses on managing a budget or getting out of debt. Link to Future Prospects.
- Fund outreach work to isolated communities e.g. some Ward Committees give funding for a Age Concern worker to visit local older people, other Ward Committees are not sure what the need is.

The overall messages from the group were that the City of York Council can play a key role in this work but that they cannot do it in isolation and that partners and other groups need to take responsibility too.<sup>1</sup>

### Action Required

1. Details of the SIWG's response on the Without Walls Anti- GR Poverty Strategy be forwarded to the Inclusive York Forum.

CLLR K ASPDEN, Chair

[The meeting started at 6.31 pm and finished at 8.30 pm].

This page is intentionally left blank

**Social Inclusion Working Group 12 March 2008**

**Information note: CYC Bus passes distribution- Spring 2008**

- **What:** New style bus passes will replace existing ones, to comply with the new English National Concessionary Travel Scheme commencing 1 April 2008
- **Venue for distribution of passes:** Salvation Army Citadel, Gillygate
- **When:** Monday 3rd March 2008 to Friday 7 March 2008 (Surnames A to K)  
Monday 10th March 2008 to Friday 14 March (Surnames L to Z)  
Between 9.30am and 3.30pm each day
- **Who:** Anyone issued with a Concessionary Bus Travel Pass by City of York Council prior to 1 Feb 2008
- **How:** Show proof of current address (e.g. current utility bill, council tax bill, etc), confirm that this is your sole or principal residence, and, if appropriate, proof of continuing eligibility on grounds of disability.
- **Exceptions:** 1) New Blind Person's Passes will be posted to the address we have on record for existing pass holders.  
2) Anyone newly applying for a pass after 1 Feb 2008 will have their new pass posted to their home address as soon as possible, but this may be after 1 April 2008. They will be issued with an old style pass for local travel in the York area in the meantime.
- **What to do if unable to collect pass as above:** Collect from York Guildhall between 1 April 2008 and 25 April 2008 (Monday to Friday).
- **What happens if I have not got my new pass by 1 April?:** Your existing pass will be valid for use as it is at present (i.e. within York & North Yorkshire) until its expiry date or 30

September 2008 (whichever is earlier). You will not be able to use it in other parts of England, where only the new style pass will be accepted for Concessionary Travel.

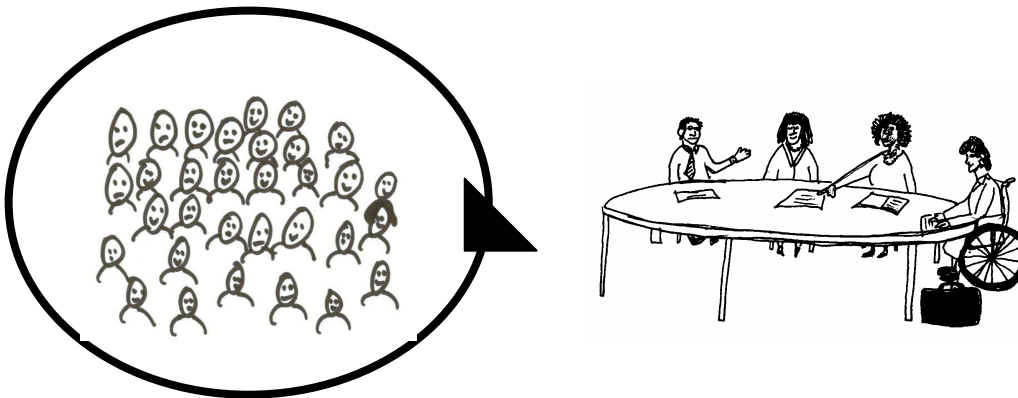
- **What should I do if I have a question not answered here:**  
Call our helpline on 01904 551670 for advice.
- **What is happening to Travel Tokens?:** This will be decided at a meeting of Councillors on 21 February. Until then, we are unable to say what might happen other than, if they continue to be made available, they will be available for collection from the Guildhall and parish venues, as in previous years, from Tuesday 1 April.
- **If tokens are retained as an alternative choice, will I be able to collect my new bus pass from Parish venues?:**  
Unfortunately, no. New passes for existing pass holders have been produced in advance and will be issued from a central stock on request. New applicants will be able to apply for passes at Parish venues, but their pass will be posted to their home address as soon as possible thereafter.

The Council has appointed, for a temporary period until May 2008, a Concessionary Travel Manager, Marion Taylor, with effect from 8 February 2008, to oversee the bus pass and token issuing operation. Other temporary staff have been recruited to assist as necessary.

February 2008



# City of York Council

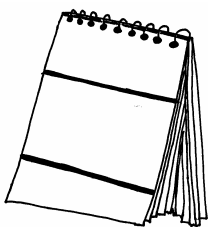


## Social Inclusion Working Group

*(Social inclusion means including everyone in society. The Social Inclusion Working Group has been set up to look at how all different communities in York can be given the same chances to take part in life and be included)*



## MINUTES



**Date of meeting: 16 January 2008**

**Members of the Council who were at the meeting (to be known as 'Members' in these minutes):**



**Keith  
Aspden  
(Chair)**



**Julie Gunnell**



**Jenny  
Brooks**



**Ruth Potter**



**James  
Alexander**



**Sue  
Sunderland**



**Sue Galloway**

**Members of the Council who were not able to come to the meeting:**



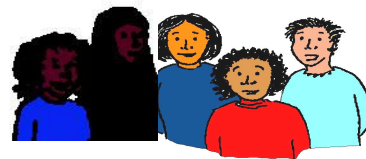
**Paul Healey**

**People who were at the meeting representing community groups:**

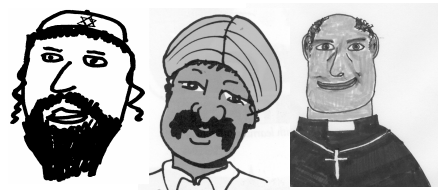
Sue Lister and Jack Archer  
from the Older People's  
Assembly



Rita Sanderson and  
Daryoush Mazloum of the BME (BME stands for Black Minority Ethnic) Citizens Forum



Paul Wordsworth of Churches  
Together in York



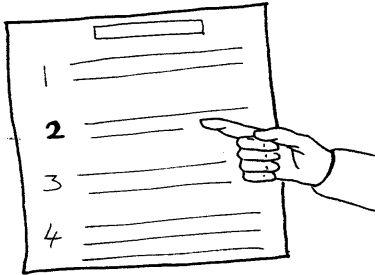
Lynn Jeffries from the Disabled  
People's Forum



## 1. Work Map - Feedback from Community Group Representatives



Members looked at a plan for the Groups work.



It was agreed that the plan should be considered at the Social Inclusion Working Group Day to be held on 25 February 2008. It was also agreed that the Community Group representatives would show the list to their Groups and ask their members if they had anything they wanted to add.



## 2. Funding Principles 2008/09 - Feedback from Community Group Representatives



Members looked at how money from the Groups budget was shared amongst community groups.

It was agreed that the plan should be considered at the Social Inclusion Working Group Day to be held on 25 February 2008.



### 3. Funding Requests - 2007/08

The Group looked at a list of recommendations telling them how they could deal with requests for money from the Groups budget.



They agreed that the following community groups should be given money which amounted to £5,192:



- York Citizen's Advice Bureau - £1,500 in total
- York Older People's Assembly - £1,600 in total
- York Interfaith - £650 in total
- Disability Forum - £520 in total
- York Racial Equality Network - £912 in total

### 4. Community Forum Reports and Feedback

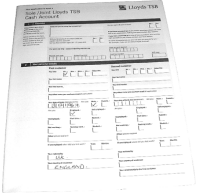


Lynn Jeffries told the Group about a volunteer unit at York University who were carrying out a review and supporting the development of the Disabled People's Forum.

She said that a Disability Conference was planned for March/April 2008.



York Racial Equality Network had moved offices to 20 Falsgrave Crescent, York.



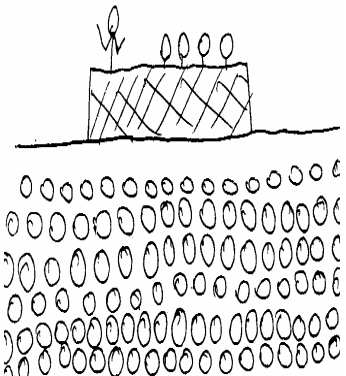
The Older People's Assembly said that they had had a well attended meeting which had looked at insurance, particularly travel insurance for older people and bus passes.

## 2008 National Bus Pass



Evie Chandler, Equalities Officer, was to tell Members where people could collect bus passes and if people could collect passes for other people. Paul Wordsworth, told Members about the new Arclight Central building which would be completed in June this year. He told them that this was a 'centre' and not a 'hostel'.

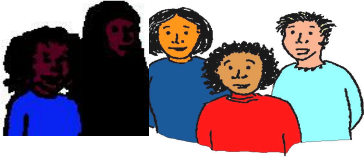
## 5. Verbal Reports from Conferences



Councillor Aspden told the Group about a Conference on Diverse Britain and Councillor Gunnell told them about a Conference she had attended on Engaging and Communicating with Hard to Reach Groups.



## 6. Black Minority Ethnic (BME) Stakeholders Seminar, October 2007



The Group looked at the main points, which had come out of the Seminar. So that more time could be spent looking at these points it was agreed to consider them at the May meeting of the Group.



## 7. City of York Corporate Priorities 2007-2011

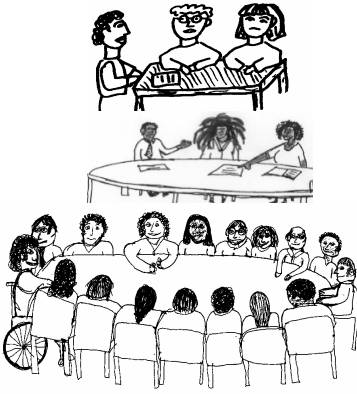


Heather Rice, Director of People and Improvement, told the Group about the Council's updated Corporate Strategy.

She explained that many of the key priorities would help less well off young people and families in York.

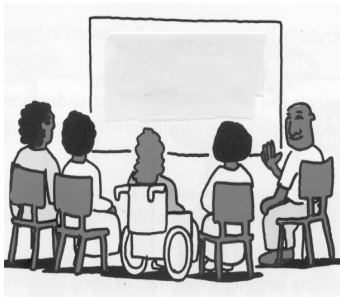
## 8. Group Discussion: Without Walls Anti Poverty Strategy

The meeting broke into small groups to discuss the Without Walls Anti Poverty Strategy.



The groups thought that the council could do things in the following areas:

- A. To make the most of money that less well off people earned
- B. Cut down how much it costs to live in York and help people to obtain the services to which they are entitled.
- C. Help partners to work together better and how they look at poverty.



The Group agreed that the City of York Council could help with this work but they also needed other organisations and groups to assist them.





---

Meeting of the Social Inclusion Working Group

12 March 2008

Report of the Director of People and Improvement

## **Social Inclusion Working Group Project Budget Principles**

### **Summary**

1. The report outlines the principles which will guide the distribution of Social Inclusion Working Group project budgets in the future.
2. Members are requested to approve the principles.

### **Background**

3. At its Development Day on 25 February 2008, the Group considered and approved the principles which will guide the way in which the budget of £5,100 available for Social Inclusion and Equality projects will be distributed in financial year 2008/9 and beyond.

### **Consultation**

4. Community representatives and elected members jointly considered and arrived at the principles during the Group Development Day on 25 February 2008. Annex 2 outlines the key points of their discussions.

### **Options**

5. Option 1: To approve the recommended principles
6. Option 2: Not to approve the recommended principles
7. Option 1 is recommended. Reason: The recommendations were arrived at following consensus after extensive discussion at Group Development Day on 25 February 2008 and contribute to Social Inclusion Working Group and Council Equality objectives.

## **Analysis**

8. The total budget for the Social Inclusion Working Group in 2008/9 is £7,740, made up of £5,100 projects funding and £2,640 for group development. The development budget is ring-fenced.
9. Projects requesting support from this budget should :
  - a. Contribute to Social Inclusion Working Group objectives and agreed yearly work plans
  - b. Support the engagement of the widest audience in each of the six Equality strands i.e. Gender, Race, Disability, Sexual Orientation, Religion and Belief, and Age
  - c. Aim to engage hard-to-reach groups within each strand
  - d. Explore new or emerging issues
  - e. Be innovative and not previously tried
  - f. Not be main running costs, which will not be funded
  - g. Receive priority when brought forward by a number of community groups and covering a number of Equality strands
10. These factors will also be taken into account to prioritise projects when there are more project proposals than budget available.
11. Groups will present end-of-year reports outlining project outcomes and final costs.

## **Corporate Priorities**

12. The recommended principles contribute to the promotion of inclusive and cohesive communities through encouraging joined up and innovative approaches to common issues.

## **Implications**

13. These are as follows:
  - **Financial** - None
  - **Human Resources (HR)** - None

- **Equalities** – The recommended principles will contribute to the promotion of inclusive and cohesive communities and to Council Equalities aims and objectives.
- **Legal** - None
- **Crime and Disorder** - None
- **Information Technology (IT)** - None
- **Property** - None
- **Other** - None

### **Risk Management**

14.N/A

### **Recommendations**

15.To approve the principles agreed at the Development Day on 25 February 2008 as outlined in paragraphs 8 to 11 of this report.

Reason: To facilitate the business of the Group in 2008/9 and beyond.

### **Contact Details**

**Author: Evie Chandler**  
**Equalities Officer**  
**PIET**  
**Tel: 551704**

**Chief Officer Responsible for the report:**  
**Heather Rice**  
**Director of People and Improvement**

Report Approved

Date *3 March 2008*

Wards Affected:

All

For further information please contact the author of the report

**Background papers** – None

**Annexes-** Annex 1 - SIWG Development Day 25.2.2008:Key points from Budget Principles session



**Annex 1 - SIWG Development Day 25.2.2008:Key points from Budget Principles session**

- The budget principles paper already circulated is agreed. It meets and supports SIWG objectives
- Move away from funding community groups running costs. These should be met from voluntary and community sector funding available from Council and other funders.
- Fund new, multi-strand, projects that are in line with the three SIWG objectives and annual work plans
- Council should provide support for community groups to work together and develop new projects
- Explore match-funding for projects (e.g. from Ward Committee funds)
- Explore the possibility of 3 year funding
- Concentrate on funding projects for "hard-to-reach", "need-to-reach" groups
- Commission community groups to do work that "fills in the gaps"
- Receive feedback of what happened with the project money regularly, including year end reporting





---

Meeting of the Social Inclusion Working Group

12 March 2008

Report of the Director of People and Improvement

## **Social Inclusion Working Group Membership**

### **Summary**

1. This report summarises the discussions that members and community representatives had regarding membership of the Group during the Group Development Day on 25 February 2008.
2. Members are requested to note the discussions.
3. Members are also requested to approve the suggestion to have expert witnesses involved in future SIWG meetings at the discretion of the Chair. Community groups and organisations from which expert witnesses can be drawn are as listed in paragraph 11 below.

### **Background**

4. At its Development Day on 25 February 2008, the Group considered SIWG membership issues. Key points arising are included in Annex 1 below.

### **Consultation**

5. Community representatives and elected members jointly considered the issue of improvements and additions to group membership during the Group Development Day on 25 February 2008.

### **Options**

6. Option 1: To invite expert witnesses as recommended
7. Option 2: Not to invite expert witnesses as recommended
8. Option 1 is recommended. Reason: The list of expert witnesses suggested here was arrived at following discussion at Group

Development Day on 25 February 2008. These witnesses will bring specific knowledge and experience to the Group.

## **Analysis**

9. The role of “expert witnesses” is to provide information and knowledge about specific issues .
10. Expert witnesses will be invited to meetings in 2008/9 at the discretion of the Chair, for relevant agenda items.
11. Suggested witnesses and reasons for inviting them are as follows:
  - a. York Travellers Trust, to inform traveller issues
  - b. York Humanists, to inform non religion/belief issues
  - c. Young people invited in consultation with and supported by Steve Rouse, the youth worker who is currently commissioned by SIWG to work with young people, to inform specific issues such as intergenerational projects.
  - d. User representatives from Valuing People Partnership and York People First to inform learning disabilities and mental health issues
  - e. People from York Access Group to inform mobility issues
  - f. Representatives from Higher York to progress higher education student inclusion
  - g. Following investigation to identify relevant groups in the City, invite representatives from women’s groups, men’s groups and transgender groups to assist with gender issues.
  - h. Representatives from the Primary Care Trust and Education services to assist with and inform service issues arising in these areas.

## **Corporate Priorities**

12. The recommended action will contribute to the promotion of inclusive and cohesive communities by helping members of the Social Working Group explore specific issues in detail and in light of direct experience.



## Implications

13. These are as follows:

- **Financial** - None
- **Human Resources (HR)** - None
- **Equalities** – The recommendations contribute to the promotion of inclusive and cohesive communities and to Council Equalities aims and objectives.
- **Legal** - None
- **Crime and Disorder** - None
- **Information Technology (IT)** - None
- **Property** - None
- **Other** - None

## Risk Management

14.N/A

## Recommendations

15. Note the contents of this report.

16. Approve the attendance of expert witnesses, to be invited to meetings in 2008/9 at the discretion of the Chair for relevant agenda items.

Reason: To facilitate the business of the Group in 2008/9 and beyond.

## Contact Details

**Author: Evie Chandler**  
**Equalities Officer**  
**PIET**  
**Tel: 551704**

**Chief Officer Responsible for the report:**  
**Heather Rice**  
**Director of People and Improvement**

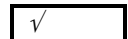
Report Approved



Date

*3 March 2008*

All



Wards Affected:

For further information please contact the author of the report

**Background papers** – None

**Annexes-** Annex 1 – SIWG Development Day 25.2.2008: Key points from Membership Issues session

**Annex 1 - SIWG Development Day 25.2.2008: Key points from Membership Issues session**

Group discussions were guided by questions as below.

**Q. Do we have the "right" people around the table?**

- Need travellers as a specific group. Invite Travellers Trust.
- Invite Humanists to represent non-religion/belief.
- Disability is too big to be covered by one/two reps. We need "expert witnesses" from learning, mobility, mental health, and sensory sub-strands. Invite witnesses from York People First and York Access Group.
- Need other expert witnesses to be invited as needed, especially from young people groups, health and education
- Need representation from the student population. Someone from Higher York to be invited.

**Q. Is the gender mix right?**

- Current arrangement of "one-woman/one-man" from each of the 5 other strands is not working as some groups only have one representative . We need to encourage all groups to put forward one-man/one-woman.
- We need gender issue reps, including transgender
- Invite women from Women Without Walls and the International Women's Week steering group
- Do not lose sight of the fact that we need men's issues reps too

**Q. Is the balance of elected members, community reps and officers right?**

- Too many elected members. Need 2-2-1, or 4 only (i.e. one from each party)
- Need more community reps

**Do we have enough voices around the table?**

- Current strand community reps have a responsibility to actively engage and bring to the table the voice of other community groups concerned with issues relating to that strand.
- Community reps should receive support from SIWG budgets to produce a joint SIWG newsletter to be sent to various groups in the city.
- The role of expert witnesses will help add to voices as needed.

**Q. How long should co-optees serve?**

- This should be reviewed annually by the community groups selected to send representatives to SIWG.
- Co-optees should continue to serve so long as their groups elect them annually.



---

Meeting of the Social Inclusion Working Group

12 March 2008

Report of the Director of People and Improvement

## **“Pride in Our Communities” Equality Strategy 2005-8: Second Year Update**

### **Summary**

1. Annex 1 reports progress to December 2007, with each of the six improvement themes of PRIDE IN OUR COMMUNITIES, the Council’s Equality Strategy and plans for 2005-8.
2. An overview and summary of the main successes in the last year are set out in the Strategy Annex on pages 3 and 4.
3. Members are requested to note the report.

### **Background**

4. N/A.

### **Consultation**

5. N/A

### **Options**

6. N/A

### **Analysis**

7. N/A.

### **Corporate Priorities**

8. Action reported in the update, contributes to community cohesion and Council Equality objectives.

## Implications

9. These are as follows:

- **Financial** – None.
- **Human Resources (HR)** – None
- **Equalities** - Issues outlined in the update will be further developed in the refreshed Council Equality Strategy and Schemes 2008-2011, which will contribute to the promotion of inclusive and cohesive communities and to Council Equalities aims and objectives.
- **Legal** - None
- **Crime and Disorder** - None
- **Information Technology (IT)** - None
- **Property** - None
- **Other** - None

## Risk Management

10. N/A

## Recommendations

11. To note the contents of the report.

Reason: To keep members updated on progress with Equalities.

### Contact Details

**Author: Evie Chandler**  
**Equalities Officer**  
**PIET**  
**Tel: 551704**

**Chief Officer Responsible for the report:**  
**Heather Rice**  
**Director of People and Improvement**

Report Approved

Date

3 March 2008

All

Wards Affected:

For further information please contact the author of the report

**Background papers** – None

**Annexes** - Annex 1 : "Pride in Our Communities" Equality Strategy 2005-8: Second Year Update 2007- 8

# **Pride in Our Communities**

Equality Strategy 2005-8

# Year 2

## **The Second Year Review and Update**

September 2007





# Contents

	<b>Page</b>
<b>A</b> <b>Overview</b> of equalities work in the council.	3
<b>B</b> <b>Progress and Equalities Legislation</b> Summarises the main areas where progress has been made and the changes to Equalities Legislation.	4
<b>C</b> <b>Six Improvement Themes</b> Reviews the six improvements themes the council is focussing on, considers what progress has been made and what further work is needed.	6
<b>D</b> <b>Action Plans</b> Updates progress on the action plans	13

# A

## An Overview

In 2005 the City of York Council produced its first comprehensive Equality Strategy – “Pride in our Communities” (PIOC). This strategy provided a framework for moving beyond mere compliance with equality legislation and policy, towards embedding an equalities culture at every level of the organisation. It also outlined how the council would continue to implement the Equality Standard for Local Government, carry forward the work of the Council’s Race Equality Scheme and prepare the council for the introduction of the gender and disability equality duties.

This document reviews the Strategy in it’s final year and updates completed and current work. Unfortunately, despite best efforts, there was a reduction in staff in the Equalities Team in 2007. The implication of this is that equalities work has had to be prioritised and we haven’t been able to carry out the quantity of work we had planned.

This review reflects these restricted resources and concentrates on work that can be achieved in the next six months. We will also spend the next six months putting together and consulting on a new Equality Strategy for 2008-11.

# B

## **Main Successes in the last year**

- **Consulting local disabled and Black and minority ethnic people.**

We held a conference in June 2007 to consult with local disabled and Black and minority ethnic people. Thirteen different council services were involved in focus groups and stalls and the feedback these services received was used in various council strategies and plans.

- **Social Inclusion Working Group.**

This group of Councillors and community forum representatives was formed to look at making council policies and procedures more inclusive. In the past year the group has covered, amongst other things, the diversity of the council workforce, age discrimination and Human Resources policies and how to involve young people in the group.

- **Making consultation more accessible and inclusive.**

Guidance and training on making consultation more accessible and inclusive was given to staff.

- **Reporting Hate Incidents.**

A new city wide reporting procedure for hate incidents was agreed. This involved partners such as the police, Safer York Partnership, and community groups as well as various council services. The new procedure will be launched in autumn 2007.

- **Equality Training for Senior Managers**

A pilot forum theatre training event was held for senior council managers. This event was very successful with all attendees recommending the training be offered to more staff. More forum theatre training events are planned for late 2007 and early 2008.

## **B2** New Equalities Legislation

There have been many changes to equalities legislation in the past couple of years and there's many more to come. As well as changes to disability (2006) and gender legislation (March 2007), legislation for sexual orientation and religion and belief for goods, services and facilities comes into force in October 2007. Also in October the new Commission for Equality and Human Rights will come into existence. This is to take the place of the three existing Commissions for disability, race and gender and also to enforce legislation for sexual orientation, religion and belief and age.

The government is also consulting on proposals to bring in a single equalities bill to gather all the protected groups (eg. disability, race and so on) together under one piece of legislation rather than keeping them all separate, all with slightly different duties. The aim of this is to simplify the law so better progress can be made. The proposed bill is at the early stages at the moment so we don't know exactly what the new legislation will be or when it will come into force (2010 has been mentioned). However it will bring further changes

to equalities work and will impact on other areas such as the Equality Standard for Local Government.

There have also been changes to the Equality Standard for Local Government. There is now an inspection at level 3 and level 5 (the final level) of the Standard. This means there is more work to do to achieve level 3 as the inspection requires a rigorous self assessment, supported by documentary evidence, as well as the extra time, work and money for the inspection itself.

## C

## The Six Improvement Themes

The Equality Strategy is divided into 6 different themes that the council focuses equalities work on. There are also 6 equality 'strands' that equalities work is focussed on: race, disability, gender, age, sexual orientation and religion and belief. The work mentioned in the following pages identifies which 'strand' it is relevant to.

Some of the areas where more work is needed will continue into the new Equality Strategy 2008-11. This is either because they are large projects that will take longer than six months to carry out or because they are on-going pieces of work that continue on a rolling programme (for example training or impact assessments).

### **C1 Leadership**

This theme looks at the role of Council leaders in shaping, driving and supporting the Equality Strategy and the implementation of the equality work.

#### **What we have done in the past year:**

	<u>Equality Strand</u>
<ul style="list-style-type: none"> <li>Identified priority projects for equalities impact assessments</li> </ul>	All
<ul style="list-style-type: none"> <li>Refreshed the corporate strategy to focus on the needs of our</li> </ul>	All, particularly

**ANNEX 1**

communities. One of the specific aims of the refreshed corporate strategy is to promote cohesive and inclusive communities.

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>▪ Developed the Social Inclusion Working Group, chaired by the Executive Member for Youth and Social Inclusion.</li> </ul>   | <p>race and religion and belief</p> <p>All</p>   |
| <ul style="list-style-type: none"> <li>▪ Commissioned the Director of Housing and Adult Social Services to be the corporate Equalities Champion to help give equalities work a higher profile within the organisation</li> </ul>                                  | <p>All</p>   |
| <ul style="list-style-type: none"> <li>▪ Set up the Equalities Leadership Group; a group of high-level officers, and the Executive Member for Youth and Social Inclusion, who will agree on the strategic direction of equalities work in the council.</li> </ul> | <p>All</p>   |
| <ul style="list-style-type: none"> <li>▪ Piloted Forum Theatre training with senior managers to which Members were also invited.</li> </ul>   | <p>Play focussed on race issues as an example of discrimination faced by minority groups</p> |

**Areas where further work is needed:**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>▪ Progress the priority equality impact assessments</li> </ul> | <p><u>Equality Strand</u></p> <p>All</p> |
| <ul style="list-style-type: none"> <li>▪ Produce an action plan for promoting</li> </ul>              | <p>All,</p>                              |

**ANNEX 1**

cohesive and inclusive communities  
(part of the corporate strategy)

particularly  
race and  
religion and  
belief

- Set up an equalities network of officers to support equalities work within directorates.

All

## **C2 Community Involvement**

This theme considers how the council can improve community consultation and involvement work with local minority groups.

### **What we have done in the past year:**

- |  | <u>Equality<br/>Strand</u>                     |
|--|--|
| ▪ Established community representation at Social Inclusion Working Group   | All  |
| ▪ Held community conferences for local disabled people and Black and minority ethnic people  | Disability,<br>Race,<br>Religion and<br>Belief |
| ▪ Set up a database of different community groups, and the service areas they are interested in, for council services to consult with. | All  |
| ▪ Set up an independent Disabled People's Forum  | Disability,<br>age                             |
| ▪ Issued guidance to officers on how to make consultation accessible and inclusive   | All  |



## Areas where further work is needed:

<ul style="list-style-type: none"> <li>▪ We are helping to organise, in partnership with York Council for Voluntary Services, a conference for organisations that work with Black and minority ethnic (BME) people to discuss York's response to the rise in the BME population and it's implications.</li> </ul>	<u>Equality Strand</u> Race, religion and belief
<ul style="list-style-type: none"> <li>▪ Hold a gender themed event to discuss and raise awareness of gender issues in York</li> </ul>	Gender, including transgender
<ul style="list-style-type: none"> <li>▪ Support the effective operation of the new Disabled People's Forum</li> </ul>	Disability, age
<ul style="list-style-type: none"> <li>▪ Ensure equality perspectives are incorporated into the refresh of the Community Strategy. The team are holding a city conference in October to get the views from different communities in York.</li> </ul>	All

## **C3** Partnerships, Procurement and Grants

The council does not provide services in isolation. We have relationships with many organisations (public, private, voluntary and community) to help us deliver quality services. This section looks at how these arrangements can help us achieve our equality objectives.

## What we have done in the past year:

Equality  
Strand

- The Inclusive York Forum (part of the Local Strategic Partnership in York) has been working on challenging prejudice in York. They have identified 5 key themes: leadership, media, people living separate lives, education and employment. They are now working on the action plans under each theme.

All

The Local Area Agreement, which sets out public sector priorities for York over the next 3 years, contains equality focussed priorities such as:

All

- create a diverse program of cultural and environmental activities, accessible to all, and increase participation in communities with low participation rates
- tackle prejudice, harassment and discrimination where it exists in our communities and neighbourhoods
- develop a more integrated, environmentally sustainable and accessible transport network.

- A new hate incident reporting procedure has been agreed by Safer York Partnership Executive. The new procedures will be launched in autumn 2007.

All  
especially  
LGBT, Race,  
Religion and  
Disability**Areas where further work is needed:**

Equality  
Strand  
All

- Build up equalities focus in council procurement policies and practices for tendering of new contracts.

## **C4** Employment

The council wants to become a fair and equal employer, with a workforce that reflects the diversity of the community it serves. How can the council continue to build on the progress already made?

### **What we have done so far:**

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>▪ Reviewed and amended the council's policy on retirement to take account of new legislation on age.</li> </ul>   | <p><u>Equality</u><br/><u>Strand</u><br/>Age</p> |
| <ul style="list-style-type: none"> <li>▪ Trained managers on employing disabled people and what help, advice and grants are available to ensure disabled employees, or prospective employees, get the support they need to carry out their jobs.</li> </ul>                                      | <p>Disability</p>                                |
| <ul style="list-style-type: none"> <li>▪ Completed a job evaluation review as the first part of a pay and grading review. This is being done to bring about equal pay for council employees. We are now putting together a proposed pay structure and consulting with Unions on this.</li> </ul> | <p>Gender</p>                                    |

**ANNEX 1**

- Carried out a pilot survey of female staff in the Chief Executive's Directorate to find out what the issues and barriers are regarding career progression. These findings will be presented to Managers for decision on how to take forward.
- Consulted staff on the Harassment, Discrimination and Bullying Policy. The policy is now being re-drafted by Human Resources.

Gender

All

**Areas where further work is needed:**

- Rolling out a varied schedule of training on equalities to improve staff's knowledge, understanding and skills.

Equality  
Strand

All

**Employment Equality Statistics**

The proportion of the workforce that are from disadvantaged groups in comparison to their proportion in the local labour market.

	York	Council Oct 05	Council Mar 06	Council Sept 07
Disabled	17%*	2.1%	1.9%	2.1%
BME	6.1%**	2.8%	3.1%	4.1%
Women	51%#	73%	73%	75%

\*Percentage of all disabled people in York (not just working age)

\*\* 2003 Annual Population Survey estimate total York figure (not just working age).

# % of female working age population (16 to 64 years) from 2001 census

## **C5 Accessible Services**

This theme considers how council services can be as accessible as possible to people who currently may find using our services difficult due to physical or communication barriers.

### **What we have done so far:**

- The [easy@york](#) project has consulted with older people, disabled people, Black and minority ethnic people and Social Inclusion Working Group on it's plans to bring in telephone menu systems. Feedback from these groups was used in designed the new menu system.
- The planning and development department consulted with disabled people and Black and minority ethnic people on the development of the new Hungate site in York. The new council building will be fully accessible when it opens in 2010.

Equality  
Strand

All with extra Age, Disability, Race, Religion and Belief

Disability, Race, Religion and Belief

### **Areas where further work is needed:**

Equality  
Strand

**ANNEX 1**

- Continue to promote the Making Connections document which helps staff ensure their communication is accessible and inclusive.

All,  
particularly  
Disability,  
Race and  
Religion and  
Belief

**C6 Inclusive Services**

We do not just want to provide accessible services, we want to provide the right services. This may mean that our services need to be more flexible, more targeted or to provide different types of service entirely if we are to ensure that all citizens can receive services that are right for them.

**What we have done so far:**

- A feasibility study for a Centre for Independent Living in York was completed. This is now being taken forward to have a centre up and running by 2010

Equality  
Strand  
Disability

**Areas where further work is needed:**

- Carry out directorate and corporate self-assessments for the Equality Standard for Local Government.
- Ensure consistent equality monitoring

Equality  
Strand  
All  
  
All

of service take-up, service satisfaction and feedback across the authority.

## D

## Action Plans

In the Equality Strategy one year update we reported on progress on a number of key actions to improve our services. We also added priorities for 2006-7; here is an update on progress on these priorities.

We grouped the actions under the eight corporate aims.

### **D1** Thriving City

#### **Objective:**

Strengthen and diversify York's economy and improve employment opportunities for residents.

#### **Progress update:**

Improve awareness of childcare facilities - the Children's Information Service (CIS) has improved access to it's service by introducing:

- a text messaging service for parents
- childcare guides on audio CD in a variety of languages
- a brokerage service to find childcare that matches a families needs if they are having difficulty in arranging childcare because of complicated requirements or the child having additional needs.
- an outreach programme in community based Children's Centres.

As a result of these changes enquiries have increased from 9,221 in 2004/05, 16,123 in 2005/06 and 19,196 in 2006/07



- Increase the number of apprentices recruited within the council. All current funding is being used to employ nine apprentices working for the council and training to be, for example, blacksmiths, bricklayers, joiners, and electricians.

## **D2 Learning City**

### **Objective:**

Improve opportunities for learning and raise educational achievement for everybody.

### **Progress update:**

- Ensure that the growing number of BME children in schools have appropriate services in place and does not negatively impact upon performance – the Ethnic Minority Support Service has been expanded by the recruitment of 2 teaching assistants to continue to meet the needs of children learning English as an additional language. The service has also developed its training role to help schools meet the needs of BME pupils.
- Implement the second phase of the Inclusion Strategy – to make sure the curriculum is accessible and improve communication. The Accessibility Strategy 2006-9 was launched earlier this year along with a document called 'Access to the Curriculum for all Pupils: Celebrating good practice'. This document celebrates and shares examples of good inclusive practice within City of York Council schools and Early Years settings. Good practice

such as using visual cue cards in classes to represent instructions such as listen, look, think or put your hand up; holding 'read and play' sessions for Traveller children to help improve their language and social skills; multi-cultural assemblies with students singing, dancing or telling a story from their own country; and a 'peer mediation' scheme where older pupils are trained as 'problem busters' to help younger pupils sort out their own disputes at school breaks and lunchtimes.

- Extend intensive work to prepare Traveller children for post-16 education – a pilot to increase the hours of the Connexions Intensive PA for the Traveller Education Support Service is currently running to support a wider range of most vulnerable ethnic minority young people in the city. This involves partnership working with the Ethnic Minority Support Service and, as the pilot appears to be running successfully, it is hoped that funding will continue after March 2008.

## **D3** Healthy City

### **Objective:**

Work with others to improve the health, wellbeing and independence of York residents.

### **Progress update:**

- Production of a register of adapted properties – on this year's work plan. The team are improving IT systems to enable the register to be stored, however it is difficult to keep up to date as tenants often make changes to their house without informing the council.
- Assess the housing needs of Gypsies and Travellers as part of the Local Development Framework, and subsequent development of a Traveller Strategy - we have commissioned, with our North Yorkshire Housing Partners a Gypsy and Travellers housing needs survey. This is a detailed piece of work looking at the needs across the sub region and involving field work carrying out surveys with Travellers to cover both the summer and winter travelling patterns. This will provide the evidence base on which to develop a range of strategies including the Homelessness Strategy which includes Travellers. This work is also key data for the Local Development Framework and in particular the potential identification of land for Travellers through the LDF process if the surveys determine a need in York. The final report will be completed around April / May 08.

## **D4** Safe City

### **Objective:**

Create a safe City through transparent working with other agencies and the local community.

### **Progress update:**

- Increase awareness of adult abuse procedures and ensure appropriate protection and support is provided. During 2006-7 the multi-agency

Local Adult Protection Group increased awareness of the adult protection procedures with presentations and practice discussions. In May 2007, over 90 delegates from a wide range of agencies working with vulnerable adults attended a multi-agency awareness event, to learn about their roles and responsibilities, the role of the police, and the impact of the Mental Capacity Act on this work. In addition staff within organisations receive appropriate training in this area.

- Implement procedures for all hate incident reporting – a Hate Incident Reporting Strategy was produced and agreed by Safer York Partnership Executive in summer 2007. New reporting procedures are being launched in autumn 2007.

## **D5 Cultural City**

### **Objective:**

Work with others to develop opportunities for residents and visitors to experience York as a vibrant and eventful city.

### **Progress update:**

- Review funding and structure for Chinese New Year Festival – following a review in 2006 with various people including the Chinese Cultural Group, a smaller scale event took place over Residents First weekend and Chinese New Year weekend in 2007 due to funding restrictions. York@Large (the strategic cultural partnership) has agreed a focus on China in 2008 in support

of the Olympics with Chinese themed events throughout the year.

## **D6 Sustainable City**

### **Objective:**

Take pride in the city by improving quality and sustainability, creating a clean and safe environment.

### **Progress update:**

- Implement equality priorities of second Local Transport Plan – Improvements in the past year include: installing raised kerbs at bus stops and dropped kerbs at junctions and crossing points; identifying new crossing points in 'transport corridors'; replacing damaged or missing tactile paving; working with public transport operators to improve the accessibility of bus fleets; subsidising bus services to provide evening, weekend or daytime services that operators had deemed commercially non-viable; increasing the number of wheelchair-accessible hackney carriage taxis; providing concessionary fares for older or disabled residents; providing the Dial & Ride service to enable less mobile people to access shops and leisure activities and funding Shopmobility to replace some of their ageing fleet of mobility scooters and wheelchairs.

## **D7 Inclusive City**

**Objective:**

Ensure that all council services are accessible and inclusive, and build strong proud local communities.

**Progress update:**

- Ensure that the Safer and Stronger Communities element of the Local Area Agreement promotes good race relations – there are many objectives and priorities in the LAA that will go towards promoting good race relations. Two specific outcomes under this theme are: empower local people to have a greater choice and influence over local decision-making and a greater role in public service delivery (SSC6); and tackle prejudice, harassment and discrimination where it exists in our communities and neighbourhoods (SSC14).
- Ensure that the council's contact centre and web pages are fully accessible to disadvantaged communities – the new telephone menu system was developed after consultation with local disabled people, older people and Black and minority people. The website conforms with the W3C Web Accessibility Initiative standards. W3C is the internationally accepted authority on web accessibility standards.
- Develop and support an independent disabled people's forum- This was launched in October 2005 and a steering group of local disabled people put in place to progress the forum.

**Objective:**

Transform City of York Council into an excellent customer-focused 'can-do' authority.

**Progress update:**

- To produce policy and guidance on the monitoring of service take-up, satisfaction and feedback - This work is currently being planned. The Equalities Leadership Group will decide what approach to take on equality monitoring and then guidance will be rolled out to staff.
- Embed the equalities planning and performance monitoring process at a directorate level. This work will be done over the next 6 months and beyond as it is an on-going task.
- Build equalities into the delivery of the corporate strategy – there are three main priorities in the corporate strategy that have equalities at their heart: an economic strategy that focuses on minimising income differentials, a strategy to promote community cohesion and inclusivity, and a considered response to demographic changes such as the rise in BME people in York and an ageing population.

## Want to know more?

### On the internet . . .

You can download this review in PDF format from the City of York Council website on [www.york.gov.uk](http://www.york.gov.uk).

### In accessible formats . . .

If you would like to receive a copy in large print, Braille, audio cassette or electronic version then please contact the Equalities Team.


### In other languages . . .

If you would like this information in a community language please contact the Equalities Team.


### In the future . . .

A new equality strategy for 2008 – 11 will be written next year. If you want to receive a copy of the new strategy please contact the Equalities Team.


### To contact the Equalities Team:

 01904 551704 or 551726

 [heather.johnson@york.gov.uk](mailto:heather.johnson@york.gov.uk)

 The Equalities Team,  
City of York Council,  
The Guildhall,

If you would like information in another language or format, please ask.

 **01904 551704**

#### Turkish

Türkçe bilgi almak istiyorsanız, bize başvurabilirsiniz.

#### Bengali

যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

#### Cantonese

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

#### Urdu

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو براۓ مہربانی ہم سے پوچھئے۔

#### Hindi

यदि आपको सूचना किसी अन्य भाषा या अन्य रूप में चाहिये तो कृपया हमसे कहे

#### Gujarati

જો તમને માહિતી બીજી ભાષા અથવા રચનામાં જોઈતી હોય તો, કૃપા કરી અમને વિનંતી કરો.

#### Kurdish





---

Meeting of the Social Inclusion Working Group

12 March 2008

Report of the Director of People and Improvement

## **Equality Strategy 2008-11: Equality issues the Council should consider in the next 3 years**

### **Summary**

1. The report summarises issues that the Council needs to consider and take on board in its Equality strategy and schemes 2008-2011.
2. Members are requested to note the contents of annex 1 in the report.
3. Members are also requested to approve an one-off grant totalling £1,250 to be given in equal sums of £250 to each of the five community groups who are currently co-opted to the Social Inclusion Working Group so as to consult with people from the six equality strands about issues that need to be considered in the context of the Council's refreshed Equality Strategy and schemes for 2008 to 2011.

### **Background**

4. At the Development Day on 25 February 2008, SIWG members and co-optees considered issues to be considered in the refreshed Equality strategy and schemes 2008-2011.
5. Issues identified are summarised in Annex 1 of this report.
6. There is a requirement to directly consult and engage community groups and people from each six equalities strand in the refreshes. This is best achieved via the groups which are currently co-opted to sit on SIWG.

## **Consultation**

7. Issues and recommendations in this report were arrived at in discussions between members and co-optees at the SIWG Development Day on 25 February 2008.

## **Options**

8. Option 1: To approve the recommended one-off grant
9. Option 2: Not to approve the recommended one-off grant
10. Option 1 is recommended. Reason: To help identify key equality issues from as many community groups as possible so that the refreshed Equality strategy and schemes can consider and begin to resolve them.

## **Analysis**

11. One-off grants of £250 to be given by the end of March 2008 to each of the following groups:
  - a. Older Peoples Assembly
  - b. York Racial Equality Network
  - c. York Interfaith Forum
  - d. York LGBT Forum
  - e. Council Equalities Team as the Forum is currently being developed.
12. The grants should be spent on consultation activities to take place between March and the end of May 2008.
13. Any grant not spent by end of May 2008 will be returned to the Equalities Team.
14. All beneficiary groups will report the outcome of their consultation at SIWG meeting in July 2008, in writing.

## **Corporate Priorities**

15. The Equality strategy and schemes and the actions recommended for one-off grant will contribute to community cohesion and Council Equality objectives.

## Implications

16. These are as follows:

- **Financial** – None. The one-off grant will be found from existing Equality Team budgets
- **Human Resources (HR)** – None
- **Equalities** - Issues outlined during in annex 4 and during additional consultation events, will further the development of the refreshed Council Equality Strategy and Schemes 2008-2011, which will contribute to the promotion of inclusive and cohesive communities and to Council Equalities aims and objectives.
- **Legal** - None
- **Crime and Disorder** - None
- **Information Technology (IT)** - None
- **Property** - None
- **Other** - None

## Risk Management

17. N/A

## Recommendations

18. To note the contents of the report.

19. To approve the one-off grants in paragraphs 8 to 14 above

Reason: To collect the views of as many equality strand groups as possible to inform the refreshed Equality strategy and schemes 2008-2011.

### Contact Details

**Author: Evie Chandler**  
**Equalities Officer**  
**PIET**  
**Tel: 551704**

**Chief Officer Responsible for the report:**  
**Heather Rice**  
**Director of People and Improvement**

Report Approved

Date

3 March 2008

Wards Affected:

For further information please contact the author of the report

All

**Background papers** – None

**Annexes**- Annex 1 – SIWG Development Day 25.2.2008: Key issues that Council should consider in Equality Strategy 2008-2011

**Annex 1 - SIWG Development Day 25.2.2008: Key issues that Council should consider in Equality Strategy 2008-2011**

**Overall issues**

- Overall the Strategy should promote respect, diversity, understanding, tolerance, and cohesive communities.
- Council has a moral and legal responsibility to promote Equalities as the leading "place-shaper"
- Council should reinforce Equalities through its recruitment processes. Should ask equality questions at interview, incorporate commitment to equalities under essential attributes and skills in person specifications, and include the promotion of the equalities agenda in all job descriptions and Personal Development Reviews
- Council should lead making issues of age, sexual orientation, and religion and belief, real and relevant to life in the City.

**Strand-specific issues**

**Sexual orientation**

- This is an "invisible" agenda in York. The City should welcome and support sexual diversity.
- Consider the needs of older LGBT residents e.g. provision and allocation of sheltered/assisted accommodation etc
- People may wish to keep their sexuality private and this should be respected
- People of all ages who face intimidation/discrimination because of their sexuality must receive tailored and sensitive support
- When asking people about their sexual orientation we need to explain that the reason is to meet their needs.
- Councillors need to lead respect for and tolerance of sexually diverse people

### **Religion and Belief**

- Council should connect with locally "invisible" religions like Islam, Buddhism etc
- Is there a dominant religion in the City? What is the effect of this on community cohesion?
- Need to consider the needs of people without faith (e.g. bereavement services for Humanists)
- Identify what religions we have in the city, and act proactively to avoid negative impact on City cohesion due to lack of integration because of religious belief and practice
- Council services should be responsive to cultural and religious requirements of both service users and staff (e.g. halal meals in care homes and schools; prayer/contemplation rooms for staff)
- Council must respond early to incidents and tensions arising from religious beliefs

### **Age**

- Training and development provision for over 50s
- There is a drop in birth rate and a rise in aging population. What will the effect on pensions be? Where is the money going to come from?
- Given that York's older population is increasing Council must consult and involve those who are not 50 yet so as to identify and plan for future needs
- Maintaining independent living and preventing bad health: Interventions must start as early as possible
- Must work with other partners especially Health
- Consider the effect of transport policies on an aging population
- Increase activities to bring the different generations together
- Ensure you engage and involve all ages
- Consider carers needs when planning services and workforce/HR development

- The need for home care provision for the elderly will rise

### **Gender**

- Council should lead gender issues in employment by putting in place HR policies responsive to peoples' needs e.g. work-life balance, closing the pay gap, flexible working.
- Recruitment and selection should avoid job stereotyping. Job descriptions and person specs should be gender-neutral
- More leisure provision for women from BME groups (e.g. women/men only sessions in swimming pools)
- Need measures to deal with the isolation that women from BMEs face in the City.
- Children Services need to engage with men as role models
- Need more women councillors. More women in senior Council jobs. Break the salaries ceiling for women.

### **Disability**

- Council has a key role to ensuring that the physical environment is planned taking disability issues into consideration
- Need to increase the number of people with disabilities employed by Council
- More adult changing rooms in York are needed

### **Race**

- Early years and youth provision should consider the needs of the rising numbers of BME in the City.
- Schools will need to increase ESOL provision to BME children, families and even workers
- Information about services and citizen obligations should be proactively offered in various key languages
- Council must act now to prevent potential conflict from rises in BME population. Racism to and from newly settled communities needs to be dealt with.

- There is potential for conflict between races especially between established BME groups and new migrants
- Need to tackle Islamophobia, and the rise of racism against East Europeans
- Must engage with BME women and young people, not just BME "elders"





---

Meeting of the Social Inclusion Working Group

12 March 2008

Report of the Director of People and Improvement

## **Work Plan Principles and Priority Topics for 2008/9**

### **Summary**

1. The report considers the principles which guide Social Inclusion Working Group work planning and recommends priority topics for 2008/9.
2. Members are requested to approve the principles and agree a prioritised work plan (called “the SIWG Forward Plan”) for the first six months of calendar year 2008/9.

### **Background**

3. Annex 1 lists the principles and topics identified by the Group at its Development Day on 25 February 2008.

### **Consultation**

4. Community representatives and elected members jointly considered and arrived at the principles and topics outlined in Annex 1 during the Group Development Day on 25 February 2008.

### **Options**

5. Option 1: To approve the contents of Annex 1
6. Option 2: Not to approve the contents of Annex 1
7. Option 1 is recommended. Reason: The contents were arrived at after extensive discussion at Group Development Day on 25 February 2008 and contribute to Council Equality objectives.

## **Analysis**

8. N/a

## **Corporate Priorities**

9. The recommended principles and priority topics contribute to the promotion of inclusive and cohesive communities

## **Implications**

10. These are as follows:

- **Financial** - None
- **Human Resources (HR)** - None
- **Equalities** – The recommended principles and priorities will contribute to the promotion of inclusive and cohesive communities and will contribute to Council Equalities aims and objectives.
- **Legal** - None
- **Crime and Disorder** - None
- **Information Technology (IT)** - None
- **Property** - None
- **Other** - None

## **Risk Management**

11. N/A

## **Recommendations**

12. To approve principles outlined in part a of Annex 1

13. With co-optees present, to discuss the list of topics in part b of Annex 1 and agree a prioritised work plan (called “the SIWG Forward Plan”) for the first six months of calendar year 2008/9.

Reason: To facilitate the business of the Group in 2008/9

**Contact Details**

**Author: Evie Chandler  
Equalities Officer  
PIET  
Tel: 551704**

**Chief Officer Responsible for the report:  
Heather Rice  
Director of People and Improvement**

**Report Approved**

**Date** *3 March 2008*

**Wards Affected:**

**All**

**For further information please contact the author of the report**

**Background papers – None**

**Annexes-** Annex 1 :SIWG Development Day 25.2.2008: Work Plan Principles and Priorities for 2008/9



## **Annex 1- SIWG Development Day 25.2.2008: Work Plan Principles and Priorities for 2008/9**

### **a. Work planning principles**

#### **Overall**

- Agree a yearly work plan and stick to it
- Do less, do it better
- Prioritise topics of interest to all 6 strands.
- Work across all strands, do projects across all strands, concentrate on issues which are of concern to as many strands as possible
- Consider the capacity of SIWG members and community reps and prioritise so as to meet our and others expectations
- Build flexibility to deal with pressing or emerging issues
- Look at the Equality Leadership Group work plans and feed into them
- Consider the links with Inclusive City Forum to avoid duplication and to ensure synergy.

#### **Relating to Objective 1- Links with Council Executive, Council decision making**

- Look at the forward plans of the Executive and the Executive Member and Advisory Panels, to proactively identify areas that need SIWG input
- Ensure that SIWG advises all Council decision-making including officer decision making. (Look at Officer Decisions log)
- Raise the profile of SIWG with Executive members and Directors.
- Do joint Equalities training with Executive members
- Encourage Executive members to ask officers to consider the effects of recommended policy and practice on each of the six equality strands.
- Promote the role of SIWG to all members and senior officers. Consulting and engaging SIWG is not a tick-box exercise

- Position SIWG as a strategic group to be engaged early in policy and service planning.
- Ensure that SIWG views are included in Council responses to consultation about government equality, inclusion, cohesion initiatives

### **Relating to Objective 2- Links with Community Groups**

- Consider how to increase community representative capacity
- Ensure that equality strand reps learn from each other and act jointly
- Encourage community groups on SIWG to produce annual plans that will identify how they will contribute to SIWG annual work. Encourage end-of-year reporting on how plans were met.
- Need more regular representation from the Youth Service with young people.
- Work plan topics should be easy to understand. Brief Community Reps before meetings

### **Relating to Objective 3- Links with Ward Committees**

- Least developed objective. Ensure we catch up in 2008/9.
- Ask Ward Committee managers to brief SIWG members about ward committees
- Train ward committee officers on Equality issues
- Lobby ward committee members to include equality issues in their planning cycles
- Encourage ward committee officers and members to engage and include people from the 6 strands. Suggest how this can be done.
- SIWG members and officers to attend Ward Committees to present SIWG work and raise SIWG profile locally

### **b. Work Plan 2008/9- Priority topics**

- Lead the refresh of the Council Equality Strategy and Schemes 2008-2011
- Influence the developing Council Communication Strategy

- Develop a community engagement strategy for SIWG
- Younger/Older people intergenerational issues
- Gender issues especially the inclusion of women from Black and Minority Ethnic's (BMEs)
- Rise in BMEs and Community Cohesion issues
- Input to Council response to CPA inspection
- Feed into Local Development Framework and key service plans that will arise from the Sustainable Community Strategy and the Local Area Agreement
- Consider the changing demographic profile of the six Equality strands in York and how the Council should respond
- Consider CYC employee profile and the emerging Human Resources issues





## **WITHOUT WALLS**

*building a future for york*

### **LOCAL STRATEGIC PARTNERSHIP – INCLUSIVE YORK FORUM Minutes**

---

<b>DATE</b>	<b>12 December 2007</b>
<b>VENUE</b>	<b>Clementhorpe Room, Priory Street Centre</b>
<b>PRESENT</b>	Colin Stroud (Chair), Chief Executive York CVS John Bettridge, Chair Mental Health Forum Jack Archer, Older Peoples Assembly Chris Hailey-Norris, Citizen's Advice Bureau / York CLASP Jeremy Jones, York Homelessness Forum Paul Wordsworth, York Churches Together Rita Sanderson, YREN James Player, Age Concern York Nigel Burchell, Head of Strategic Partnerships, CYC Cllr Keith Aspden (Executive Member- Youth & Social Inclusion) Cllr Julie Gunnell Sara Hill, York Women's Aid Natasha Almond, Youth Volunteering Evie Chandler, Equalities Officer, CYC Adam Wyatt, Learning Difficulties

#### **In Attendance:**

Sue Houghton, Project Manager York North West

#### **1 Welcome and apologies**

Apologies received from:

Carers Centre  
John Low  
Carole Pugh

#### **2 Minutes and matters arising:**

Minutes of the meeting held on 17 September 2007 were agreed without amendment.

Matters arising:

- Evie Chandler has taken the lead on equalities issues for CYC for 6 month period ending March 2008
- Replacement for Sue Poole has been advertised
- The proposal for a Smartcard has been well received in the press and by SIWG
- Any positive image stories re BME for the Evening Press can be fed to Matt Beer, Head of Marketing and Communication at CYC

### **3 York North West Area Action Plan**

Sue Houghton from CYC introduced this item with a brief description of the York North West site. This is an enormous development opportunity for the City that needs to be used to enhance York and address any current community deficits e.g. Sheltered Housing.

IYF members discussed the site and posted specific issues and concerns about each of the themes identified for the site. In general discussion the following points were made:

- IYF need to explore their views on the trade-off between making the city more affluent and supporting and developing people and communities.
- This debate needs to be fed into the decision making process – how ?
- The site needs community facilities that will benefit all
- The IYF Action Plan could be used as a reference point for York North West consultation and Area Action Plan
- YNW offers an opportunity to support and develop social enterprise and the city's third sector

### **4 Feedback from BME conference**

A revised write up of the conference was circulated with an additional item added re the need for a BME elders group.

The revised write up was accepted as the key messages from the conference. Overall believed that this was a successful conference with a theme/message emerging that taking things forward required agencies to work smarter rather than necessarily spend more e.g. build the capacity of the existing infrastructure and seek to reduce duplication.

Need to continue work of planning group that delivered conference and suggest that now needs a seminar of key city players/representatives to explore the issues identified and raised in more depth. e.g.:

- Perceived information gap on BME numbers
- View that culturally York is an unwelcoming and unfriendly city and some of this is institutionalized

### **5 Response to Future York Group**

IYF needs to submit a formal response to this. Concerns were expressed that the issues raised by the report and proposed action plan/way forward needed to be fully debated. The social implications and consequences of economic growth needed to be highlighted in same way that the environmental issues have been commented on.

All comments on Future York Group report from IYF members to be sent to Nigel Burchell – [Nigel.burchell@york.gov.uk](mailto:Nigel.burchell@york.gov.uk) who will draft response that can be fed into the LSP.

NB will also clarify the current status of FYG within CYC.

## **6 Role of CYC's Social Inclusion Working Group**

Cllr Aspen explained that he was the Executive Member for Social Inclusion and Chair of the Social Inclusion Working Group (SIWG). Cllr Gunnell is Vice Chair of SIWG and Evie Chandler provides officer input and support.

Overall role of SIWG is threefold:

- Advice the Executive of the Council
- Engage with and involve Community Groups
- Work via Ward Committees

Cllr Aspen invited members of IYF to a workshop of SIWG planned for February that would consider the role, membership and purpose of SIWG to ensure roles of both are complementary.

## **7 AOB / LAA indicators**

As preparation for introducing a new local area agreement in 2008 all of the thematic partnerships of the LSP are being asked to suggest 10 indicators they believe should be considered by 4 January, 2008. Members of IYF were concerned by the timetable being imposed on this in order to meet GOYH deadlines. It was however recognised that it was important to remain engaged with the LAA and it provided an opportunity to reduce the number of indicators in the current LAA.

Agreed to meet early in 2008 to select 10 possible indicators and circulate any ideas between members of group prior to meeting.

Initial comments on indicators were:

- Need to consider if should be focus on those indicators that were either statutory or likely to attract funding
- NI 21 and 24 are very similar therefore should only select one of these
- Concern that current LAA has good indicators for access to advice which are now driving funding bids and work streams but there is a risk of these being excluded from new LAA

## **8 Next meeting:**

7 January, 2008 14:00 Micklegate Room, CVS to discuss LAA

Dates for remainder 2008 to be circulated by CS

This page is intentionally left blank