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Meeting of the Social Inclusion Working Group

8 July 2008

Report of the Director of People and Improvement

## **City of York Council Single Corporate Equality Scheme: July 2008 to July 2009**

### **Summary**

1. The report outlines actions at corporate level that the Council will take between July 2008 and July 2009, to make sure that it continues to be a fair and inclusive service provider and employer.
2. This scheme follows on from previous schemes which took place from 2005 to date.
3. Members are requested to note the approach outlined in this 12-month Single Corporate Equality Scheme, and make the draft available for consultation before the approach to the scheme is finalised in the autumn of 2008.

### **Background**

4. Please refer to **Appendix 1**.

### **Consultation**

5. The purpose of the consultation is to seek feedback about the Council's approach to the scheme and in particular whether this corporate scheme should be supplemented by directorate schemes for the period 2009-2012. Directorate schemes will be based on strand-specific outcomes and targets and will be developed in consultation with the equality communities in the next 12 months
6. Council is not seeking feedback about the actions at corporate level outlined in this 12 month scheme as they arise from Equality legislation.

7. Co-optees on the SIWG and expert witnesses are requested to disseminate the draft of this scheme amongst their respective communities for comments which should be fed back to the Council's equality team by 22 August 2008.
8. The scheme will be made available on the council internet site which is fully accessible. Copies in other accessible formats are available on request from the equalities team.

## **Options**

9. Option 1: To note the approach in the draft scheme in Appendix 1 and make the draft available for consultation.
10. Option 2: Not to make the draft available for consultation.
11. Option 1 is recommended. Reason: The approach is based on best practice as well as duties arising from Equality legislation. SIWG co-optees, expert witnesses and the public in general will be given the opportunity to influence our general approach and comment on whether they would like to see directorate-level strand-specific schemes stemming from this scheme.

## **Analysis**

12. Please refer to **Appendix 1**

## **Corporate Priorities**

13. This scheme and subsequent schemes will contribute to the promotion of inclusive and cohesive communities in the city.

## **Implications**

14. These are as follows:
  - **Financial** - None
  - **Human Resources (HR)** - None
  - **Equalities** – The scheme and any subsequent and related schemes will contribute to the promotion of inclusive and cohesive communities and are critical to Council Equalities aims and objectives.

- **Legal** – Putting in place equality schemes and refreshing them every 3 years is a requirement placed on public bodies under current equality legislation.
- **Crime and Disorder** - None
- **Information Technology (IT)** - None
- **Property** - None
- **Other** - None

## Risk Management

15. N/A

## Recommendations

16. To note the approach in the draft Scheme outlined in Appendix 1 and make the draft available for consultation.

Reason: To ensure continued and focused progress with equality and inclusion in the council

## Contact Details

**Author: Evie Chandler**  
**Equalities Officer**  
**PIET**  
**Tel: 551704**

**Chief Officer Responsible for the report:**  
**Heather Rice**

**Report Approved**

**Date** 26 June 2008

**Wards Affected:**

**All**

For further information please contact the author of the report

**Background papers** – None

**Annexes** - Appendix 1- City of York Council Draft Single Corporate Equality Scheme: July 2008 to July 2009

Annex 1 of the Scheme – CYC equality governance structures June 2008

Annex 2 of the Scheme – Priority Equality Impact Assessments 2008/9

Annex 3 of the Scheme – Equality and Inclusion progress report to June 2008