

Annex A - York Human Rights City Action Plan

Ref	Action	Responsibility	Date	Progress
1	Taking a public report setting out the council's practical commitment to a human rights agenda and setting out new arrangements for driving it forward	CYC - Director/Assistant Director Customer & Communities	Jan 2023	In progress for January 2023 Executive Member meeting
2	Dedicating officer resource to addressing the priority issues set out in the annual indicator report, creating a work plan around these and reporting back to CMT and the Executive on progress with the workplan  To incorporate in this Executive Member action plan going forward.	CYC – Assistant Director, Customer & Communities	Jan 2023 and ongoing	Team being built around Human Rights, Equalities and Inclusion including Access Officer. Workplan will include responding to the annual indicator reports and reporting to CMT/Executive members
3	Agreeing to a regular (say 6 monthly) meeting between the YHRC Network Executive and members of the council's Executive to discuss progress with the human rights agenda. (Council Executive Members to be included would be those responsible for the strands of work in the Indicator Report).	YHRCN Executive/CYC Executive Portfolio Holders re the indicator Report	Jan 2023 and ongoing	Included in Executive Member Report
4	Regular reporting to CMT/Executive or Executive Member on progress	CYC - Director/Assistant Director Customer & Communities	Ongoing	Included in Executive Member Report
5	Cross-organisation training programme. We would continue to welcome the input of the Network in designing this programme.	CYC - Assistant Director Customer & Communities	Ongoing	Discussions with Centre for Applied Human Rights – pilot training session undertaken. Delivery Plan being considered by a new Corporate Equalities Group.

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6	Agree continued engagement from the Network in refining and developing CYC EIA process – move to HR&E Impact Assessments following any training.	CYC - Assistant Director Customer & Communities	Ongoing	Included in Member Executive Report. To follow officer training.
7	Summary reporting back on EIAs at regular intervals on themes and issues emerging – Incorporate into Item 4 above	CYC - Director/Assistant Director Customer & Communities	Ongoing	Review of EIAs to be coproduced with YCHRN/Centre for Applied Human Rights and reported via the HREB successor body.
8	Establish a team to lead on Human Rights and Equalities work. The team will provide strategic direction and organise training in relation to the council's human rights and equalities work, increasing knowledge and awareness amongst all officers and elected member, including use of impact assessments.	CYC - Assistant Director Customer & Communities	March 2023	As per Action 2 above.
9.	<p>Joint review of the Community Voices programme to ensure that it meets its original objective to work with the most marginalised and:</p> <ul style="list-style-type: none"> <li>• Create an opportunity for them to be heard both individually and collectively and influence policy making.</li> <li>• Encourage meaningful participation by engaging with communities and individuals in ways that enabled those participants to set the agenda.</li> <li>• Engage with, and understand, the needs and priority issues for those whose voices are not being heard already.</li> </ul>	YHRCN/ Assistant Director Customer & Communities	March 2023	Included in Executive Member Report. To be coproduced with YCHRN

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10	Together the Council and YHRCN should co-create a new structure or piece of institutional architecture for how the YHRCN meets the Council. The voice of experience must be an important component.		November 2022	Included in Executive Report. Creating a joint task group chaired by York CVS. TOR to be developed.
11	Supply & review examples from other European cities of human rights.	YHRCN - Paul Gready	October 2022	Completed and discussed on 21/10/2022
12	This should take account of any published work with local authorities undertaken by the British Institute of Human Rights	To discuss – CYC to review	November 2022	CYC to take forward.
13	The council should refer to “Human Rights and Equality Impact Assessment” rather than just “Equality Impact Assessment” which was agreed, but the training must be in place to ensure proper understanding of what this entails.	CYC - Assistant Director Customer & Communities	Following training	Included in Executive Report. To follow officer training.
14	Awareness of the council’s Human Rights commitment should be built into the council’s induction programme.	CYC – Director/ AD Customer & Communities – to review with Head of HR (officers) and Director of Governance (Councillors)	Following training	To follow Senior level training To include in Member Induction following May 2023