
Social Inclusion Working Group

26th July 2006

Report of the Head of Performance Improvement

Forward Planning

Summary

1. This report suggest items that the Social Inclusion Working Group (SIWG) may like to consider at future meetings. The SIWG are invited to agree a forward plan.

Background

2. Agreeing a forward plan enables reports to be prepared (and made accessible and inclusive) whilst also enabling community forums to discuss the issues with their representative on the SIWG prior to the meeting.

Consultation

3. The issues for discussion proposed in this report are based upon the vision for the SIWG outlined in the Scrutiny Panel (Inclusive Decision-Making) final report.

Options

4. The following topics may be of interest to the SIWG for consideration and discussion.

A. Centre for Inclusive Living Feasibility Study

Last year the Disabled People's Advisory Group funded a feasibility study into the development of inclusive living services for disabled people. The SIWG could consider the findings of the report and advise on the next steps on the development of these services.

B. Local Development Framework (LDF)

The Council is currently developing its "Core Strategy" which outlines the planning vision for the future of the city – all future planning proposals and developments will have to be based upon this strategic vision. It covers issues such as:

- accessibility of buildings,
- type, quantity and location of housing,

- location of leisure, community, retail and employment facilities
- transport facilities and congestion.

C. Pride in our Communities Equality Strategy One Year Update and Review

Last year (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 is the first of review, one year on. Its purpose is to assess:

- whether we have done the things we said we would do;
- whether those actions have had the desired outcomes for people in York;
- what has changed in the last year that may affect the strategy in the future; and
- what we can change or prioritise in the strategy to make it more effective.

D. York’s Changing Black and Minority Ethnic Population

Figures from the Annual Population Survey have shown that the BME population is growing quickly and changing in its composition. BME people now comprise over 6% of the population and a much larger percentage of these are now from Asia or from Eastern Europe. The Council must respond to the change in the diversity of York to ensure that its positive potential is realised.

E. Inspection report –Learning Disability Services

The Social Care Inspection have recently assessed the learning disability services in York and the report of its findings and recommendations will soon be available.

F. Diversity of the City of York Council’s Workforce

The council seeks to ensure that its workforce reflects the diversity of the local population. It does this by analysing the equality profile of staff and identifying priority areas where we groups are under-represented. It produces plans (called Employment Equality Improvement Plans) that say what actions we will take to improve these areas. The areas we are currently focussing on are:

- We need to continue increasing the percentage of BME staff working for the council. This has increased from 2.2% to 2.8% but does not match the 6.1% in the local population.
- Women continue to comprise the majority of the workforce (73%) but only 51% of those on higher grades.
- The council employs a low number of disabled people and this number has fallen slightly over the last two years from 2.2% of the workforce to 2.1%.

G. York Central

York Central is the largest single development site we are likely to see in York in our lifetime: a 'once in a millennium opportunity'. The site is two thirds the size of York's walled centre and will contribute to York's future growth in employment and housing requirements to 2021. The vision for the site is:

- To ensure a high quality, attractive and exciting sustainable development with a mix of activity
- To create a modern central business district adjacent to the city centre
- To expand and diversify the urban economy, housing choice and cultural life
- To ensure that the development is complementary to the historic heart of York

H. Community Forum Reports and Feedback

The various community forums that send representatives to York may wish to bring items for consideration or to feedback on discussions or held in those forums or issues raised by forum members.

Corporate Objectives

5. The SIWG, by enabling effective community engagement with the development of council policies and strategies, will support the organisational effectiveness priorities of the Corporate Strategy. In particular:

“Improve our focus on the needs of customers and residents in designing and providing services”

Implications

- **Financial** - None
- **Human Resources (HR)** - None
- **Equalities** - None
- **Legal** - None
- **Crime and Disorder** - *None*
- **Information Technology (IT)** - *None*
- **Other**- *None*

Risk Management

6. If there are no known risks associated with this report.

Recommendations

7. The SIWG are recommended to consider the options for future discussion identified in this report (section 4) and agree a forward plan for the group.

Contact Details

Author:
Julian Horsler
Equalities Officer
Chief Executives
551704

Chief Officer Responsible for the report:
Colin Mockler
Head of Performance Improvement

Report Approved **Date** *7th July 2006*

Wards Affected: *List wards or tick box to indicate all*

All

For further information please contact the author of the report

Background Papers:

Ad-Hoc Scrutiny Panel Inclusive Decision Making, Final Report.