

**City of York Council**  
**Equalities Impact Assessment**

**Who is submitting the proposal?**

<b>Directorate:</b>	Governance		
<b>Service Area:</b>	Corporate Policy and Strategy		
<b>Name of the proposal :</b>	York 2032 10 Year Plan		
<b>Lead officer:</b>	Claire Foale		
<b>Date assessment completed:</b>	23 November 2022		
<b>Names of those who contributed to the assessment :</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Shaun Gibbons	Head of Carbon Reduction	CYC	Climate Change
Peter Roderick	Public Health Consultant	CYC	Public Health
Simon Brereton	Head of Economic Growth	CYC	Economy

## Step 1 – Aims and intended outcomes

<b>1.1</b>	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	<ol style="list-style-type: none"><li>1. Drawing on the extensive 18 month programme of resident, business and stakeholder engagement and public scrutiny and decision sessions that informed the development of the three 10 year strategies considered by Executive in November 2022, the council collaborated with city partners to co-produce a 10 year city plan that would help address city wide challenges through ongoing and future opportunities.</li><li>2. York 2032: The 10 Year Plan sets out a broad vision for the city, a set of shared priorities, goals and actions, together with actions the city partners have committed to deliver together.</li><li>3. The York 2032: The 10 Year Plan's foundations are the ambitions and goals set out in the three 10 year strategies reviewed by Executive in November 2022 which each have their own Equalities Impact Assessment:<ul style="list-style-type: none"><li>• Climate Change Strategy 2022-2032</li><li>• Economic Strategy 2022-2032</li><li>• Health and Wellbeing Strategy 2022-2032</li></ul></li><li>4. It will be further refined over the years ahead, including once the Local Transport Strategy has been published in 2023.</li></ol>

<p><b>1.2</b></p>	<p><b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)</p>
	<p>York 2032: The 10 Year Plan responds to the below (current) national and local policy environment:</p> <p>National policy</p> <ul style="list-style-type: none"> <li>• Health and Care Act to establish integrated care systems and the formation of the Humber and North Yorkshire Integrated Care Board (ICB) and York Health and Care Partnerships.</li> <li>• The Levelling Up White Paper and Regeneration and Levelling Up Bill which sets an expectation that York and North Yorkshire will progress a devolution deal</li> <li>• The Climate and Ecological Emergency Bill which seeks to limit global temperatures to 1.5C</li> <li>• The Net Zero Strategy Build Back Greener which sets the government ambition</li> <li>• The Environment Act 2021 which sets out targets, plans and polices for the natural environment.</li> </ul> <p>Local Policy</p> <ul style="list-style-type: none"> <li>• The Council Plan, Making History and Building Communities, 2019-2023</li> <li>• Local Plan</li> <li>• Local Transport Plan 4</li> <li>• The Climate Change Strategy 2022-2032</li> <li>• The Economic Strategy 2022-2032</li> <li>• Health and Wellbeing Strategy 2022-2032</li> <li>• Cultural Strategy 2020-2025</li> <li>• Skills Strategy 2020-2030</li> </ul>

<p><b>1.3</b></p>	<p><b>Who are the stakeholders and what are their interests?</b></p>
	<p><b>City of York Council</b>                  The council is a member of the city partners group and will convene and facilitate future discussions. Council specific actions are set out in Council Plans, the 10 Year Plan instead sets out the priorities and actions of city partners (in collaboration with the council).</p> <p><b>City Partners</b>                  The 10 Year Plan has been co-produced with city partners who have committed to the below:</p> <ol style="list-style-type: none"> <li>1. <b>Commit to the vision and shared priorities</b> – the vision and priorities are not owned by City of York Council or by any other partner. Instead, it focuses the energy, commitment, and efforts of all partners to prioritise those things that improve the city for the people who live, work and visit York.</li> <li>2. <b>To operate with mutual respect, honesty and openness</b> to develop a deeper evidence-led understanding of each other’s priorities, realities and opportunities, alongside the role of local democracy, to address the challenges we all face.</li> <li>3. <b>Take evidence-led actions together</b> – be ambitious, optimistic and realistic about the change we can make, now and in the longer term.</li> <li>4. <b>Work together, pool resources</b> where possible, increasing the sustainability and scalability of change by supporting and coordinating city resources through shared agendas and commons goals.</li> <li>5. <b>Build momentum</b> to be able to react quickly, be dynamic in problem solving and communicate effectively to achieve our aims.</li> </ol>

6. **Commit to priorities to attract future investment** to engage the mayor (subject to devolution being agreed in February 2023), health and care partners and investors, so when investment is available it is committed to those areas that are most important to York.

### **Residents**

The vision that York will be a vibrant, welcoming, sustainable city where everyone can be part of and proud of it's success means all residents (current and not yet arrived/born) can benefit from the city.

York is home to 210,000 people who have an active role to play in both supporting delivery of the 10 year plan and also informing and then benefiting from the actions. Around 20% of York households are in areas that are some of the most deprived in the UK. Pay, housing, secure employment, health and healthy living are widely diverse, depending where in the city you live. Covid together with rapidly accelerating societal challenges, for example in 2022 rising energy costs and the rising cost of living, have contributed to more people experiencing living standards below those many people in York enjoy and expect.

### **Visitors**

York welcomes 8.4 million visitors every year, with the sector contributing £909 million to York's economy. Despite reduced visitor numbers through the pandemic, York remains an attractive visitor destination with a strong regional market. The city's new tourism strategy will take a leap into the future with a bold new plan to rebuild the visitor economy in a more sustainable and integrated way. We want to see York develop as a liveable city, as well as a thriving visitor destination.

### **Investors**

Delivering the ambitions of the 10 Year Plan will require significant investment. The city will need to work with the financial sector and attract external investment to help deliver new infrastructure, financial mechanisms and funding for the different projects.

### **Academic institutions**

	<p>York has 63 schools, 2 further education colleges and 2 internationally renowned universities. Around 25,000 school-aged children live in York and a sixth of our population are under 18 years of age. Our academic institutions are crucial for providing new ways of thinking, innovative solutions, research, funding and talent to help develop new ideas and create a more vibrant and sustainable York. By educating students, we can ensure the next generation lead the way in climate action, viewing every job as a green job.</p> <p><b>York partnerships</b>                  There are four main partnerships working to deliver aspects of the 10 year plan, together and individually:                  The City Partnership                  The Health and Wellbeing Board                  The Economic Partnership                  York’s Climate Commission</p>
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<b>1.4</b>	<b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.					
	<b>Priorities</b>	<b>Health and wellbeing</b>	<b>Education and skills</b>	<b>Economic growth</b>	<b>Transport</b>	<b>Sustainability</b>
	<b>Ambitions</b>	All York residents (young, old and not yet born) will enjoy happier, healthier, longer lives, proud of their city and living in homes that meet their needs, able to actively	All ages will have access to learning throughout their lives to equip them with the skills to succeed commercially and socially, locally and nationally.	York's economy will be vibrant and inclusive with businesses supported to grow and prosper and talent nurtured, retained and supported.	York's transport networks will be inclusive and sustainable, connecting neighbourhoods and communities.	York will be carbon neutral and contribute to the regional ambition to be carbon negative, with iconic green spaces to enjoy today and the

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		participant in their communities, with access to the right support at the right time.		Our economy will be developed to be well balanced with a mix of different sectors providing opportunities for young and old.		environment protected for future generations to enjoy.
	<b>Targets (goals and outcomes)</b>	York's gap in healthy life expectancy between the richest and poorest communities will have significantly reduced.	York will be among the top 25% local economies for skill levels as measured by percentage of working age population who are qualified to NVQ Level 4 or higher, requiring the proportion with Level 4+ qualifications to remain above 50%  There will be ladders of opportunity for people to move on from precarious, low-skilled and low-paid work.	York will be among the top 25% of local economies in the UK in terms of productivity, pay and skills  York will be among the top 25% most productive local economies as measured by Gross Value Added per hour worked, requiring a 3.8% increase in productivity  York will be among the top 25% local economies for pay levels, with more varied and diverse employment opportunities and SMEs supported to prosper.	York will have a transport plan which enables and promotes modal shift to sustainable transport to support the Climate Change, Public Health and Economic Development strategies, and mitigate the transport consequences of the growth of the city.  It will support the equality, health and wellbeing of York's current and future residents, businesses and visitors and enables inclusive economic	York will be among the first cities in the UK, and lead the region, to be carbon net zero, with carbon emissions reduced every year.

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					<p>development whilst respecting the city's heritage.</p> <p>Through the Plan, York will seek to minimise any negative environmental impacts of transport. A key part of the strategy will be supporting measures which reduce the need to travel, as well as those promoting modal shift.</p>	
	<b>Action plans</b>	Health and Wellbeing Action Plan delivered with the Health and Wellbeing Board	Skills Strategy 2020-2030 delivered with the York Skills Board	Economic Growth Action Plan delivered with the Economic Partnership	Local transport plan 4	Climate Change Action Plan with through York Climate Commission and Sustainability Leads Group



## Step 2 – Gathering the information and feedback

<p><b>2.1</b></p>	<p><b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.</p>
<p><b>Source of data/supporting evidence</b></p>	<p><b>Reason for using</b></p>
<p>Our Big Conversation 1 – public attitude survey</p>	<p>To provide a snapshot of individuals thoughts and priorities on city wide challenges : reaching net zero, strengthening the economy, reducing health and wellbeing inequalities</p>
<p>Our Big Conversation 1 – business survey</p>	<p>To provide a snapshot of businesses thoughts and priorities on where to be in 2032</p>
<p>Stakeholder roundtables</p>	<p>Informed discussion around opportunities and barriers with city partners and stakeholders and technical experts</p>
<p>Internal officer working groups</p>	<p>Conversations with service teams to gain informed insight into sections of the 10 year strategies</p>
<p>Our Big Conversation 2 – public engagement</p>	<p>Broadcast - to provide a snapshot of individuals thoughts and priorities on the 10 year strategies</p>
<p>Our Big Conversation 2 – focus groups</p>	<p>Targeted towards missing/less heard cohorts to provide individuals thoughts and priorities on the 10 year strategies and priorities for different groups</p>
<p>Climate Corner</p>	<p>Face to face discussions at Explore York to consider different themes of the 10 year strategies through the lens of climate change</p>
<p>Stakeholder feedback</p>	<p>Direct feedback from regional and local stakeholders and city partners about the 10 year strategies</p>

<p>10 year Plan workshops</p>	<p>City partners came together in two independently (LGA) facilitated workshops and two council facilitated workshops to:</p> <ol style="list-style-type: none"> <li>1. Confirm the strategic priorities that are the most important</li> <li>2. Consider how to support delivery of the city’s strategic ambitions articulated in the 10 year strategies</li> <li>3. Co-produce a unifying vision statement for the city based on the resident and stakeholder insight and intelligence and evidence of the city’s challenges and opportunities.</li> <li>4. Identify actions that will form the basis of a plan that can be used to attract future funding/investment opportunities</li> </ol> <p>During two city partnership meetings (14 and 23 November), city leaders provided feedback about York 2032: The 10 Year Plan which has been incorporated into Annex A for Executive to now consider.</p>
<p>Scrutiny and decision sessions</p>	<p>Regular public scrutiny and decision sessions that invited public participation to shape and inform the 10 year strategies.</p>

### Step 3 – Gaps in data and knowledge

3.1	<b>What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.</b>	
<b>Gaps in data or knowledge</b>		<b>Action to deal with this</b>
Demographic cohorts we have not been able to engage with		<p>The vision for 2032: York will be a vibrant, prosperous, welcoming and sustainable city, where everyone can share and take pride in its success – means it is important everyone can have a voice and be heard. Used targeted engagement and focus groups to engage with missing/less heard cohorts</p> <p>One of the strategies core principles is to create ‘inclusive healthy and sustainable communities which includes supporting individuals who need it the most’. We need to hear as many insights as we can to ensure the strategy can meet this principle</p>
How certain demographics will be impacted by the effects of the 10 year plan		<p>Creating a more resilient city to the effects of climate change and economic uncertainty</p> <p>Using targeted engagement to engage with missing/less heard cohorts</p> <p>Keep informed of latest data/predictions/modelling of economic, health and climate change indices</p> <p>Regular reviews inc. public review of the 10 year plan scorecard/dashboard to ensure no cohort is left behind</p>

### Step 4 – Analysing the impacts or effects.

4.1	<p><b>Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.</b></p>		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	<p>Overall positive impact, working to reduce the impact of climate change for all demographics and strengthen economy and health and wellbeing by being inclusive</p> <p>For this demographic some negative impacts have been identified that we aim to mitigate</p> <p><b>Engagement</b> – elderly people without access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p> <p><b>Health and wellbeing</b> – ambition recognises all residents young and old, The HWB strategy takes a life-course approach and thus covers all ages. The Health and Wellbeing Board has sponsored programmes of work to, for instance, make York a WHO-accredited Age Friendly city, and has recently set up a Children and Young People’s Health and Wellbeing Programme Board - city partner action to ensure considers wide range of perspectives to shape</p>	<p>+</p> <p>-</p>	<p>H</p> <p>L</p>

	<p>delivery (so either end of the age range, including not yet born)</p> <p><b>Education and Skills</b> – ambition recognises all ages to have access to skills by broadening training opportunities and to re-skill, Economic Strategy recognises older workers typically are less engaged which could have a negative impact – city partner action to consider different routes in, motivations and barriers to access to inspire all ages</p> <p><b>Economic Growth</b> – ambition recognises role of talent and requirement to nurture, retain and support – Economic Strategy seeks to create more part-time job roles in higher skilled occupations which would provide more opportunity for different ages – city action which initially focuses on tourism to reflect role all ages can play in driving and contributing to sustainable tourism (aligning with city partner skills action)</p> <p><b>Transport</b> – ambition reflects requirement to be inclusive – city partner actions to follow Local Transport Strategy publication, will need to consider how different ages use and access transport networks (whether very young or very old) to better connect communities</p> <p><b>Sustainability</b> - retrofit may be harder and longer with more disruption for elderly people with special home modifications</p>		
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<p><b>Disability</b></p>	<p>Overall positive impact, working to reduce the impact of climate change for all demographics, whilst reducing health inequalities, supporting an inclusive economy and transport networks</p> <p>For this demographic some negative impacts have been identified that we aim to mitigate</p> <p><b>Engagement</b> – may not have access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p> <p><b>Health and wellbeing</b> – the Health and Wellbeing Strategy is mindful there are some groups in York where there is evidence of poorer outcomes. To achieve ambition, city partner actions to consider how to target actions to most need</p> <p><b>Education and skills</b> - ambition recognises all ages to have access to skills by broadening training opportunities and to re-skill - city partner action to consider different routes in, motivations and barriers to access to support all disabled people</p> <p><b>Economic Growth</b> – Economic Strategy recognises the 5<sup>th</sup> component of the Good Business Charter to monitor diversity of workforce and close disability pay gaps – city partner</p>	<p>+</p> <p>-</p>	<p>H</p> <p>L</p>
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	<p>action to consider role of GBC and disability confident employers</p> <p><b>Transport</b> – active travel can be harder for some types of disability meaning they still need to use cars and/or need home deliveries (freight) – city partner action to be mindful of ambition for inclusive networks</p> <p><b>Sustainability</b> – ambition focuses on green spaces and environment and city partner action to consider how York green spaces are accessible to all.</p>		
<p><b>Gender</b></p>	<p><b>Health and wellbeing</b> – overall positive ambition reflects all residents – Health and wellbeing strategy recognises differences in life expectancy across different wards and city partner action to consider where to target action to deliver most impact (and support target of reducing gap in richest/poorest communities)</p> <p><b>Education and skills</b> – positive impact</p> <p><b>Economic Growth</b> – overall positive impact – Economic Strategy focuses on equal pay, creating more part-time job opportunities in highly skilled occupations and growth in green jobs – ambition in 10 year plan reflects inclusive and vibrant economy with city partner action focuses on tourism strategy</p>	<p><b>+</b></p>	<p><b>H</b></p>

	<p><b>Transport</b> – positive impact – city partner actions to consider different ways different genders use transport networks and, particularly, safe aspects</p> <p><b>Sustainability</b> - Overall positive impact, working to reduce the impact of climate change for all demographics</p>		
<b>Gender Reassignment</b>	Overall positive impact – noting York has declared it is a trans-friendly city and city action to support	+	H
<b>Marriage and civil partnership</b>	Overall positive impact	+	H
<b>Pregnancy and maternity</b>	<p>Overall positive impact, working to reduce the impact of for all demographics</p> <p>For this demographic some negative impacts have been identified that we aim to mitigate</p> <p><b>Health and wellbeing</b> – overall positive noting the Health and Wellbeing Strategy recommends special emphasis on key formative early years as the best place investment can go – for city partner action to consider going forward</p> <p><b>Transport</b> – city partner actions to consider how active travel can become harder for pregnant people or those with very young babies/children meaning they still need to use cars and/or need home deliveries (freight)</p>	<p>+</p> <p>-</p>	<p>H</p> <p>L</p>



	<b>Sustainability</b> - retrofit disruption will not work for pregnant people or people with very young babies/children – some waste streams that babies need can be difficult to stop using or move to a reusable option		
<b>Race</b>	Overall positive impact, working to reduce the impact of climate change, reduce health inequalities and a more inclusive economy – the 10 year plan will be updated with recommendations from the anti-racist strategy when it is published in 2023	+	H
<b>Religion and belief</b>	Overall positive impact	+	H
<b>Sexual orientation</b>	Overall positive impact	+	H
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>	Overall positive impact  For this demographic some negative impacts have been identified that we aim to mitigate  <b>Health and wellbeing</b> – overall positive – ambition is to help residents live happier lives and Health and Wellbeing Strategy notes carers do not have as much social contact as	+	H
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	<p>they would like – with city partner cultural action looking to support reducing social exclusion</p> <p><b>Education and skills</b> ambition recognises access to skills by broadening training opportunities and to re-skill - city partner action to consider different routes in, motivations and barriers to access to support people who care for disabled people, and their availability</p> <p><b>Economic Growth</b> – Economic Strategy aims to encourage more businesses to adopt the Good Business Charter which requires employers to pay the real living wage</p> <p><b>Transport</b> – city partner action to consider how different people use inclusive transport networks, including carers supporting disabled people</p> <p><b>Sustainability</b> – overall positive although noting the ambition focuses on green spaces (today and in the future) and city partner action to consider that accessibility may be reduced in some areas where more greenery/trees are planted</p>		
<p><b>Low income groups</b></p>	<p>Overall positive impact, working to reduce the impact of for all demographics</p> <p>For this demographic some negative impacts have been identified that we aim to mitigate</p>	<p>+</p> <p>-</p>	<p><b>H</b></p> <p><b>L</b></p>

	<p><b>Engagement</b> - may not have access to internet/a computer and may not be able to access information, public engagement surveys or focus sessions</p> <p><b>Health and wellbeing</b> – 10 Year Plan has been co-developed with partners in the middle of a cost of living crisis and the impact of rising poverty is anticipated to negatively impact on health inequalities – the Cost of Living Summit is an action of the 10 Year Plan and will continue to build momentum as partners come together to co-design action – all city partner actions will have a positive impact on tackling the root causes of poverty</p> <p><b>Education and skills</b> - ambition recognises access to skills by broadening training opportunities and to re-skill - city partner action to consider different routes in, motivations and barriers to access particularly for those from lower income groups across different areas of the city</p> <p><b>Transport</b>– ambition notes inclusive networks and city partner action to be developed once Local Transport Strategy published – noting cost of e-cars and public transport and how to mitigate to prompt modal shift (where possible)</p> <p><b>Sustainability</b>– retrofit can be cost a lot of money where funding is not available. Retrofitted houses or those built to a higher energy standard may also increase house prices</p>		
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	and/or energy costs can increase in the move away from gas boilers.		
<b>Veterans, Armed Forces Community</b>	Overall positive impact, working to reduce the impact for all demographics	<b>+</b>	<b>H</b>
<b>Other</b>		<b>-</b>	<b>M</b>
<b>Impact on human rights:</b>			
List any human rights impacted.	<b>None</b>		

### Step 5 - Mitigating adverse impacts and maximising positive impacts

<b>5.1</b>	<b>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</b>
City partners to work together to co-design actions that mitigate impacts on different groups including work to engage with all demographics included those with protected characteristics that may be harder to reach to influence and steer future action.	

## Step 6 – Recommendations and conclusions of the assessment

<b>6.1</b>	<p><b>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</b></p>
<p>- <b>No major change to the proposal</b> – the EIA demonstrates the 10 Year Plan is both robust and flexible enough to incorporate mitigations that would better support and focus on protected communities identified above.</p>	

<b>Option selected</b>	<b>Conclusions/justification</b>
Continue with the proposal	There is an overall positive impact from the 10 Year Plan and there are mitigations for any potential negative impacts.

## Step 7 – Summary of agreed actions resulting from the assessment

<b>7.1 What action, by whom, will be undertaken as a result of the impact assessment.</b>			
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b> (Heads of Service names published only)	<b>Timescale</b>
City partners to consider impact of actions on protected groups and how to mitigate any adverse impacts	City partnership discussion at relevant boards and partnerships	Claire Foale, AD PS	Ongoing
Co-produce actions with different communities	City partner discussions with their own communities	City Partners inc. CYC (Claire Foale)	Ongoing
Transport impacts not yet fully explored	Develop city partner action(s) in 10 Year Plan once Local Transport Strategy published	Claire Foale to prompt discussion	Early 2023
Anti-racist recommendations and Poverty Truth recommendations not yet published	City partners to consider how best incorporate these recommendations once published	Claire Foale in consultation with City partners and related boards	Throughout 2023

## Step 8 - Monitor, review and improve

<b>8. 1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b> Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	On going engagement and consultation including future public attitude surveys Annual report at Health and Wellbeing Board to share progress and impact Regular discussions at 10 Year Plan partnerships and boards Review in 5 years of 10 year Plan