

Actions from the Five Year Anti-Racism & Inclusion Strategy and Action Plan (IERUK 3.0)

Ref	Action	How?	Responsibility	Date
1.	<p>City of York Council to investigate the reasons behind the low proportion of BARMC employees and take steps to actively increase diversity in the workforce. This could involve reviewing recruitment policies and practices to ensure they are inclusive and accessible to all.</p> <p><i>Related Pledge Action:</i></p> <ul style="list-style-type: none"> • <i>where possible collate and analyse staff and board level data to understand any barriers facing BARMC employees</i> • <i>proactively examine any ethnic pay gap data or ethnic profile in senior leadership</i> • <i>increase representation of BARMC employees at senior and leadership levels, and set targets to deliver real change and progress</i> 	<p>Conduct a detailed Workforce race equality impact assessment to identify structural barriers to recruitment which will include reviewing policies, procedures, analysis of recruitment data and consultation with our BARMC Group. We will then implement the actions to ensure they enable the recruitment of an ethnically diverse workforce at all levels in CYC.</p>	<p>Head of Human Resources & OD, Director/Assistant Director Customer & Communities/Inclusion</p>	<p>September 2024</p>

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2.	The Council to examine whether BARMC individuals are concentrated in particular tasks or at particular levels within the workforce and take action to address any inequalities, including reviewing promotion and leaving issues.	As above	As above	September 2024
3.	To build an inclusive organisation where the workforce reflects the city they serve and the needs of all citizens. To review and enhance its entire recruitment policies and employ a Diversity and Inclusion team to ensure highlighted barriers are adequately addressed.	<p>We are committed to the development and implementation of an inclusive and intersectional equality, diversity and inclusion agenda. We will develop an EDI strategy that will create a diverse and inclusive workforce that reflects the diversity of our citizens.</p> <p>We will be recruiting to a Head of Equity, Diversity & Inclusion and ensure the EDI team have the lived experience and skills to deliver the strategy.</p>	<p>Director/Assistant Director Customer & Communities/Inclusion</p> <p>Assistant Director Customer & Communities/Inclusion</p>	<p>April 2024</p> <p>June 2024</p>

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4.	<p>The Council to address the issue of undercounting of certain minority groups in the City, such as the Roma, Traveller, Gypsy group by initiating an exercise to establish a true figure for their numbers in the York population. This could involve consultation with representatives of these groups to ensure their voices are heard and their needs are taken into account</p>	<p>The council's Public Health Team have conducted a Gypsy, Roma Traveller health needs assessment and will be implementing the recommendations through the Health & Well Being Board.</p> <p>Further work will be outlined in a report to Executive in Spring 2024, which will look at current sites, future provision (energy efficiency etc), health, education, hate crime, and employment (working with the Travellers Trust).</p> <p>The refreshed Human Rights & Equality Board can could consider this as part of community voices work (see 6 below).</p>	<p>Director of Public Health working with leads from all directorates and the Travellers Trust.</p> <p>Assistant Director Customer & Communities/Inclusion</p> <p>Human Rights & Equality Board (HREB)</p>	<p>March 2024</p> <p>FebruaryMarch 2024</p> <p>December 2024</p>

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5.	City of York Council to review the work and membership of its Equalities and Human Rights Board to ensure the dimension of 'race' and ethnicity is appropriately represented.	This has been included in the related report <i>Refreshed Governance Arrangements for York's Human Rights & Equalities Board (HREB)</i> considered by Executive on 14th December 2023.	Assistant Director Customer & Communities/ Inclusion	Complete
6.	Progressively build relationships with the BARMC community and regularly organise meetings to listen to their voices and address their needs. <i>Related Pledge Action:</i> <i>Support and amplify the voices of marginalised communities and work to ensure that their needs and concerns are heard and addressed.</i>	Work in partnership with other large employers and organisations in the city alongside community groups including IERUK 3.0 to building a city wide voice of BARMC communities in York and advise on capacity including accessing external funding.	Director/Assistant Director Customer & Communities/Inclusion, Head of Human Resources & OD, CYC HREB members	Ongoing
7.	To identify funding sources to reinstate youth services and youth club provision with specific steps to meet the needs of young people from Black communities	To be built into the developing Youth Strategy work (see Council Plan)	Corporate Director of Children & Education, Assistant Director Customer & Communities/Inclusion	June 2024

Actions from the Cty Wide Anti-Racism Pledge (2023)

Also identified in italics above

Ref	Action	How?	Responsibility	Date
8.	Raise awareness of this Pledge internally and externally to teams, and service users	Commenced in Black History Month October 2023. Included in planning looking at the embedding of the council's core commitments – Human Rights & Equality – February 2024	Council Management Team, Communications Team, all staff	February 2024
9.	Create and maintain safe and inclusive spaces for all members of our community, regardless of race, ethnicity, religion, gender identity, sexual orientation, or ability	Work in partnership with other large employers and organisations in the city alongside community groups including IERUK 3.0, and also HREB.	Director/Assistant Director Customer & Communities/inclusion, Head of Human Resources & OD, CYC HREB members	Ongoing
10.	Not tolerate racist behaviour and call out racism. Train employees on what being anti-racist means	Build into communications and training plans working with HR and the BARMC group Develop customer protocols and standards	Director/Assistant Director Customer & Communities, Head of Human Resources & OD	March 2024 In progress March 2024

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11.	Address racial inequality and improve opportunity and access to services and employment, such as reserved apprenticeship opportunities for BARMC people	Work in partnership with other large employers and organisations in the city alongside community groups including IERUK 3.0, and also HREB.	Director/Assistant Director & Customer & Communities/Inclusion, Head of Human Resources, CYC HREB members	Ongoing
12.	Educate ourselves and others about the history and impact of racism and discrimination in our society, and actively work to identify and challenge racist attitudes and behaviours.	<p>Reflect BARMC history in CYC office and named spaces of history significance.</p> <p>Celebrate historical figures in the city with BARMC heritage and build into culture and heritage strategies, events and displays.</p> <p>Instigate a further review of place names in York that are linked to slavery and understand the impact this can have on our residents.</p>	Corporate Director of Place, Director/Assistant Director & Customer & Communities/Inclusion, HREB/Make IT York	Commence January 2024

Actions from Equality Impact Assessments (July 2023 and November 2023)

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13.	Ensure ongoing engagement with those with lived experience of racism to seek joint development of solutions.	<p>Further development of BARMC staff forum and training of managers and other staff – build into CYC action plans.</p> <p>Ongoing engagement with IERUK and other partners representing minority group in the city. <i>Link to Action 6 above</i></p>	<p>Director/Assistant Director Customer & Communities/Inclusion Head of Human Resources & OD, CYC HREB members</p>	Ongoing
14.	Provide specific guidance on to how to handle and respond to racism in council policies	<p>This will be addressed in Workforce risk assessment referred to above and work to address gaps in meeting the Equalities Framework for Local Government. Customer policy is under development</p>	<p>Head of HR & OD, Assistant Director for Customer, Communities & Inclusion</p>	September 2024

15.	Create a mechanism for all institutions and partners in the city to take joint action in reducing racism and promoting active inclusion	Citywide partner groups such as refreshed Human Rights & Equality Board/Safer York Partnership– review membership to ensure all key organisations are included and joint action and responsibility is taken. To be involved in city wide initiatives and summits currently in discussion with community sector leads and IERUK 3.0 led task group	Director/AD for Customer, Communities & Inclusion	Immediate
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