

# **Building on Strong Foundations**

## The City of York Council Corporate Fairness and Inclusion Strategy and Single Corporate Equality Scheme

July 2009 to July 2012

### **Summary**

This strategy follows on and updates the Council's first equality strategy for period 2005-8, called "Pride in our Communities" (PIOC).

It has three parts:

- **Part A: The Strategy.** This includes the Council's definition of fairness and inclusion, the reasons for being a fair and inclusive council, the main issues that make people feel excluded from life in the city, who is responsible for making sure the council is fair and inclusive and how they will know that the strategy is working.
- **Part B: The Single Corporate Equality Scheme 2009-12.** This is the plan of action that Council will take between July 2009 and July 2012, to make sure it continues its journey towards inclusive working and employment practices.
- **Part C: Annexes.** They include further information that helps the reader understand the strategy and scheme better.

**Fairness and inclusion** are about treating people differently according their needs, so as to arrive at fair results in service and employment offered by the Council, its partners, outside organisations that work for it, and organisations that the Council gives grants to.

This strategy focuses on people who may face disadvantage in:

- accessing and receiving services provided, bought or grant-funded by the Council, and/or

- being employed by the Council because of their gender, race, disability, age, sexual orientation and religion & belief. These are called the "six equality strands".

The strategy has 6 objectives :

- Know the needs of groups from the six strands in the local community.
- Working with partners and showing leadership and commitment to fairness and inclusion in service planning, service provision and employment in the city.
- Engage with groups of people from the equality strands.
- Provide responsive services to people from the equality strands.
- Employ a modern diverse workforce that understands the needs and aspirations of people from the equality strands and acts accordingly.
- Make sure that specific actions are be taken in each of the six Council business areas, called "Directorates".

The strategy and scheme were put together following extensive internal and external consultation and engagement and will be reviewed annually as the city, the council and the social economic and legal environment in which the council operates, change.

Views about this strategy are welcome at any time. They will be collected and recorded so that they can be considered when the strategy and scheme are reviewed annually. Views and comments can be sent by e-mail to [equalities@york.gov.uk](mailto:equalities@york.gov.uk) or by post to the Manager, Corporate Equality and Inclusion Team, The Guildhall, York YO1 9QN.