

Social Inclusion Working Group (SIWG)
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Established: July 2006

Purpose/objectives:

- Advises the Executive on major projects and initiatives on equalities issues and on equalities issues generally in the City of York Council
- Extends and builds contact with groups and individuals in the area in order to facilitate input into equalities and provide opportunities for all citizens in the area.
- Provides a link with Ward Committees so that equalities issues raised there can be taken further.

Meetings every two months: January, March, May, July, September, November

Secretariat: Democratic Services

Chair: Cllr Vassie – Executive Member for Leisure Culture and Social Inclusion

Support to Chair: Equality and Inclusion team

Members 2008/9 : Cllrs Looker (Vice Chair), Asdpen, Gunnell, Brook. *Substitutes:* Cllrs Sue Galloway, Sunderland, Potter, Simpson-Laing, Watt, Healey

Non-voting co-optees 2008/9:

- Jack Archer & Sue Lister (Older People)
- Peter Blackburn & Sarah Fennell (Sexual Orientation)
- Rita Sanderson & Daryoush Mazloum (Race)
- Jan Jauncey & Paul Wordsworth (Faith and Belief)
- Lynn Jeffries (Disability)

Expert Witnesses 2008/9 (to be invited at Chair's discretion):

- York Travellers Trust (Gypsy Traveller inclusion)
- York Humanists (non-religious beliefs)

Annex 1- CYC Equalities governance structures June 2008

- Young people supported by Steve Rouse the youth worker who is currently commissioned by SIWG to work with young people (intergenerational issues)
- User-representatives from Valuing People Partnership and York People First (learning disabilities and mental health issues)
- York Access Group (mobility issues)
- Higher York (higher education student inclusion)
- Groups in the city that represent women's men's and trans-gendered people's issues
- The Primary Care Trust and Education services to assist with and inform equality in service issues arising in these areas.

Work covered / milestones:

- Chair and Vice Chair hold regular equality community surgeries and visits
- Commissioned University Volunteering Unit to help with the Disabled People's forum development
- Established working and budget principles
- First Development Day (included membership review)
- Held Disabled People Together Day to support Centre for Independent Living Development
- Commissioned non-voting community members to consult with communities of interest regarding Equality Strategy 2009-2012 priorities
- Work with Inclusive City on poverty and BME issues. Co-sponsored York Smart Card available to all residents in York who are on means-tested benefits / low incomes to give them access to a variety of discounts from local businesses
- Consulted with and commented on, the early stages of development of major strategies including the Sustainable Communities Strategy, the LAA, the Council Corporate Strategy and the LDF

Projected future development :

Developing the Group

- Equalities briefing for elected members

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- Development day November 2008: Equality Impact Assessments Fair
- Bringing forward multi-strand projects
- Considering SIWG contribution to community cohesion

Developing engagement from the equality strands

- Supporting the development of a shared voice for Disabled people in the City
- Responding to changes in BME population
- Supporting the Centre for Independent Living project
- Developing interfaith dialogue
- Developing gender issues representation
- Developing intergenerational dialogue projects
- Putting in place community of interest action plans for gender, disability, age, sexual orientation, race, religion & belief

Equality Leadership Group (ELG)
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Established: September 2007

Purpose/objectives:

1. To promote and communicate the importance of Equality in the culture of the organization.
2. To provide leadership and guidance on the development and implementation of the Equality Strategy.
3. To ensure linkages between the equalities agenda and CYC directorate and service planning and delivery.
4. Based on agreed performance management frameworks to monitor progress with Equalities and report to Council Management Team
5. To encourage partners and contractors to follow CYC Equality policy and practice.

Meets: Every two months or as needed

Secretariat: Equalities Team

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June 2008

Chair: Bill Hodson, Director of Housing and Adult Social Services/ Corporate Equality Champion

Membership:

- Executive Members for Leisure Culture and Social Inclusion
- Director of People and Improvement
- Director of Neighbourhoods
- Head of Human Resources
- Head of Strategic IT and Easy@ York Programme Director
- Head of Strategic Partnerships
- LCCS Assistant Director (Partnerships and Early Intervention)
- Equality and Inclusion manager
- Equality and Inclusion officer

Milestones:

- Raised equality and diversity profile in Council Executive, Council Management Team and Council Directorate Management Teams
- Put in place the Equalities Development Plan 2008/9 and response to CPA 2008
- Put in place a programme of strategic Equality Impact Assessments (EIAs) for 2008/9
- Put in place a corporate Equality training and development programme
- Promoted the importance of monitoring progress with equality and diversity action and developed and secured the Equality Data Officer resource

Planned work:

- Group Forward Plan is the same as Equalities Development Plan 2008/9
- Development day 2008 to plan the next 12 months
- Ensuring corporate priority EIAs and resulting action plans are in place by October 2008 for discussion at the SIWG EIAs Fair to be held in November 2008
- Developing and managing a corporate performance management framework for Equality and Inclusion

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June 2008

- Developing staff and elected member capacity to understand and deal with Equality issues
- Embedding equalities in day-to-day working practice across the whole of the organisation

Directorate Equality Leads Network (DEL)

Directorate Equality Leads ensure that each Directorate complies with CYC equality and diversity policies strategies and schemes.

Established: February 2008

Purpose/objectives:

- To offer Directorate Equality Leads a place to exchange experience and best practice..
- To provide a forum for Leads to support each other and give feedback to the equalities team.
- To coordinate the implementation of the Equality Strategy at Directorate level, providing support and guidance to business managers.

Meets: Every calendar month

Membership:

- Equality and Inclusion Manager (Convenor), Chief Executive's department
- Equality and Inclusion Officer, Chief Executive's department
- Head of Corporate Services, Housing and Adult Social Services (HASS)
- Head of Partnerships and Early Intervention, Leisure Culture and Children's Services (LCCS)
- Head of Lifelong Learning, LCCS
- Head of Marketing & Communications, Chief Executive's department
- Customer Relations Improvement Officer, Resources Directorate

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- Directorate Performance Manager, Neighbourhood Services
- Business and Performance Manager, City Strategy
- Corporate HR Advisor , Chief Executive's department

Work covered / milestones:

- Equalities: The Basics training package
- Equality Impact Assessments training package
- A corporate framework for Equality Impact Assessments
- Toolkit for strategic Equality Impact Assessments
- A framework for Equalities data collection analysis and use
- Organised Equality briefing sessions for directorate service managers teams
- Produced the Equalities development project-plan for Equality Leadership Group
- Developed the draft Single Corporate Equality Scheme

Planned work:

- Finalise strategic EIAs by October 2008
- Develop directorate Equality Schemes
- Ensure directorate business managers and front-line staff understand and embrace equality and diversity practice.

CYC Gypsy and Traveller working group
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Established : April 2008

Convenor: Equalities and Inclusion Team

Current members:

- Chief Exec's : Equalities and Inclusion team
- HASS: Housing G&T liaison
- LCCS: G&T Education Support,
- Neighbourhoods: Street Environment team and Neighbourhood Management team
- City Strategy: Planning

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- *To be invited: Youth offending team and Community Arts officers*

Purpose:

- Develop a common working protocol for Council services interfacing with the G&T community
- Share/develop a common working protocol with the Police and Primary Care Trust
- Develop a CYC/LSP Gypsy & Traveller Strategy

Work-programme:

- Mapping current council interface with the G&T communities
- Developing a common protocol of relating to and dealing with the G&T community for council and allied services. The protocol will be compliant with statutory requirements (Human Rights Act/ RRAA) and current best practice standards

Equality and Inclusion Team
June 2008