

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Governance		
Service Area:	Policy and Strategy		
Name of the proposal :	Council Plan 2023-2027		
Lead officer:	Claire Foale		
Date assessment completed:	September 2023		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
David Smith	Access Officer	CYC	Access
Laura Williams	AD Communities and Equalities	CYC	Equalities

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? The council plan will guide policy and practice over the period 2023-2027.
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.) <ol style="list-style-type: none">1. The draft Council Plan 2023-2027 is aligned to the 10-year Plan (York 2032) which was approved by Council in December 2022.2. The Council Plan is a key part of the Council’s Strategy and Policy Framework, approved by Executive in November 2022. It sets out the vision and priorities for the council over the next four years. and informs the financial strategy, performance management and service planning.3. The Council Plan is listed in the Constitution Scheme of Delegation (Appendix 1) as one of the policies that requires the approval of Council following consideration by Executive.4. The Council Plan is part of the council’s corporate code of governance.
1.3	Who are the stakeholders and what are their interests? Residents, businesses, community groups, partners, stakeholders, local and national government, investors - to understand the priorities and ambition of the council and the work plan for the next four years.

1.4	<p>What results/outcomes do we want to achieve and for whom?</p> <p>To clearly outline the council’s vision and priorities (what it wants to achieve) To broadly outline how the council will work to deliver these priorities (how it will achieve the vision) To show how the council will assess progress towards these aims through its performance management framework (how it will know it has achieved).</p>
------------	---

Step 2 – Gathering the information and feedback

2.1	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?	
	Source of data/supporting evidence	Reason for using
	A range of evidence has been used to inform the development of the council plan and its strategic aims and priorities including the council's performance management framework/open data platform, previous feedback from resident and stakeholder surveys/consultation and national/international best practice.	<p>The evidence has helped set the context for the priorities and actions in the Council Plan.</p> <p>Sources are included in the Council Plan and include the Census 2021 which has highlighted the health and education inequality in different areas of the city.</p> <p>Different actions within the Council Plan will be need to be assessed against the Human Rights and Equalities Impact Analysis. This plan proposes the actions, not the methods by which they are implemented.</p>

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.		
Gaps in data or knowledge		Action to deal with this	
The view of different people with different protected characteristics for each of the actions.		Where appropriate, inclusive and accessible consultations will take place to gather the views of different groups impacted by the specific actions. Processes and structures are in place to support this.	
The views of residents in the development of this Council Plan. Views were gathered throughout the election process instead.		The Council Plan consultation process is not taking place, instead, individual actions will invite resident comment through consultations, engagement and the usual democratic process, indicated in the plan.	

Step 4 – Analysing the impacts or effects.

4.1	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.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	Provision is made in the council plan to target certain actions at different age groups.	Not able to assess	Not able to assess individual actions

	<p>It notes the importance of starting health and wellbeing young with a series of actions to support, the introduction of a programme to engage with young people and a focus on high quality skills and learning. In addition, the council has set an ambition to continue on the journey of improving children's services to good and/or outstanding, embedding the voice of the child throughout operations.</p> <p>The council aims to consider how better support employees with Dementia and will continue to work with community groups on individual actions that impact them.</p>	individual actions	
Disability	<p>Provision is made in the council plan to target certain actions at the disabled community, this includes co-producing strategies and plans to support people with learning disabilities, autism and mental health and blue badge holders, reviewing city centre access for blue badge holders, delivering the dementia strategy action plan, and the city community mental health transformation programme.</p>	Not able to assess individual actions	Not able to assess individual actions
Gender	<p>There are no actions in the Council Plan that target specific genders, although there is a focus on supporting people at risk of domestic abuse, with gender a consideration.</p>		
Gender Reassignment	<p>There are no actions in the Council Plan that target people undergoing gender reassignment.</p>		
Marriage and civil partnership	<p>There are no actions in the Council Plan that target people arranging marriages or civil partnerships, although charges for these services will be considered as part of the financial strategy.</p>		
Pregnancy and maternity	<p>There are no actions in the Council Plan that specifically target people who are pregnant or new-parents, although the</p>		

	journey towards outstanding children services will have a positive impact.		
Race	There is an action in the Council Plan that will celebrate diversity and deliver an Anti-Racist Action Plan, aiming to remove barriers in policies and practices.	Not able to assess individual actions	Not able to assess individual actions
Religion and belief	There are no actions in the Council Plan that specifically target different religions or beliefs.		
Sexual orientation	There are no actions in the Council Plan that specifically target people with different sexual orientation.		
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	The Council Plan has identified an action to give carers a stronger voice and opportunity to influence services through the establishment of a Social Carers forum.	Not able to assess individual actions	Not able to assess individual actions
Low income groups	One of the Four Core Commitments is focused on “affordability” to help ensure policies and decisions do not adversely impact lower income groups. In addition, the council plan describes action to create a cost of living action plan and a 10 year plan to become an anti-poverty city.	Not able to assess individual actions	Not able to assess individual actions
Veterans, Armed Forces Community	There are no actions in the Council Plan that specifically target veterans or the armed forces community.		
Other			
Impact on human rights:			

List any human rights impacted.	Recognising the impact actions in the Council Plan (and council services) has on Human Rights has led to an action to refresh the equalities impact assessment to include human rights.	Not able to assess individual actions	Not able to assess individual actions
---------------------------------	---	---------------------------------------	---------------------------------------

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	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?
With so many of the Council Plan actions targeted at supporting specific groups, it is critical that consultation and engagement activities are inclusive and accessible, providing a voice and mechanism to capture the feedback of individuals to better inform policy making and decisions. The council will continue to work with community groups to learn how to better improve consultation and engagement programmes.	

Step 6 – Recommendations and conclusions of the assessment

6.1	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:
-----	--

<p>- No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</p>	
<p>Option selected</p>	<p>Conclusions/justification</p>
<p>No change to the proposed Council Plan</p>	<p>The Council Plan sets an expectation through the Four Core Commitments that Equalities and Human Rights will be considered in all decision making. With the continued work to listen and learn how the council engages community groups, and a strong expectation that as it learns, it will adapt and change approaches, the Council Plan sets an expectation to listen, learn and adapt practice to support communities.</p> <p>The process to develop this EIA has underpinned the requirement to ensure process, policy and practice are aligned around consultation and engagement, particular to give voice to specific groups.</p>

Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
Inclusive and accessible consultation on proposals	Refresh consultation and engagement approach, providing toolkit for officers	Claire Foale	November 2023
Equalities is one of the Four Core Commitments	Refresh the human rights and equalities impacting analysis to better support officers and decision makers	Laura Williams	November 2023

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? 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?
	<p>As part of the refreshed human rights and equalities impact analysis process, consideration will be given to how the quality of impact assessment can improve and how lessons can be shared across services.</p> <p>Lessons learned from previous consultations and engagement activity has informed the revised toolkit, with a continuous learning and adapting process in place.</p> <p>Equalities training will be introduced to the organisation with a series of videos for sharing and discussing in team meetings.</p> <p>Monitoring of the equalities core commitment will take place within the decision making reports.</p>