



**Notice of meeting of
Social Inclusion Working Group**

To: Councillors Aspden (Chair), Alexander, Sue Galloway, Gunnell (Vice-Chair), Healey, Potter, Sunderland, Jack Archer (Non-voting Co-opted Member), Sue Lister (Non-voting Co-opted Member), Peter Blackburn (Non-voting Co-opted Member), Karen Roberts (Non-voting Co-opted Member), Rita Sanderson (Non-voting Co-opted Member), Daryoush Mazloum (Non-voting Co-opted Member), Jan Jauncey (Non-voting Co-opted Member), Lynn Jeffries (Non-voting Co-opted Member) and Paul Wordsworth (Non-voting Co-opted Member)

Date: Wednesday, 21 November 2007

Time: 6.30 pm

Venue: Priory Street, York

AGENDA

1. Declarations of Interest

At this point Members are asked to declare any personal or prejudicial interests they may have in the business on this agenda.

2. Minutes

(Pages 1 - 8)

To approve and sign the minutes of the last meeting of the Group held on 19 September 2007.

3. Public Participation

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Groups remit can do so. Anyone who wishes to register or requires further information is requested to contact the Democracy Officer on the contact details listed at the foot of this agenda. The deadline for registering is Tuesday 20 November at 5 pm.

4. Matters Arising

5. Chair's Reports

Social Inclusion Working Group Programme Update

6. Social Inclusion Working Group Budgets

- Requests for support for year 2007/08
- Future use

7. User-led Centre for Independent Living

- What is it?
- Next Steps

8. Reports from Groups

- Disabilities Forum Development – Suggested next steps
- Other Group reports

9. Young People's Update

To receive an update from Steve Rouse, Youth Service

10. Poverty Strategy Update

To receive an update from Colin Stroud, York CVS

11. Feedback from BME (Black Minority Ethnic) Conference and next steps

To receive an update from Colin Stroud, York CVS

12. Any other business which the Chair considers urgent under the Local Government Act 1972.

Democracy Officer:

Name: Fiona Young

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Note:

This agenda was re-published on-line on 21 November 2007, to include a bundle of documents relating to the agenda items, prepared for circulation to Members at the meeting. The documents can be found at the end of the agenda pack.

For more information about any of the following please contact the Democracy Officer responsible for servicing this meeting:

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details are set out above.

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City of York Council

Committee Minutes

MEETING	SOCIAL INCLUSION WORKING GROUP
DATE	19 SEPTEMBER 2007
PRESENT	COUNCILLORS ASPDEN (CHAIR), SUE GALLOWAY, GUNNELL (VICE-CHAIR), HEALEY, SUNDERLAND, KING (AS SUBSTITUTE FOR ALEXANDER) AND SIMPSON-LAING (AS SUBSTITUTE FOR POTTER) JACK ARCHER (OLDER PEOPLE'S ASSEMBLY), SUE LISTER (OLDER PEOPLE'S ASSEMBLY), PETER BLACKBURN (LGBT FORUM), RITA SANDERSON (BME CITIZENS' OPEN FORUM), DARYOUSH MAZLOUM (BME CITIZENS' OPEN FORUM), LYNN JEFFRIES (DISABLED PEOPLE'S FORUM) AND JAN JAUNCEY (YORK INTERFAITH)
APOLOGIES	COUNCILLORS ALEXANDER AND POTTER, AND KAREN ROBERTS (LGBT FORUM) AND PAUL WORDSWORTH (CHURCHES TOGETHER IN YORK)

1. **DECLARATIONS OF INTEREST**

The Chair invited Members to declare at this point any personal or prejudicial interests they might have in the business on the agenda, in addition to the standing declarations below:

Cllr King – as a member of the Access Group

No further interests were declared.

2. **MINUTES**

RESOLVED: That the minutes of the last meeting of the Social Inclusion Working Group held on 21 March 2007 be signed as a correct record and the “easy read” version be noted.

3. **PUBLIC PARTICIPATION**

There were no registered speakers at the meeting under the Council's Public Participation Scheme.

4. **COMMUNITY STRATEGY REFRESH**

Members were given a brief background on refreshing the Community Strategy and were updated on an event to be held on 16 October 2007.

Members were informed that the Local Strategic Partnership links many different partnerships (e.g. Healthy City Board, Environment Partnership) in the City to improve public services.

Members were informed that the Community Strategy was now 3 years old and needed reviewing.

Members were invited to attend the City Conference on 16 October 2007 (2 repeated sessions – 3-5pm and 6-8pm). Officers handed Members information on the City Conference plus other methods of consultation such as an all household questionnaire, exhibitions at various places around the City and attendance at ward committees.

RESOLVED: That the information provided be noted.

REASON: To update the Working Group on the refresh of the Community Strategy.

5. FUTURE YORK REPORT

Members were updated on the Future York report.

Members were informed that the Future York Group was set up in response to job losses in the city in 2006. The report was published on 12 June 2007 and the Council was now responding to the report. Although the trigger for the report was economic, officers were keen to state that the Council's response would not only be about economic growth but would ensure a disparity in incomes would not widen as the economy expanded.

Social Inclusion Working Group (SIWG) split into 3 groups to look at three different recommendations from the report, to highlight issues and suggest what the Council could do. The following comments and questions were raised by these groups:

S2 – Employability

- *“Value previous experience as equal to a qualification eg. skills with computers but no certificate*
- *Value life experience not just formal qualifications*
- *Expand options for practical training*
- *Issues regarding ability to act on opportunities – how to get the message about jobs or training opportunities out to people e.g. advertising literacy courses via written information (posters, prospectuses) isn't helpful if you can't read.*
- *Play to our strengths e.g. tourism – do we equip local children with skills in this area?*
- *Marketing of jobs – change emphasis on the 'value' of jobs to society e.g. hotel industry, caring jobs*
- *Need to expand emphasis of Science City (just been recognised in the Corporate Strategy Refresh)*
- *Agency work in York – do we have a profile for how many workers, what jobs etc. Does it create instability?*

- *Workforce planning city wide - link to regional and national work and changes*
- *Tailor education to suit children and the jobs they could get into*
- *How do we work with parents to encourage and inspire children in terms of different job opportunities in York."*

S7 – Disparity of incomes

- *"Look to the future – what industries will be attracted to York? Demographic changes – ageing population (York older than average) = more jobs in care area which is low paid. How do we make this more attractive?*
- *Do temporary contracts prevent people from progressing and/or create unnecessary movement? How can we influence this? Change our own employment practices?*
- *Attract mixed economy of small, medium and large companies and self employed people. Rather than just attracting large companies; if one company closes down it has a big impact on the city.*
- *Encourage self employment and innovative businesses eg. green/carbon neutral businesses or grass roots organisations, co-operatives.*
- *Don't just focus on young people, encourage older people to start small businesses as well*
- *Micro-lending – lend small amounts of money to start small businesses.*
- *Re-skill and/or increase skills of current population (all ages)*
- *Affordable housing – workers need to be able to afford to live in York. Use large planning projects (York Central etc) for affordable housing and key worker accommodation."*

S10 – worklessness

- *"Break cycle of worklessness – targeted at most deprived areas of City – especially in families*
- *Understand who this is about – define worklessness, profile the City, identify partners who can contribute to this.*
- *More major employers working with schools eg, Westfield and Corus*
- *Support people so that they can get out of the benefits trap (earn more in benefits than by working therefore can't afford to work)*
- *Work to change perceptions/stigma around benefits eg school meals*
- *Act positively to support and maintain sustainability of organisations such as Remploy.*
- *Use council procurement to secure social benefits as well as economic (£) ones. Promote value to society to other key partners as well.*
- *Some BME communities concentrated in low income groups – specific difficulties in accessing private sector housing market. Targeted help required."*

RESOLVED: That the Working Group's comments be noted.

REASON: To help shape the effectiveness of future action.

6. IMPROVEMENTS TO THE SOCIAL INCLUSION WORKING GROUP - 1 YEAR ON

Members considered improvements that could be made to the Social Inclusion Working Group (SIWG), one year on.

The group requested that a male representative from the Disabled People's Forum attend SIWG meetings.

It was agreed that community groups could send substitutes to SIWG when a permanent representative was unable to attend. Community Groups were to identify substitutes and report back at the next meeting.

- RESOLVED: (i) That a male representative from the Disabled People's Forum be invited to attend SIWG meetings;
- (ii) That Community Groups be asked to identify substitutes and report back at the next meeting.

REASON: To improve the effectiveness of the Working Group.

7. CYC EQUALITIES CONFERENCES

Members received a verbal update on the City of York Council's Equality Conferences held in June and received copies of the newsletter sent to all delegates.

Members were informed of the positive publicity this had received in the press. Cllr Gunnell stated she had attended the disability conference and thought it was a very good event.

RESOLVED: That the update be noted.

REASON: To inform the Working Group about the Equalities Conferences.

8. USE OF BUDGET 2007/08

Members considered ways of using the Group's budget of £7,240 for 2007/08 to meet the Group's aims or support work that improved social inclusion in the Council.

Members received a list of draft ideas and agreed that the conference idea would not be appropriate but that the others would be considered alongside ideas put forward by community groups. Cllr Aspden agreed to pursue the possibility of using an existing Member training budget for the conference.

Community groups were asked to send budget use suggestions to Heather Johnson (heather.johnson@york.gov.uk or The Guildhall, York, YO1 9QN)

before the next meeting. The suggestions would be discussed and agreed at the next meeting.

If any representatives requested further funding, Heather Johnson agreed to e-mail the SIWG Funding Form to community representatives for them to complete.

Community representatives who received extra funding from SIWG last year (LGBT Forum, BME Forum, Older People's Assembly) would be giving Members an update at the next meeting.

RESOLVED: That budget use suggestions be submitted for discussion at the next meeting.

REASON: To ensure the budget is used effectively.

9. FORWARD PLAN

Members considered items for the forward plan.

Members agreed that an item on York's Anti-Poverty Strategy should be added to the forward plan and covered at the next meeting.

Sue Lister raised the issues of climate change and transition cities. Cllr Galloway stated the council had produced a strategy responding to climate change issues. Heather Johnson agreed to send a copy of the strategy to Sue Lister.

Community groups were asked to get suggestions for the forward plan to Heather Johnson before the next meeting.

RESOLVED: That an item on York's Anti-Poverty Strategy be added to the forward plan and covered at the next meeting.

REASON: To update the Forward Plan.

10. COMMUNITY FORUM REPORTS AND FEEDBACK

Members received a verbal update and notes/minutes from meetings of the community forum's involved in the Group's work.

Interfaith Forum highlighted two events on the calendar of events included in the agenda papers. The international meal on 27 October 2007 (bring a dish from your culture, everyone welcome) and the Ebor lecture on 7 November 2007 by the former Bishop of Bradford on living and caring in an interfaith community.

The Older People's Assembly distributed a programme and press release for the 50+ festival taking place from 29 September 2007.

BME Forum distributed a Joseph Rowntree leaflet on modern slavery in the UK.

The Disabled People's Forum reported that the forum was having some problems and needed some support. Other community groups offered to give advice and Cllr Aspden and Cllr Gunnell offered to meet Lynn Jeffries outside of SIWG to discuss these problems and a way forward.

Lynn Jeffries reported that a small project group of people with learning difficulties were working with Future Prospects to make a film about barriers and successes in living in York with a learning disability.

RESOLVED: That the feedback be noted.

REASON: To update the Working Group on the activities of the Community Forums.

11. OTHER COMMENTS

Written details were distributed about the Comprehensive Performance Assessment (government inspection of the council) focus group on 5 October 2007 to which SIWG members are invited to attend.

The group were informed that Evie Chandler was joining the Equalities Team on 1 October 2007 for 6 months to carry out some equalities focussed projects.

Cllr K Aspden
Chair

[The meeting started at 6.31 pm and finished at 8.25 pm].

Social Inclusion Working Group Forward Plan

Agenda item	Meeting	Lead
Improvements to SIWG (1 year on)	Sept 19 th 07	SIWG / Chair
Use of budget (£7,240)	Sept	SIWG / Chair
Future York Report (NB. Pre-information about this report needs to be sent to community groups in August)	Sept	Roger Ranson – AD Economic Development
Community Strategy refresh – Event in October 07 which SIWG members are invited to.	Sept	Denise Simms, Partnerships Team, Without Walls (LSP) (HJ has invited)
Ideas from community groups on future agenda topics and feedback from groups	Standing item	Community groups
Centre for Independent Living update	Nov 21st	Cllr Sue Galloway
Young people's involvement (update)	Nov	Steve Rouse, Equalities Team Leader, Youth Service
BME stakeholders conference on Oct 22nd looking at York's response to the changing BME population	Nov	Heather Rice, Director of People and Improvement
Anti-poverty Strategy and work of the Inclusive York Forum	Nov	Colin Stroud, CVS
Ideas from community groups on future agenda topics and feedback from groups	Standing item	Community groups
Workshop on new Equality Strategy (2008-11), current equalities legislation and proposed new single equalities act. ? CEHR speaker (tbc)	Dec (date tbc)	Heather Johnson plus others
Easy@york update on how previously identified barriers are being addressed	Jan 16th	James Drury, AD Public Services
CYC's Corporate Strategy	Jan	Bill Hodson/ Kevin Banfield
DisabledGo – annual update – feedback from community groups, suggested	Jan	Heather Johnson and Disabled Go

venues to add to the site, Disabled People interested in training as an access auditor.		
Ideas from community groups on future agenda topics and feedback from groups	Standing item	Community groups

Objective 1 : Advise CYC Executive on Equality issues in general or in relation to major CYC projects and initiatives

Work done 2006-date	To do in 2007/8 - Agreed	To do in 2007/8 – To be agreed	2007/8 Resources	2007/8 Project proposals	2006/7 projects
<p>SIWG minutes are circulated to Executive and particular issues are raised by the Chair of SIWG.</p>	<p>Planned sessions for representatives from each of the six Equality strands to meet with Executive Member for Social Inclusion and Youth</p>		<ul style="list-style-type: none"> ▪ Executive members who are members of SIWG ▪ SIWG development budgets 	<p>Training opportunities promoted by SIWG for the Executive</p>	

Objective 2: Extend and build contact with groups and individuals involved in Equality issues in YORK to:

- **Facilitate equality related input into CYC policy and plans**
- **Provide opportunities for all citizens, *to influence the CYC equalities agenda***

Key Issue	Work done 2006-date	To do in 2007/8 - Agreed	To do in 2007/8 – To be agreed	2007/8 Resources	2007/8 Project proposals	2006/7 projects funded
<u>EMPLOYMENT</u>	<ul style="list-style-type: none"> • Diversity of Council workforce • Age Discrimination and HR policies- Retirement 			£5,100 for projects		
<u>SERVICE DELIVERY</u>	<ul style="list-style-type: none"> • CIL feasibility study 	<ul style="list-style-type: none"> • CIL- Next Steps • Easy at York update 				

Key Issue	Work done 2006-date	To do in 2007/8 - Agreed	To do in 2007/8 – To be agreed	2007/8 Resources	2007/8 Project proposals	2006/7 projects funded
<p><u>INVOLVE and ENGAGE COIs:</u></p> <ul style="list-style-type: none"> ▪ Making meetings accessible and inclusive ▪ Support engagement with the wider community ▪ Facilitate forum meetings 	<ul style="list-style-type: none"> • Two CYC Equality Conferences in June 2007 • Options to involve young people in SIWG discussed • Funding for community forums (see "Projects") to do outreach 	<ul style="list-style-type: none"> • Supporting the case for a CIL • Young people involvement update 	<ul style="list-style-type: none"> • Inclusive York BME stakeholders' conference – Consider outcomes and next steps for SIWG • Review of disability groups in York 		<ul style="list-style-type: none"> ▪ £1,600 OPA newsletter websites ▪ £ 912 YREN Website and user forum expenses ▪ £650 York interfaith postage, website, forum, room hire ▪ £520 Disability Forum development ▪ £800 Develop women's forum 	<ul style="list-style-type: none"> • £ 1,130- OPA Newsletters website • £1,750 – LGBT Running and communication costs • £980 – YREN Website for a year. User forum expenses • £ 1,500 – Youth Service for young people's involvement project

SIWG Meeting 21/11/2007- Agenda Item 5.
 SIWG work map - November 2007

Key Issue	Work done 2006-date	To do in 2007/8 - Agreed	To do in 2007/8 – To be agreed	2007/8 Resources	2007/8 Project proposals	2006/7 projects funded
<u>NEEDS Identification</u>	<ul style="list-style-type: none"> Sexual Orientation monitoring – a way forward 					
<u>SIWG ENGAGEMENT WITH STRATEGIC ISSUES</u>	<ul style="list-style-type: none"> Future of York report Sustainable Communities Strategy (Community Strategy) Refresh Understanding and participating in CPA January 2008 	<ul style="list-style-type: none"> Antipoverty Strategy and links to Equality agendas CYC Equalities Strategy Refresh 	<ul style="list-style-type: none"> CYC Equality Strategy 2008-2011 			
<u>INCLUSION</u>					£1,500 York CAB Smart-card	

SIWG Meeting 21/11/2007- Agenda Item 5.
 SIWG work map - November 2007

Key Issue	Work done 2006-date	To do in 2007/8 - Agreed	To do in 2007/8 – To be agreed	2007/8 Resources	2007/8 Project proposals	2006/7 projects funded
<u>DEVELOPING SIWG</u>	SIWG Budget – first ideas		<ul style="list-style-type: none"> ▪ SIWG budgets funding framework ▪ Learning planning and group development workshops 	£2,640 for SIWG running costs and group development		

Objective 3: Provide a link with Ward Committees so that Equalities issues which are raised by those attending can be taken further

Work done 2006-date	To do in 2007/8 - Agreed	To do in 2007/8 – To be agreed	2007/8 Resources	2007/8 Project proposals	2006/7 projects
		Discussions to place with officers responsible for ward committee business. Report to SIWG in January 2008	<ul style="list-style-type: none"> ▪ Ward Committee budgets ▪ SIWG development budget to provide external facilitation promoted by SiWG 	Formulating pilot projects in wards	None

Funding Framework for SIWG Budgets in 2008/9

A. SIWG Objectives

According to CYC Constitution SIWG objectives are to:

- Advise the CYC Executive in Equality issues in general or in relation to specific CYC projects and initiatives
- Extend and build contact with groups and individuals involved in Equality issues in York
- Link with Ward Committees so that Equality issues raised by those attending are taken further.

B. SIWG budgets – How much? When for?

The total budget in 2007/8 is £7,740, made up of:

- £5,100 to be used for projects funding. The purpose of the projects budget is to contribute to and help realise SIWG objectives as outlined in A above.
- £ 2,640 for SIWG development. The development budget is ring-fenced.

In accordance with CYC financial rules:

- The final decision on how the budget is spent rests with the Executive Member for Youth and Social Inclusion.
- The budget is yearly and subject to the CYC budget pressures and processes. This means that it may be increased or decreased from one financial year to the next. Therefore projects can be funded for one financial year only. Multi-annual projects cannot be funded.
- Projects should take place and be finalised during the year for which support has been given.

It is expected that the budget will remain the same but this cannot be guaranteed. Council meets in March 2008 to set budget. Results will be known by April 2008 at the earliest.

C. Proposed funding principles for Project funding 2008/9

In order for the limited funding to make the most impact in improving the situation of people from the six equality strands who face disadvantage, projects requesting support from SIWG will receive priority when:

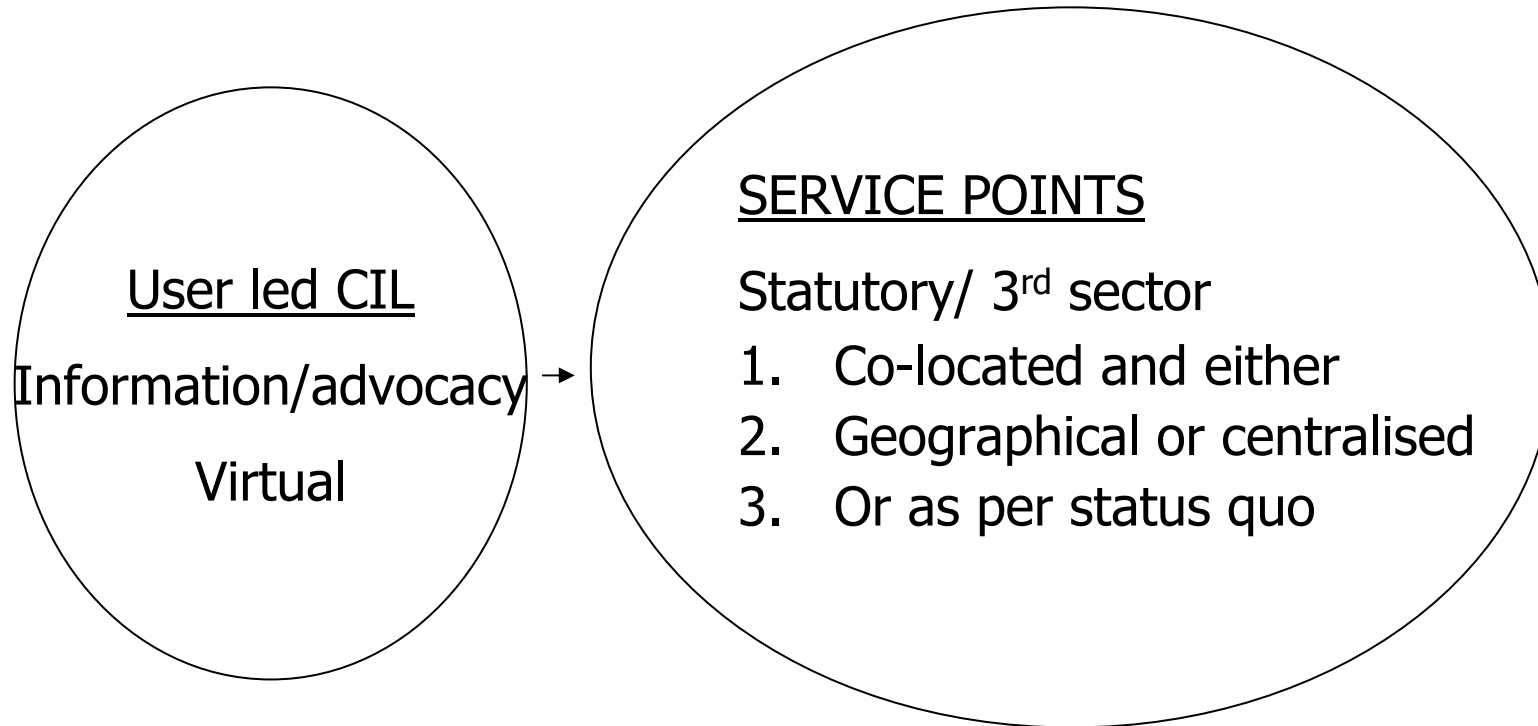
- Contributing to SIWG objectives as mentioned above and contributing to agreed yearly SIWG action plans and work programmes
- Supporting the engagement of the **widest** membership of each of the six Equality Communities of Interest (COIs) i.e. Gender, Race, Disability, Sexual Orientation, Religion and Belief and Age,
- Aiming to engage hard to reach groups within each COI
- About new or emerging issues
- Innovative and not previously tried

These factors will also be taken into account to prioritise projects when there are more project proposals than budget available.

D. **Next steps**

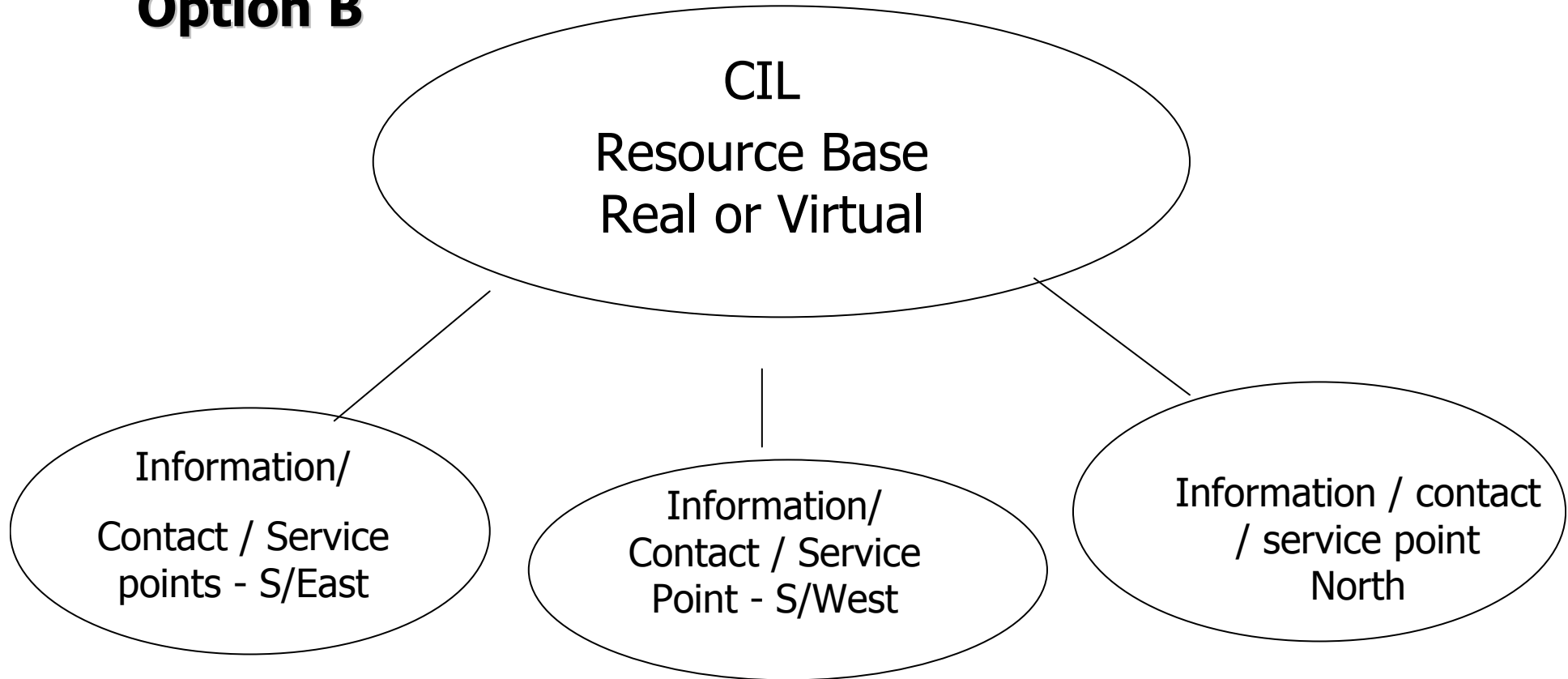
The issue of budgets and how to best use them will be discussed in detail at the SIWG planning workshop in **February 2008**.

Option A



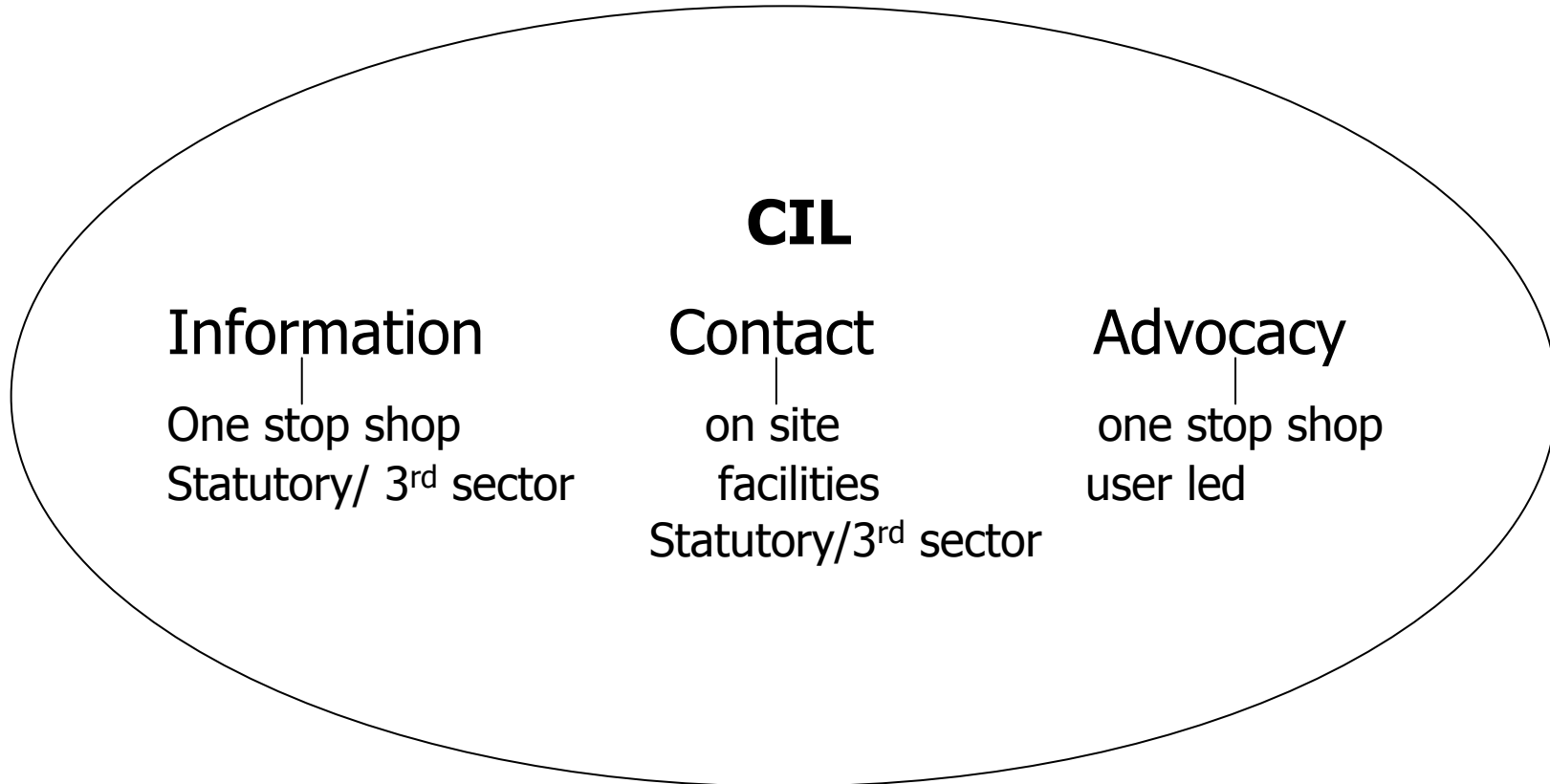
1. Model as per user led research with virtual CIL and services separate but with potential for statutory/3rd sector partnerships to develop centralised or geographical one stop service points for delivery
2. Capital & revenue requirements

Option B



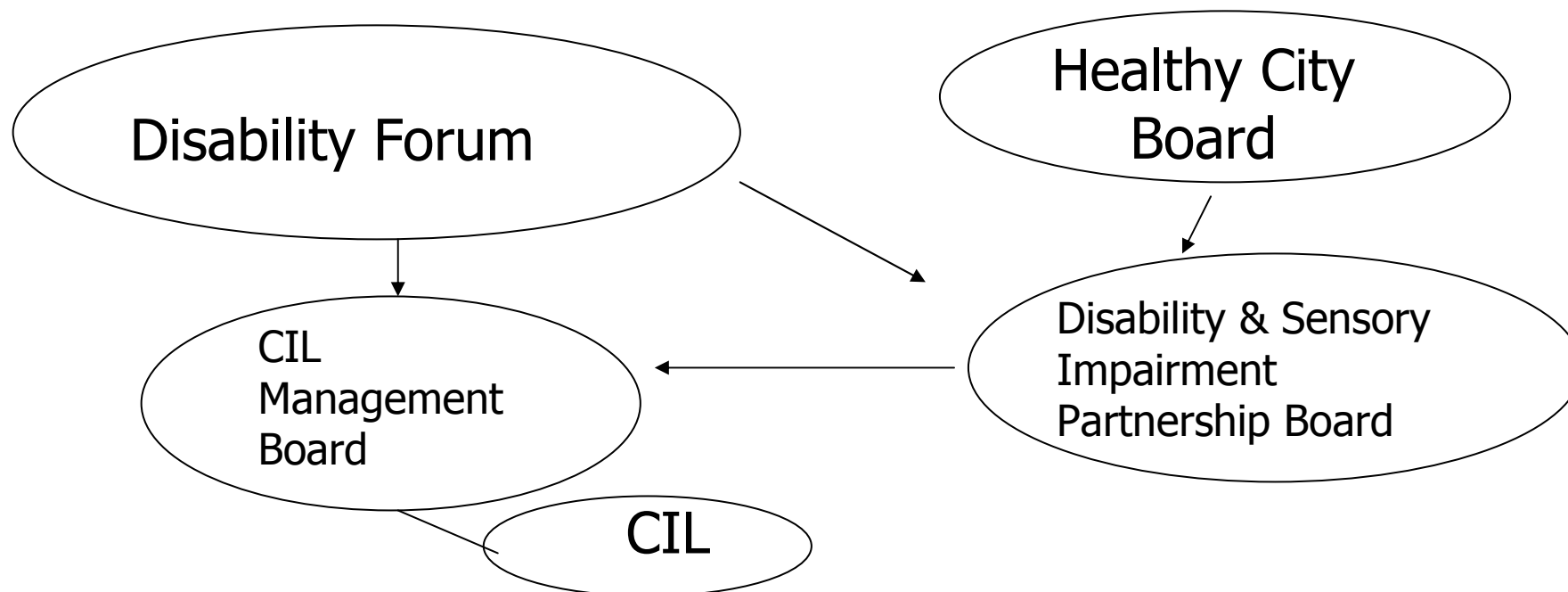
1. CIL manages resource base and the service activities or CIL manages resource base & geographically located service points.
2. Statutory/ 3rd sector provide the services, in Partnership.
3. Service Points are in community locations- e.g. community centres
4. Revenue requirements & some capital possibly

Option C



1. CIL is central & one facility within a range of services available within it, provided within a User/Statutory/3rd sector partnership arrangement.
2. Potentially capital intensive and revenue requirements.

CIL Development & Governance model



1. Partnership Board -users & statutory/ 3rd sector come together re. Strategies & service developments inc. CIL
2. Partnership Board has wider brief than CIL – The Improving Lives & White paper objectives & includes service users as well as Disab. Forum reps
3. Management Board may be solely user representation₄or require statutory/ 3rd sector reps. depending on the model.

York & Districts LGBT Forum. Update report to CYC SIWG Group:

In 2007 the York and districts LGBT Forum applied to the City of York Council Social Inclusion Working Group for a grant that would enable positive development of the LGBT forum, representative of LGBT people in York and surrounding districts. We submitted an application and budget outlining our plans for a grant and were successful in being awarded £1750.00 towards the purchase of IT equipment and printing costs submitted in our original application.

To date the forum has purchased a new lap top computer, carrying case and new printer. The IT equipment will assist the forum secretary in producing minutes of meetings and newsletters. The equipment is currently situated at the address of the secretary and is covered by home contents insurance. We have produced one newsletter, the second nearing completion.

Receipts for all equipment purchased are held by the forum's treasurer and are available for viewing and ratification.

Unfortunately, the forum has had horrendous problems with our bankers. They have mislaid or lost cheques within their systems and driven our treasurer to despair through their lack of customer care. Problems will be resolved soon or our treasurer will be contact the banking ombudsman with an official complaint.

The forum has recently held its first Annual General Meeting and successfully re-elected new officers and committee members.

At our first committee meeting after the AGM, the committee have prioritised our work programme for the next year. We have identified priority areas such as communication and keeping people informed of the forum aims and objectives over the next twelve months and methods in which we can carry out our objectives. The following suggestions were proposed.

- Raising awareness and accessing our LGBT community.
- Developing new ideas, initiatives and networking opportunities with statutory and voluntary organisations in our area.
- Developing the forum quarterly newsletter to a wider audience.
- Developing a forum website that will instantly allow local LGBT people and visitors to York access to information, news, and an opportunity to voice their opinions.
- Raising coverage in the media.

In Conclusion:

The York & Districts LGBT Forum has a very good hard working committee whose interests are to work with CYC and other agencies in developing excellent working relationships so that together we are able to firstly identify and tackle problematic areas. Consultation is our motto and to this end we are determined these processes shall develop and benefit everyone in the City of York.

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Without Walls' Anti Poverty Strategy (draft 5/7/07)

Purpose:

This strategy has been developed by Without Walls, York's local strategic partnership to outline an agreed way forward for ensuring that poverty in the city is minimised and the gap between rich and poor narrowed. The strategy will bring together existing initiatives that partners have set up as well as proposing new initiatives and ways of working to be agreed by the local strategic partnership.

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What do we mean by 'Poverty'?

- Poverty has been defined in a number of different ways. It is difficult to separate poverty from wider issues of social exclusion but for the purpose of this strategy it will be defined as follows:

'Poverty is a cause of social exclusion and exists when people do not have the financial resources to obtain adequate living conditions, diet and access to services and activities generally considered necessary to participate fully in society'

Why does York need an anti poverty strategy?

- York needs an anti-poverty strategy because:
 - It has clear pockets of poverty, even though York is seen to be a reasonably prosperous city with living standards, wage levels and proportions of differing population groups on state benefits close to national averages
 - In terms of the geographical areas of the city with the highest concentrations of people at risk of poverty the government's 'Index of multiple deprivation' (IMD, ODPM 2004), shows that York has 6 wards which contain pockets of deprivation within the 20% most deprived in England. (Based on measures for Super Output Areas

- and accounting for 6573 households and 15,082 people; for more details see Annex A and IMD maps)
- iii. Poverty rates in York are on average at least as high as they are nationally
 - iv. One in five of York's population are poor using the *Breadline Britain* measure of lacking three or more socially perceived necessities, such as regular hot meals, holidays, new or best clothes for festivals and events, or certain important household items such as a freezer. (*From 'A study in town life: living standards in the city of York 100 years after Rowntree', Huby, Bradshaw and Corden, 1999*)
 - v. One in six are living in self-perceived absolute poverty (i.e. not enough money to have an adequate diet, pay housing costs, water rates, have proper sanitation and get basic health, education and information).
 - vi. A survey carried out by the Anti-poverty working group during 2005/6 of a wide range of public and voluntary sector agencies identified significant evidence of poverty as well as support for a more visible approach for tackling poverty in a city seen as generally affluent. (*A summary of the views given in the survey is available from the Anti-poverty working group*)
 - vii. Housing costs in York are high and have increased faster than earnings with average house prices increasing by 38% compared with an equivalent increase of only 16% in full time gross weekly earnings between 2002 and 2005 (*source: Housing Strategy, 2006*)
 - viii. Significant job losses from York's food manufacturing and service sectors over the past couple of years have put large numbers of people at increased risk of poverty in the city; the impact of this has been recognised by the award of Rapid Response funding from Job Centre Plus
 - ix. There is an increasing recognition of the need to 'narrow the gap' between most and least deprived areas with a growing body of work showing the negative (or at least "non-positive") outcomes associated with greater levels of income inequality at national and city-wide levels. (*E.g. in Richard Wilkinson's publication 'The Impact of Inequality: how to make sick societies healthier' (Routledge, 2005).*)
 - x. The 'trickle down effect' whereby wealth 'trickles' from rich to poor areas was found not to have worked in Britain as far back as in the mid-1990s
 - xi. (*Income & Wealth: report of the JRF Inquiry Group' 1995, summarised in Findings, Joseph Rowntree Foundation*).

The effects of poverty in York

3. It is widely recognised at a national level that:
 - i. Poverty usually affects particular population groups, for example the unemployed, single older women, lone parents, people with poor health and disabilities, carers, those on low pay and in part-time

- work, those living in social housing, travellers and some other minority ethnic groups, students and families with children.
- ii. The impact of poverty on these groups can take the form of ill-health, homelessness, debt, isolation, personal and family insecurity and relationship breakdown, and in some cases psychiatric illness, drug and alcohol abuse and crime.
 - iii. Living on a low income and being at risk of poverty is not limited to just those who have to rely on benefits. It also affects those who may be working but are on a low wage or, like many older people who receive a pension, are on fixed incomes that are gradually reducing in value. Whilst York has low unemployment rates and reasonable 'average wages' this masks the fact that there are a significant proportion of low waged jobs in the York economy e.g. in the tourism sector.
 - iv. Additionally, inequality in wealth and income has been found to impact negatively on the fabric of society as a whole; suggesting that within a city the impact of inequality (including poverty) stretches across the population as a whole (*see reference to Richard Wilkinson's work above*)
4. Locally:
- i. Poverty affects different areas of the city differently, concentrated in areas with larger proportions of social housing and which may be poorly served by public transport.
 - ii. There is a great disparity between the most deprived and richest wards in the city. (*See the details on the IMD given in Annex A and maps*)
 - iii. Respondents to the anti-poverty survey readily identified the areas of the city and groups of people where they most frequently came across evidence of poverty, and its effects on individual and community lives. As well as the examples listed above such as ill health and debt, the lack of choice and opportunity that poverty forces on people was highlighted as a key impact. This includes the choice of work available as well as choice of social activities or housing.

Broad approach of an anti poverty Strategy for York

5. It is proposed that, as a general principle, the strategy should focus on initiatives that are affordable and feasible and practices we have the power to change. This will include promoting what is already being done and improving partnership working between and within relevant agencies. It should include the re-direction of resources to the most deprived individuals, families, schools and communities. It is also hoped that developing a citywide anti-poverty strategy will increase the potential to attract new resources into the city to tackle poverty.
6. However, it is also suggested that we should express concerns about national policies and practices which contribute to poverty in York, and to consider applying for 'enabling measures' through the Local Area

Agreement (LAA) process, as and when opportunities present themselves, to help address these concerns.

Aims of the strategy

7. The aims of the strategy are to:
- a) Maximise incomes of individuals in poverty
 - b) Minimise the cost of living in York and improve the take up of local goods and services
 - c) Improve partnership working and organisational responses to poverty.

Key areas for action

8. Bearing in mind the broad approach and aims of the strategy a number of key areas for actions have been identified which should be focussed on the neighbourhoods and groups of people most affected by poverty, to ensure that the strategy is delivered.

a) Maximise incomes of individuals in poverty

- i. Benefits and tax credits take up: Target, resource and co-ordinate campaigns to maximise the take-up of benefits and other entitlements such as Council Tax Benefit, free school meals, free prescriptions and benefits for older people.
- ii. Employment: Target, resource and co-ordinate initiatives to improve employment prospects and opportunities for people on low incomes or facing other barriers to employment
- iii. Minimise barriers to employment: Support affordable nursery provision and out of school activities targeted at low income families and affordable transport initiatives in recognition that lack of these can be a barrier to work (and training).
- iv. Education and training: Target education, training and learning initiatives for people on low incomes and schools with a high proportion of children from low-income households.

b) Minimise the cost of living in York and increase take up of available services

Affordable goods and services:

- i. Maximise an adequate supply of decent affordable housing of various types and sizes by ensuring the affordable housing quota for new housing developments is maintained
- ii. Promote and maximise access to affordable household insurance schemes (such as 'Simple' insurance for council tenants) and other financial services such as secure savings and affordable loans through York Credit Union

- iii. Promote and maximise access to free and affordable health services e.g. dentistry, for those on low incomes
- iv. Promote and maximise access to energy efficiency schemes and other affordable warmth measures, such as preferential tariffs, to reduce fuel poverty for at risk residents
- v. Explore the introduction of a York discount card linked to benefits take-up and discounts for a wide range of goods and services
- vi. Assist low income individuals and families with the costs of education, learning and leisure such as purchase of school uniforms, computers, payment for school trips and other fees, including via Local Authority remissions and other voluntary schemes
- vii. Target and coordinate affordable transport initiatives, for example travel tokens and cheaper fares
- viii. Promote and support initiatives such as the Community Furniture Store and York LETS scheme - which enables the exchange of goods and services between individuals and/or community groups using a local currency the 'Yorkey'

Better information and targeting of services:

- ix. Improve coordination, targeting and accessibility of information including via
 - o The Citizen's Guide (targeted at interest groups including carers)
 - o The Council's A to Z guide
 - o Road shows and publicity events
- x. Review & update the new CAB booklet 'York on a budget'

c) Improve partnership working and organisational responses to poverty

Promote take-up of free, high quality civil legal advice

- i. Improve access to good, up to date information on how to access advice in low income areas and targeted at groups on low incomes
- ii. Encourage take up of advice across the range of legal issues such as housing, employment, family, debt and benefits law
- iii. Maintain and promote York Advice Service Partnership (YASP) which aims to improve access to advice on rights and responsibilities and which can help to bring in new resources to the city

Debt recovery

- iv. Encourage key organisations, such as the council, registered social landlords and utility suppliers to develop coordinated and sensitive arrears preventions, debt recovery and disconnection policies
- v. Improve coordination of and access to effective debt counselling and management services

'Poverty proofing' organisational policy and practice

- vi. Encourage agencies to introduce and share training for staff, including those in front-line roles, to recognise poverty and identify good practice for maximising incomes and savings
- vii. Encourage key organisations to consider the significance of poverty in framing policy across all areas of work, and in particular to examine the impact of key policies such as those on employment, housing and access to services such as learning and leisure
- viii. Encourage local organisations and partnerships to challenge national policy and practice, as appropriate, where it has an adverse impact communities or people in poverty, e.g. via Citizens' Advice Bureau social policy forums

Information sharing and partnership

- ix. Improve coordination and information sharing between and within agencies to address both individual issues and to develop new approaches to tackling and/or monitoring poverty, e.g. setting up multi-agency case-conferences to address needs of individual households; establishing new ways of monitoring poverty at the local level
- x. Increase and/or ensure sustainable support for the work of voluntary and community organisations which tackle and alleviate the impact of poverty

Delivering the strategy and monitoring progress

Delivering the strategy

- 9. Citywide ownership of the anti-poverty strategy lies with Without Walls, York's Local Strategic Partnership, which identified the need for a multi-agency approach to reducing poverty in the city in the Inclusive City theme of the community strategy, 'York – a city making history'. The Inclusive York Forum which is promoting this anti-poverty strategy and which will retain oversight of delivery and progress oversees this theme. Inclusive York Forum will act as a 'champion' for the strategy, but has no resources itself to undertake new initiatives and only limited resources to over see implementation of the strategy. Individual agencies and partnerships will therefore need to consider what further steps they can undertake individually or in partnership, or how they may be able to work differently which will help meet the key aims and actions outlined above, to reduce poverty and its impact.
- 10. Commitments by partnerships and agencies will then be drawn together into an action plan which will identify and include lead partners and timescales for exploring new proposals and achieving the desired improvements or outcomes. Where additional resources are needed before new activities can be put in place it is suggested that a partnership approach to bidding for new resources may be most effective, but it is recognised that implementation may require a longer time.

11. As stated at the outset of this strategy significant work is already being undertaken and developed by individual agencies and partnerships to reduce poverty and its impact. For example, the 'Children and Young Peoples' Plan 2007-2010' sets out a section on 'Achieving Economic Well-being' in line with the Government's Every Child Matters' policy.
 12. In addition, over the past 12 months organisations in York have worked together to develop York's Local Area Agreement, which is, in effect, the first 3-year delivery plan for the Community Strategy. This has, as one of its underlying themes, 'narrowing the gap' between most and least deprived areas), tackling inequality and supporting social mobility and economic inclusion.
 13. This Local Area Agreement therefore reinforces the need for a citywide approach to reduce poverty and it is expected that partnerships and agencies will support the aims of this citywide anti-poverty strategy, recognising that the issues raised from a perspective of poverty also impact on and are impacted by the economy, health, education, community safety, the environment and so on.
 14. Annex B sets out the high level structure chart which will support of delivery of the anti-poverty strategy.
- Consultation with communities
15. Whilst there has been some consultation as part of the work to develop this strategy with agencies working with people on low incomes, there has, so far, been no direct engagement with people living on low incomes in the city. There is a need therefore to seek out the views of people living in poverty in the city, whether this is through existing consultation mechanisms (such as the Council's TalkAbout panel), or via intermediaries such as community groups or service providers, who may be able to provide a means of contacting individuals or groups of people.
 16. For the broad strategy consultation may help in terms of determining what the priorities should be and how these are tackled. Where new initiatives are being considered it is important that consultation with the potential beneficiaries or people likely to be affected should take place. For example, in relation to the possible introduction of a York Discount Card, consultation with people the card is aimed at before, during and after an initial trial or pilot scheme would be an essential part of its development and evaluation.

Initial priorities for an anti-poverty strategy action plan

17. The key areas for action listed above incorporate a great many individual activities and proposals, which might be broken down in relation to their status as follows:
 - i. Work which is underway: but needs more sustainable support or better targeting and promotion.

- ii. Activities which are supported by well-established partnerships and resources: they simply need monitoring to ensure that the work planned achieves the expected outcomes.
 - iii. Proposals for consideration only at this stage: which will need new, dedicated resources if they are to be put in place
 - iv. Recommended actions concerned with internal organisational procedures or improvements to the way different agencies work together: which need time resources but not necessarily new capital or revenue resources.
18. Without Walls partnerships wishing to support the anti-poverty strategy are requested to identify up to 5 actions or proposals, and associated indicators, which will contribute to the overall aims of the strategy to minimise poverty and its impact in the City of York. These should be based on the key areas of work outlined above and may include a mixture of existing and new activities and indicators, such as:
- i. Actions and indicators within the Local Area Agreement or other existing strategy
 - ii. Actions to explore or develop new initiatives or new ways of working, and which may lead to new indicators of poverty in the city.

Annex C sets out an example by Inclusive York Forum for information.

19. Individual partnership action plans will be brought together into an Anti-Poverty Strategy Action Plan by the Anti-Poverty Working Group, which is a sub-group of Inclusive York Forum.

Monitoring progress

20. The Local Area Agreement, as stated above, includes a number of outcome areas and indicators which are relevant to this strategy and it is likely that a number of these will be used to monitor progress of the anti-poverty strategy.
21. Actions to develop new initiatives may be monitored via regular progress reports, until such time as new measures can be identified for them.
22. However, there may also be actions proposed which are about developing new ways of monitoring changes in the levels of poverty, e.g. in Leeds, Job Centre Plus data is used to monitor changes in the uptake of particular types of benefits in specific areas of the city.
23. In order to provide an overview of progress of the anti-poverty strategy it is proposed that six-monthly reviews should be brought to Inclusive York Forum, including performance indicators where possible, so that any issues or problems can be raised with the Without Walls Partnership and/or Executive Delivery Board.

Annex A

Collecting data on poverty

The Index of Multiple Deprivation (IMD) 2004

Source: www.communities.gov.uk/index.asp?id=1128444

The IMD 2004 build on the findings of the IMD 2000 and introduced a new area classification – the **Super Output Area (SOA)**. SOAs are a lot smaller than ward boundaries, possibly two or three streets in some cases and they fit within the existing wards. For IMD 2004, levels of different types of deprivation, e.g. relating to health or employment have been calculated and are known as domain scores which together are weighted and make up the total SOA score. The government's reason for using SOAs is that 'it allows us to better identify and target areas where small pockets of deprivation exist'.

Overleaf is a map of York's SOAs, ranked according to level of deprivation:

Comparing data over time

It is difficult to establish trends in levels of poverty over time using IMD or Census data – this is because:

- The areas being measured differ – either at a ward or SOA level. Where ward level data is used (Census or IMD 2000), this cannot be readily compared in York as local ward boundaries have changed over time
- The variables being measured differ, for example Census 1991 and 2001 and IMD 2000 and 2004 all use slightly different variables.

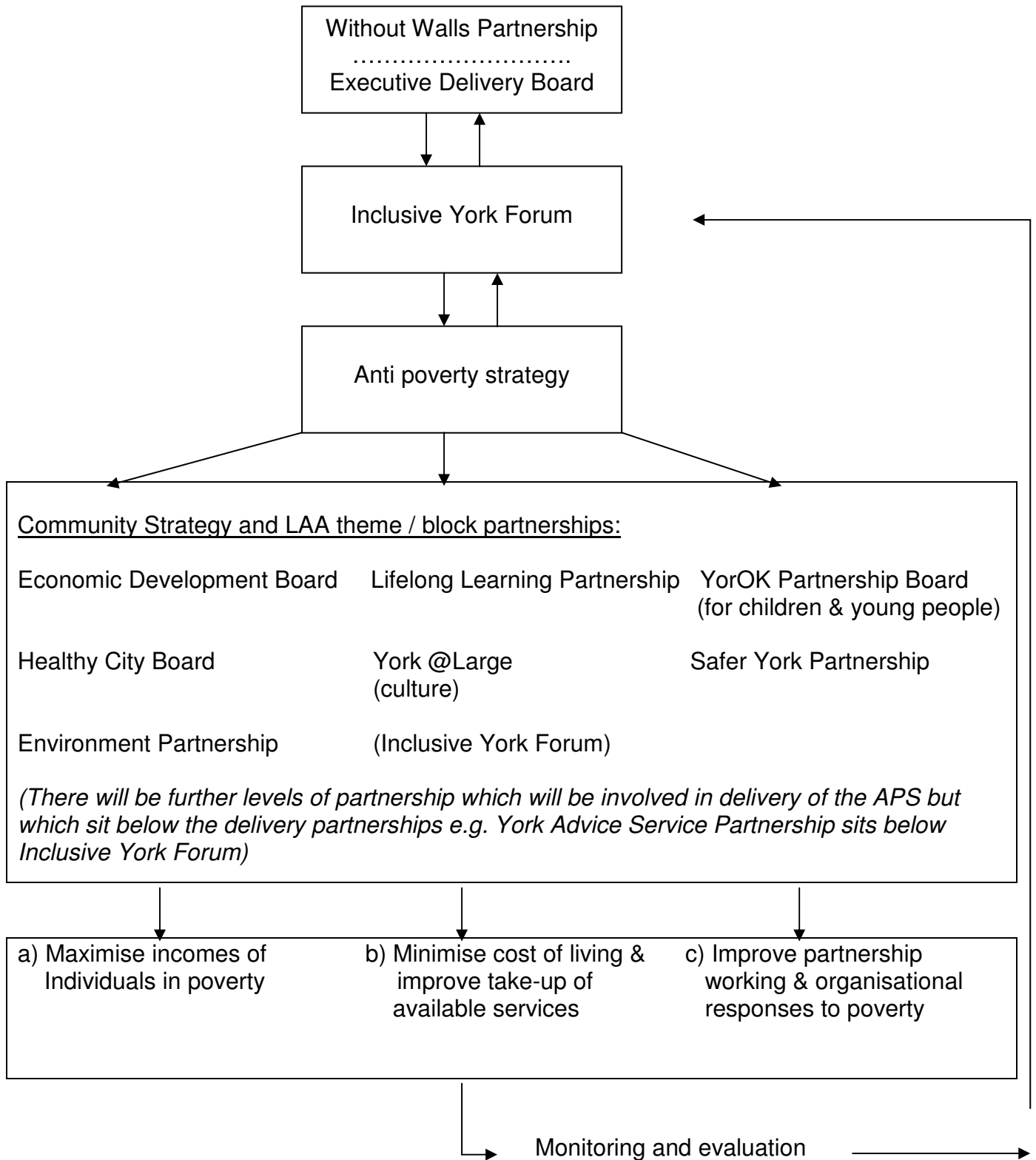
Even so, the IMD 2004 is still the most up to date and comprehensive data currently available on deprivation levels nationally.

A new IMD for 2010

The Government is currently consulting on a new IMD, which will be broadly comparable to the 2004 IMD, but which will have less reliance on Census data. It is expected that the new IMD figures will be published in 2010.

Annex B

Structure chart – how partners will deliver the strategy



Annex C

Example of Partnership contribution to Anti-Poverty Action Plan by: Inclusive York Forum

Action	Indicator /measure	Contribution to APS	Plan link / new	Frequency of monitoring	Lead agency
1. Support & promote York Credit Union to develop into a sustainable business providing secure savings & affordable loans	YCU membership – in line with the YCU business plan (Target: 3,000 members by 2009/10*) *figure amended by YCU - not yet changed in LAA	Provides opportunity for people on low incomes & excluded from mainstream finance to access affordable loans & secure savings	(LAA – EDE 4.12)	Quarterly or 6-monthly	York Credit Union (Inclusive York Forum)
2. Promote the take-up of high quality advice on civil legal matters through improving access to & promotion of advice	% of people in need of civil legal advice seeking help from advice agencies	The provision of timely & good quality advice can prevent homelessness, increase take-up of benefits &/or work opportunities & thus reduce poverty	(LAA - EDE4.11)	Annual (TalkAbout)	York Advice Service Partnership (YASP)
3. Investigate further & pilot a York Discount card linked to uptake of benefits	Resources found for pilot of Discount card at a cost of £12,000. Discount card in place	Piloting card would allow agencies to check if take up of benefits improved & to test value of card with people on low incomes	Anti-poverty strategy	Quarterly or 6 monthly progress report	Anti-poverty strategy working group / York Citizens Advice Bureau
4. Encourage City of York Council & other key agencies to introduce a mechanism to 'poverty proof new policies & practices	Mechanism in place by 'x' number of agencies by given timescale.	To ensure that key agencies in the city consider the potential impact of their proposals on people in poverty before decisions taken	Anti-poverty strategy	Quarterly or 6 monthly progress report	Anti-poverty strategy working group/ Inclusive York Forum
5. Review & update 'York on a budget' publication	Feedback from partner agencies on the usefulness of the booklet via survey	To promote existing free & low cost services, facilities & activities to people on low incomes	Anti-poverty strategy	Annual review survey	York CAB / Anti-poverty strategy working group

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York Anti Poverty Steering Group

York Smart Card Initiative

Overview

- The York Smart Card would be available to all residents in York who are on means tested benefits / low incomes.
- The card would enable a variety of discounts from local businesses, covering all aspects of life.
- The card would be issued on an annual basis, available from a variety of locations.
- By accessing the card from York CAB individuals would also have the opportunity for a review of their benefits to check they are receiving all they are entitled to.
- Upon receipt of a Smart Card individuals would receive a list of the discounts available and receive updates as and when new businesses join the scheme.
- In order to set up and run the scheme a Coordinator is required to recruit businesses to join the scheme, promote the scheme, design the smart card and produce regular Smart Card update newsletters.
- The cost for the first year will be £14,295.

Supporting Information

- Job description for York Smart Card Coordinator
- Budget for year one
- First Year activity plan

York and District Citizens Advice Bureau

York Smart Card Coordinator

Hours of work 7.5 hours per week. Overtime is not paid but time off in lieu is by arrangement with the Bureau Director

Pay Scale 4 (£16,137 - £17,985) pro rata

Leave 25 days per year, 4 days of which must be taken at Christmas, 3 additional days at Bank Holiday pro rata

Responsible to Bureau Director, Chair of the Trustee Board

Line Manager Bureau Director

Duration of post Initially funded for a year

A no smoking policy is in operation throughout the Bureau premises.

The Bureau contributes 6% of salary to a Stakeholder Pension Scheme

Overall Purpose of the Post

To promote and develop the York Smart Card to ensure maximum take up from York Residents and ongoing liaison with local Businesses

Key Tasks

- To establish the York Smart card.
- To liaise with local businesses encouraging them to join the initiative offering discounts / special offers to smart card holders.
- To produce publicity to promote the York Smart Card
- To design and produce the York Smart Card.
- To set up administration systems to ensure the card is annually updated for individuals.
- Develop a Smart Card newsletter and website to update on the development and uptake of the Card.

Person Specification

- Marketing skills – designing publicity, promotion work, developing networks
- An excellent knowledge of Microsoft Applications, and a willingness to train to use other applications
- A knowledge of and ability to use a wide range of office equipment
- Excellent communication skills
- Ability to organise and coordinate promotional events / publications
- The ability to organise own workload and to prioritise work as necessary
- Be able to meet deadlines and work under pressure on a wide range of tasks
- The ability to work as a member of a team and to contribute to the ongoing development of that team
- Be able to identify own training needs and take appropriate action with the support of the Bureau Director
- To have an understanding of, and a commitment to the CAB aims and principles and equal opportunities policies

Budget for Year One

Item	Cost
Salary@ Scale 5 for 7.5 hours per week, plus oncosts, pension and pay roll	£4,845
Management Costs	£1,750
Laptop	£600
Contribution to office Costs	£700
Stationary / Publicity	£4,500
Postage	£1,500
Travel	£200
Training	£200
Total	£14,295

Action Plan for Year One

Month	Activities
January	Advertise position in Voluntary Voice, within CAB service and CYC.
March	Worker commences
	Letter distributed to businesses requesting offers linked to the Smart Card.
	Confirm distribution sites for the York Smart Card.
April	Design of Smart Card
	Design of leaflet to promote the smart card and how to use it and renew it.
	Design posters promoting the Smart Card
	Set up database of participating businesses
May	Details of Smart card added to relevant websites
	Procedure for issuing a Smart card produced
	Prepare press releases for Launch of Smart Card
	Set up Database of Smart Card holders
June	Launch of Smart Card
	Promotional events
September	First Smart Card newsletter
	Advice Week activities used to promote the Smart Card
	Further mail shot to businesses encouraging them to join the scheme.
November	First 6 months analysis of take up of the Smart Card
	Funding for the next year, letter to businesses if willing to contribute towards the costs of administration.

York BME Citizens Open Forum

Saturday, 20th October 2007

Briefing / Feedback on Equality and Human Rights Commission (ehrc)

The Equality and Human Rights Commission (ehrc) - opened its doors for business on 1st October 2007. As reported to members, it replaces the Equal Opportunities Commission (EOC), the Disability Rights Commission (DRC) and the Commission for Racial Equality (CRE). The Commission is now responsible for gender, disability and racial equality, as well as for the wider equality agenda strands of age, sexual orientation, religion and belief. It is also responsible for taking forward work on Human Rights.

The Commission recognises that the transition will take time and that it will need to take stock of the work that it has inherited from the legacy Commissions. Plans are under way for its first full year of operation from 1 April 2008.

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York BME Citizens Open Forum

Tang Hall Community Centre, Fifth Avenue, York YO31 0UG
Saturday, 20th October 2007, 1pm

Agenda

1. Welcome
2. Update / Feedback 2006-2007
 - Social Inclusion Working Group (DM)
 - York Compact (RS)
 - Equality and Human Rights Commission (EHRC) (RS)
3. Way Forward / Action Plan for York BME Citizens Open Forum 2007-2008
4. Close

Aims and Objectives of York BME Citizens Open Forum

1. To give BME groups and individuals the opportunity to express and discuss any issues affecting their lives
2. To inform the service providers, both statutory and voluntary organisations, of the needs/issues identified at the Open Forum

3. To provide opportunities for consultation between statutory and voluntary organisations and the BME population.

York BME Citizens Open Forum

Saturday, 20th October 2007

Briefing, feedback, discussions and election of York BME Citizens Open Forum representatives (One male, one female) for the Social Inclusion Working Group (SIWG) 2007-2008

As reported and discussed at last year's (October) York BME Citizens Open Forum.....

The SIWG was established as part of the revised consultation of the Council in 2006 following extensive discussion and consultation by the ad hoc scrutiny panel on inclusive decision making with the emphasis on improving the effectiveness of the Council in meeting the diverse needs of its customers. Its main corporate priorities are

- improvement of the Council's focus on the needs of customers and residents in designing and providing services
- improvement of leadership at all levels to provide clear, consistent direction to the Council
- improvement of the way the Council and its partners work together to deliver better services for the people who live in York

The SIWG's terms of reference in the Council's constitution outline the purpose and role of the group:

It is the role of the SIWG to advise the Executive on all matters relating to equalities issues and to promote awareness of equalities issues as well as to ensure improved access and facilities for all service users. It is concerned both with improving

the Council's own services and facilities and, by adopting good practice, to encourage other service providers to improve their services. In this context the SIWG:

- advises the Executive on major projects and initiatives on equalities issues and on equalities issues generally in the City of York Council
- extends and builds contact with groups and individuals in the area in order to facilitate input into equalities and provide opportunities for all citizens in the area
- provides a link with Ward Committees so that equalities issues which are raised can be taken further

The SIWG tends to meet on a bi-monthly basis and has its own small restricted budget, which is provided to make meetings accessible, inclusive, representative and communicative.

During the last year discussions have taken place on a number of issues. Agenda items have included

- having your say in York's future: Without Walls, York's Local Strategic Partnership and Local Development Core Strategy
- Centre for Independent Living
- improving customer services: easy@york
- community forums report and feedback

Election process

It was agreed at last year's BME Citizens Open Forum that the forum would revisit nominations for representation at the SIWG.

York BME Citizens Open Forum

Saturday, 20th October 2007

Briefing / Feedback on York Compact

“The Compact is an agreement between the Government and the voluntary and community sector to improve their relationship for the benefit of each other and the communities they serve.”

At last year’s Open Forum, individuals kindly contributed to the consultation process required for a transparent BME Compact Code for York. YREN facilitated a number of opportunities to receive input from York BME citizens and others, including the City of York Council, Primary Care Trust (PCT), Learning and Skills Council (LSC), and members of voluntary and community organisations.

The BME Code has now been adopted by the Council and voluntary community groups. However, it is still to be passed through other statutory bodies, such as the PCT and LSC.

Copies of BME Code available through...

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