



City of York Council – Equality Framework for Local Government (EFLG) Assessment V2

1. Introduction

The equality framework is intended to help local authorities to:

- Deliver accessible, inclusive and responsive services to customers and residents in their communities including those from under-represented groups.
- Employ a workforce that reflects the diversity of the area they are serving.
- Provide equality of opportunity for all staff.
- Meet the requirements of the Public Sector Equality Duty and support any aspirations to exceed these.

This can be delivered by:

- Identifying the areas of activity that councils need to address to deliver good equality outcomes.
- Helping councils to understand how they can build equality into processes and practices.
- Supporting organisations to become inclusive employers.
- Enabling councils to informally self-assess their progress on the equality improvement journey and determine where and how they need to improve.

EFLG underlying principles

- The EFLG is part of the LGA's sector support programme offer to the local government sector and as such engagement with the framework is voluntary.



- The framework can help with compliance with the Public Sector Equality Duty which is a legal obligation of the Equality Act 2010.
- The framework references the nine legally protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation. It also encourages councils to consider other issues that might be affecting their staff such as caring responsibilities as well as issues affecting communities like socio-economic inequality and isolation including rural isolation.
- The EFLG is supportive of the Equality and Human Rights Commission's six selected domains of equality measurement which it has identified as the areas of life that are important to people and that enable them to flourish. They are: education, work, living standards, health, justice and personal security, and participation.
- The modular design of the framework reflects the fact that councils come in all shapes and sizes with different resources, communities and priorities. It recognises that action on all equality issues at once is not always possible.
- Developing EDI processes and practices is an ongoing process for all councils, regardless of what level a council is performing at (even in excellence there is room for improvement).
- The framework supports the LGA's Equality peer challenge and other peer challenges.

The framework sets out four modules for improvement, underpinned by a range of criteria and practical guidance that can help a council plan, implement and deliver real equality outcomes for employees and the community. The four modules are:

- Understanding and working with your communities
- Leadership, partnership and organisational commitment
- Responsive services and customer care
- Diverse and engaged workforce.



For each module there are three levels of achievement. Developing, Achieving and Excellent. The levels are progressive and cumulative so an organisation can plan and chart its progression against different priorities. Councils can be at different levels of the framework for different modules or themes.

Developing - The developing level criteria contain the basic building blocks for each priority. An organisation at the Developing level has made an organisational commitment to improving equality. It is putting in place processes to deliver on equality issues and is working towards meeting or is meeting the statutory requirements.

Achieving - An organisation at the Achieving level has policies, processes and procedures in place and is delivering some good equality outcomes. It is not only meeting but can demonstrate exceeding statutory requirements.

Excellent - An organisation at the Excellent level has mainstreamed equality throughout the organisation and can demonstrate that it is delivering significant outcomes across its services that are making a difference in its communities. The organisation not only exceeds statutory requirements but is an exemplar council for equality and diversity in the local government and wider public sector.

Underlying each module are a number of themes, each with a short descriptor at each level of the framework. Each theme has a set of indicators or criteria that can be used to self-assess or plan activity.

3. City of York Council EFLG Assessment.

There are five key modules within the assessment criteria, outlined below. The assessment has been conducted through 1 to 1 interviews with the political leadership and key members, senior officers/leaders/officers, chairs of staff networks and reviewing key documents.



The EFLG assessment will be used to develop the Council's new Equity, Diversity & Inclusion Strategy 2024 – 2027.

Understanding and working with your communities

- collecting and sharing information
- analysing and using data and information
- effective community engagement
- fostering good community relations
- participation in public life.

Leadership, partnership and organisational commitment

- political and officer leadership
- priorities and working in partnership
- using equality impact assessment
- performance monitoring and scrutiny.

Responsive services and customer care

- commissioning and procuring services
- integration of equality objectives into planned service outcomes
- service design and delivery.

Diverse and engaged workforce.

- workforce diversity and inclusion
- inclusive strategies and policies
- collecting, analysing and publishing workforce data
- learning, development and progression



- health and wellbeing

1. Understanding and working with your communities. Result: Developing

1a. Collecting and sharing information. Result: Developing

EFLG Criteria

The City of York Council has gathered and published information and data on the profile of its communities and the extent of inequality and disadvantage. Plans are in place to collect, share and use equality information with partners. The organisation is clear about what sources of information (both local and national) are relevant and useful. The organisation knows what information is already being collected – internally and by its partners, including voluntary and community sector stakeholders. Some information and data have been gathered and published. The organisation is working with its partners to ensure information is shared effectively. Partners ensure efficient collection of data that avoids duplication. The authority is compliant with GDPR legislation in its collection, analysis storage and use of data and information.

EFLG Assessment

The City of York is fully GDPR compliant, staff members have received training and GDPR protocols are in place. The City of York has developed a Joint Strategic Needs Assessment (JSNA) which has been published and shared with external strategic and local stakeholders across the City. There is little evidence of how quantitative data is used to design and deliver services to diverse communities. The JSNA has a limited focus on health inequalities on those from diverse backgrounds. However, there is clear evidence that the Council has significant communication and involvement with external stakeholders, particularly the voluntary and community sectors. However, there is an over reliance on qualitative information which is used to understand the needs and aspirations of diverse communities.



Recommendations

- Develop an ED&I equality monitoring guidance for managers.
- Identify services which are priority in respect to impact on diverse communities and implement equality monitoring.
- Design data sharing systems to enhance the use of equality monitoring.
- Develop an ED&I Service Delivery Guide for managers to ensure corporate and local data (equality monitoring of service, JSNA data) is shared.
- Ensure that the next revision of the JSNA includes a data section on the healthcare needs of BAME, LGBTQ+ and other diverse communities.
- Equality data is disaggregated based on protected characteristics.
- Ensure that quantitative information is shared to identify and measure equality needs of diverse communities and to understand and measure outcomes for the area.

1b. Using and analysing data. Result: Developing

EFLG Criteria

Systems are being developed by the City of York Council to analyse soft and hard data/intelligence about communities, their needs and aspirations. The Council is developing and improving systems for collating and analysing the different sets of data being collected. Information is collected by front-line staff or key decision makers and taken account of. Information captured about inequalities is used in decision making. The authority is compliant with GDPR legislation, analysis and use of data and information.

EFLG Assessment:

The City of York Council are assessing evidence through the JSNA, however there is little evidence that this is shared across the Council. There is some evidence that the



Council is improving the mechanisms and improving how front-line staff can be used to collate the information. However, this is sporadic and there are discussions about how this could be embedded across the Council. The Council do not have the financial and human resources to embed this across the Council.

Recommendations:

- See Leadership, partnership, and organisational commitment section for further recommendations.
- Ensure service planning contains equality actions developed through the use of quantitative and qualitative information.
- Ensure each service area has a trained Equity, Diversity & Inclusion (ED&I) champion.

1c. Effective community engagement. Result: Achieving

EFLG Criteria

The City of York Council's whole council approach to the development of inclusive community engagement structures is being developed throughout the organisation. There are opportunities for communities to be involved in decision making. The organisation has an agreed approach to engagement. It is clear about different levels of engagement (i.e. informing, consulting, participating, co-producing) and when these are appropriate. Engagement structures are in place. There are opportunities for under-represented groups to engage with decision making. The organisation can evidence examples of these opportunities. Shared engagement structures/mechanisms are in development with partners. There are some shared engagement activities with partners.



EFLG Assessment:

The City of York Council has created a Corporate ED&I Group which meets on a regular basis, involves a range of senior officers and reports to the Chief Executive. The group members and some areas of the Council have good levels of engagement with a wide range of key stakeholders from diverse communities. The Council have worked through significant challenges, which include the issues surrounding the blue badge scheme. There is evidence that the Council and the disabled community are working in partnership.

The Council has worked hard to build on its engagement activities, for example the pledge of the Council to become an Anti-Racist City, City of Sanctuary and other pledges. The Council has supported the development of the City's Anti-Racist Strategy by ensuring it was developed and that strategic partners had a role to play in its implementation. It has worked closely with BAME groups.

The City of York Council has been brave and bold on the ED&I agenda. However, there are significant financial and human resources gaps but with some limited resources plan and budget growth which will seek to mitigate risks of not meeting the Equality Act 2010 Public Sector Equality Duties and not delivering on those public commitments.

Recommendations:

- Ensure the Council's new Equity, Diversity & Inclusion Strategy 2024 - 2027 is consulted with all diverse communities in York and strategic partners.
- Ensure corporate EQiAs are consulted with diverse communities.



1d Fostering good community relations. Result: Achieving

EFLG Criteria

City of York Council's structures are in place and across partnerships to understand community relationships and map community tensions. There are joint partnerships responsible for monitoring community tensions. The Community Safety Strategy considers the issue of community cohesiveness. Council communications/ promote positive relations.

EFLG Assessment:

The City has a Safer York Partnership which involves a range of strategic partners from York. There are some mechanisms to monitor community tension and the partnership does have a system to report Hate Crimes. The Hate Crime data is analysed and progress is being made on the York Hate Crime Partnership Action Plan with the involvement of diverse communities. Political leaders and members have played a leadership role in community relations for example during extreme right wing demonstrations at the local mosque. The Council does not have a stand-alone Social Cohesion or Community Cohesion Strategy, but there is discussion in respect to how this could be developed and implemented. It is noted that York is a cohesive community and there is a recognition that focus needs to remain and the need to stay vigilant.

Recommendations:

- Consider the development of a Community Cohesion Strategy
- Publish tackling hate crimes outcomes
- The Council plays a leading role in bringing the partners and the community together if there are serious incidents of hate crime, community tensions.



1e Participation in public life. Result: Developing

EFLG Criteria

The City of York Council has a clear understanding of the level of participation in public life by different communities/protected characteristics. This can include involvement in local democracy and representation e.g. school governors, councillors, board members of voluntary/statutory sector organisations. Information and data is gathered about the extent of involvement in public life.

EFLG Assessment:

There is a recognition in the political leadership that more needs to be done to ensure that political membership needs to become more diverse and inclusive across all political parties. The community and voluntary sector in York has limited resources, but is very active. There is good evidence that demonstrates that there is relatively good representation of disabled people, older people and women in public life. However, there is an under-representation of BAME groups in public life.

Recommendations

- Develop initiatives to increase the representation of BAME communities in public life.



2. Leadership, partnership, and organisational commitment. Result: Developing.

2a. Political and officer leadership. Result: Developing.

EFLG Criteria

The political and executive leadership have publicly committed to reducing inequality, fostering good community relations and challenging discrimination. Senior leaders in the organisation have stated their commitment to a diverse workforce and have made clear what is expected from staff when delivering services to the community. Leadership on equality is demonstrated in a way that is recognised and understood by the organisation and local communities. Leaders have publicly committed to improving equality in their area. There is some evidence of action, not just 'talking about it'. The organisation has established and publicised a strong business case for its equality work. The organisation regularly communicates its commitment to promoting equality to staff and the community. There is evidence that publications reflect the organisation's commitment to equality and fostering good relations. There is inadequate resourcing but some expertise for EDI work and case studies across the organisation.

EFLG Assessment

The City of York Council's Council Plan 2023 – 2027, One City, for all, has four core commitments EACH. One of which is Equality & Human Rights where the Council have publicly stated their commitment to ED&I. Councillor Katie Lomas is the member champion for Human Rights, Equality and Inclusion. Senior Officers in the Customer & Communities Directorate have played a pivotal role in ensuring ED&I as a corporate priority is on the organisational agenda. The Council has an ED&I page which is updated and includes the CYC's equality duties, census data, ward profiles and the 5 equality objectives for CYC.



Recommendations

- Develop an Equality, Diversity & Inclusion Strategy 2024 – 2027, ensuring that there is a clear commitment from the political and officer leadership.
- Identify financial and human resources that will deliver on the Anti-Racist pledge; commit to becoming a Human Rights City, reach Achieving (April 2025) and Excellent status (April 2026); Implement the Equity, Diversity & Inclusion Strategy 2024 – 2027.
- Members and the officer leadership develop case studies demonstrating how they have delivered change in their directorates and in their cabinet portfolios, in respect to design and delivery of services, creating workplace inclusion and diversity and these are published annually.

2b. Priorities and partnership working. Result: Developing

EFLG Criteria

Partnership working arrangements are being reviewed with the voluntary and community sector and the wider community to ensure that local equality priorities are addressed. Corporate and partnership documents capture the commitment of the organisation and partners to equality. Equality objectives are reflected in local strategic planning. There is support and investment in the voluntary and community sector that it is able to work as a network or collective with the council.

EFLG Assessment:

The City of York Council has good partnership arrangements with the community/voluntary sector and has a track record in working with diverse communities to resolve issues, particularly with the disabled community. Both the new administration and officers have taken positive steps to resolve ED&I challenges. The Council have



developed a number of forums, which include the York Access Forum and other partnership groups.

Recommendations

- Continue to consult with diverse communities on the Council's equality priorities, objectives and outcomes.
- Ensure these equality objectives are delivered through service planning and produce an annual equality report highlighting progress.
- External stakeholders, diverse community organisations are involved in reviewing performance and progress, including areas of health, human rights and lived experience intersectionality.
- Develop an ED&I dashboard that outlines progress on a quarterly or half yearly basis for internal and external stakeholders.

2c. Using equality impact assessment. Result: Developing

EFLG Criteria

Due regard is taken to the aims of the general equality duty when conducting business as usual, making decisions and when setting policies. The organisation has an agreed approach to conducting equality analysis/impact assessment of policy and service decisions. This process includes both business as usual issues and decision making. Training and support on equality analysis and impact assessment is available for staff. Impact assessments take account of the views of those affected by the policy or decision. There is a process for ensuring that equality impact assessments.

EFLG Assessment

The City of York Council has an agreed equality impact assessment process. There is evidence that the Council has conducted EIAs across the service. EIA training was



delivered to staff and there is some support for officers, although this is limited. The quality of the EIAs produced by service areas are not consistent and could risk not meeting the requirements of the Equality Act 2010 and its Public Sector Equality Duty (PSED). CYC have two staff leads on EIA however they have limited capacity to assess EIAs across the Council, deliver training and ensure EIAs a fully Equality Act 2010 compliant.

Recommendations

- Deliver EIA training for managers.
- Ensure actions from EIAs are linked to service planning and performance.
- Collate case studies demonstrating how or where equality impact assessments have informed decision-making and led to different, tailored services that have improved outcomes.
- Collate case studies demonstrating how City of York Council captures information about what budget/service cuts mean to people's lives.

2d. Performance monitoring and scrutiny

EFLG Criteria

Appropriate structures are in place to ensure delivery and review of equality objectives. There is an appropriate and accountable leadership group/board/forum who have responsibility for the equality agenda. There some limited dedicated resources for supporting equality work.

EFLG Assessment

The City of York Council has a Corporate Equalities Group (CEG) which is chaired and co-ordinated by the Assistant Director of Customer & Communities. The group membership includes a range of officers, staff networks and members across the Council. The CEG meets on a regular basis and has a strategic and operational



oversight across the Council. There are limited human resources, primarily the Access Officer and Migration officer who have very good links in the community. The CEG have shown support for a range of initiatives which include the development of an Anti-Racist City and are developing internal plans and leading on the Anti-Racist agenda across the City of York.

The City of York, senior officer leaders and the political leadership have set an ambitious ED&I agenda particularly in respect to race and disability. However, there are significant lack of human and financial resources currently available which may risk failure in delivering the ED&I agenda. Some limited growth has been included in the 2024/25 budget process.

Recommendations

- Review the aims, objectives and membership of the CEG.
- Create an ED&I team with sufficient human and financial resources.
- Review how change can be delivered on an intersectional basis.
- Create Equality, Diversity & Inclusion Champions (voluntary) and ensure that staff are equipped with the skills and competencies to embed ED&I.
- Create Service based ED&I plans which are supported by the Equity, Diversity & Inclusion Champions and linked to service planning mechanisms.
- Deliver an Annual Plan to enhance and publish the outcomes in services, partnership working and ED&I programmes.

3. Responsive services and customer care. Result: Developing

3a. Commissioning and procuring services. Result: Developing

EFLG Criteria

The organisation ensures that procurement and commissioning processes and practices take account of the diverse needs of clients, and that providers understand the requirements of the public sector Equality Duty. Guidance is available for suppliers on the equality requirements for the procurement and commissioning process. There are standard equality clauses for contracts. Procurement is based on known analysis of communities' needs. The organisation has started to consider how it can measure the social value of its contracts and procured services and goods.

EFLG Assessment:

The City of York Council has standard equality clauses that meet the requirements of the Equality Act 2010 and service activities to ensure service specifications meet the diverse needs of the communities, including work around the Social Value Act. The Council has a Social Value Policy and has published outcomes.

Recommendations:

- The Social Value outcomes demonstrate that actions have tackled inequality in respect to diverse communities, e.g. how many disabled people, young people, BAME people, single parents etc are supported to work.
- Develop ED&I commissioning guidance to ensure service specifications capture the needs of all communities and use the information within the JSNA, when revised.
- Develop social value targets in respect to ED&I.



- Develop case studies where there is evidence of improvement in tackling social and economic gaps across protected characteristic groups.

3b. Integration of equality objectives into planned service outcomes. Result: Developing

EFLG Criteria

Equality objectives for the organisation have been set and published in accordance with the requirements to support the public sector Equality Duty. Structures are in place to ensure equality outcomes are integrated into business objectives. Objectives are underpinned by robust equality analysis. Equality analysis is fed into planning and assessment of service plans. Objectives are SMART (Specific, Measurable Realistic, Achievable and Timely).. The specific duty to publish equality objectives has been met. Service plans are monitored regularly to ensure that equality objectives are being met. Customer care policies highlight the needs of protected groups.

EFLG Assessment:

The City of York Council has set equality objectives, these are managed by the Council's Corporate Equalities Group.

1. Knowing our communities - to better understand our diverse communities and their needs,
2. Involving our communities - to strengthen community participation and influence in the decision-making process,
3. Responsive services and customer care - to improve our customer experience to respond to differing needs,
4. A skilled and committed workforce - to strengthen our position as an 'equal opportunities' employer and service provider,



5. Leadership, partnership and organisational commitment - to strengthen our leadership role in developing and sharing good practice.

Equality impact assessments are being conducted and there is evidence that these actions are being acted upon in services and are being reviewed by managers and staff. The Council is in the process of enhancing the EIA toolkit to include human rights. The Customer Care policies include ED&I statements and staff have a general understanding of ED&I principles.

However, there a need to review how ED&I competencies are built across the Council and how these shape the services we need to meet the needs of all communities and create inclusive and diverse workplaces. It is not clear how equality actions sit within the service planning framework.

Recommendations:

- Develop ED&I service planning guidance for managers.
- Create a 3-year Equality, Diversity & Inclusion Strategy, outlining how equality objectives will be actioned, monitored and reviewed.
- Ensure external stakeholders are involved in the monitoring and review of equality objectives.
- Local and corporate actions are developed to ensure services meet the needs of diverse communities.
- Develop local service actions plans focussed on service delivery, commissioning, customer service and workforce development.
- Develop ED&I case studies outlining how services have been re-designed.



3c. Service delivery and design. Result: Developing

EFLG Criteria

The organisation has systems to collect, analyse and measure how satisfied all sections of the community are with all services. There are mechanisms in place for service users to be consulted about service development and delivery. Social Value and collaborative principles are reflected in the organisations practical service delivery. The organisation is able to analyse and measure whether all sections of the community are able to access services. It is clear who service users are. Services carry out mapping exercises to identify and review current participation and to highlight gaps. The organisation collects data about user satisfaction with its services. The mapping and satisfaction data collected is disaggregated by different equality groups or vulnerable communities. Complaints are disaggregated by protected groups.

There are mechanisms in place to enable staff to introduce business improvements. Appropriate mechanisms are in place to ensure that Human Rights considerations are identified when planning services and that customers and citizens are treated with dignity and respect. Consideration has been given to the links between equalities and safeguarding in relevant services.

EFLG Assessment:

The City of York Council has published the 2021 Census through the York Open Data portal, have produced ward profiles, Public Health data tools and the Joint Strategic Needs Assessment (JSNA). The Council's Corporate Equalities Group have reviewed the data when developing strategies and initiatives and this has been used to some extent when conducting equality impacts assessments. It is envisaged that the revised EIA tool will include Human Rights consideration and consultation with community groups and is currently underway. The City of York



Council collects some equality service delivery data. However, this is not consistent across the Council.

Recommendations:

- Develop Case Studies demonstrating how services co-produced with service users influence change in design and/or delivery.
- Develop Equality Monitoring Guidance for Managers.
- Develop take-up of service monitoring mechanisms in key areas e.g. benefits, grants, fostering /adoption etc.
- Collate evidence of improved safeguarding outcomes for under-represented groups.

4. Diverse and engaged workforce. Result: Developing

4a. Workforce diversity and inclusion: Result: Developing

EFLG Criteria

The organisation understands its local labour market and has mechanisms in place to monitor its workforce against protected characteristics. The organisation is clear about its local labour market. The organisation has begun to identify the steps it needs to take to achieve a diverse workforce. These are reflected in recruitment policies and procedures. The progress of protected groups through the organisational hierarchy is monitored and reported on. Equality mapping data is used as part of the analysis. Recruitment and selection is monitored at all stages of the process by protected characteristics.



EFLG Assessment:

There is a clear commitment within the Council's HR & OD for a diverse and inclusive workforce and there have been a number of initiatives with employees to listen to their concerns and act. The Council have an established staff equality network, which is involved in discussions and debates and there is some evidence that this has led to activity that has shaped some strategic thinking e.g. the Anti-Racist City. The staff networks need to play a more strategic and operational role. However, there is a lack of support for staff to become involved. The BARMC group have had a change in leadership and will require additional support to shape their role for the future. Likewise, other staff networks will need guidance and co-produce activities to the Council's aspiration to embed the Social Model of Disability, PRIDE and becoming an Anti-Racist City and Human Rights City.

Recommendations:

- Create an Inclusive Recruiters Programme to tackle under-representation of BAME and other groups in the workplace.
- Co-produce Staff Network aims and objectives with stakeholders.
- Develop an internal comms plan and link staff networks to support internal and external diversity events.
- Ensure HR / OD have human and financial resources to implement change management programmes.

4b. Inclusive strategies and policies. Result: Developing

EFLG Criteria

The organisation's workforce strategies and policies include equality considerations and objectives. All employment policies and procedures comply with equality legislation and employment codes of practice. The organisation's workforce



strategy identifies equality issues. Targets and objectives are based on internal monitoring, staff consultation and the assessment of the local labour market and barriers to employment. New/changing employment policies and procedures are assessed for their impact on people with protected characteristics. All employment and training related policies are regularly reviewed. The organisation recognises and acknowledges that staff from protected groups may experience issues such as micro-aggression from colleagues or service users. The council is using its workforce data to develop training and development strategies that can support a wider equalities agenda for employees. There is no workforce objective or target setting around equalities. A range of inclusive structures are in place to engage and involve staff, namely staff equality networks. Policies and systems are in place to identify, prevent and deal effectively with harassment and bullying at work.

EFLG Assessment:

There is some evidence to demonstrate that policies and procedures have ED&I clauses and that the policies are reviewed on a 3 yearly basis. Equality impact assessments are conducted on changes/reviews. However, these do not seem to have delivered the changes the Council wanted. The policies are consulted with staff networks and this has been welcomed by the staff networks. However, the policies do not recognise micro-aggressions or forms of indirect discrimination. There is a recognition in the Council that creating a diverse and inclusive workplace has significant challenges, which include a lack diversity in the local labour market and attracting diverse applicants.

The Council has policies and procedures to tackle harassment, bullying and discrimination, but there is little evidence that the data is published. There is some evidence to suggest that some cases of harassment and bullying are not reported or that staff don't feel confident to report these issues.



Recommendations:

- A specific HR/OD EIA toolkit is developed to include an EIA framework for re-structures (budget cuts) and an EIA framework for HR strategies and policies.
- Ensure all policies are assessed using both quantitative and qualitative data / information and that these are followed across the Council.
- Consider the development of RESPECT Allies to create inclusion, deal with cases informally and ensure formal cases are reported/resolved.

4c. Collecting, analysing and publishing workforce data. Result: Developing

EFLG Criteria

Systems are in place to collect and analyse employment data across a range of practices (recruitment, training, leavers, grievance and disciplinaries etc). The organisation reports annually on its Gender Pay Gap. People are encouraged to provide data and there are initiatives in place to increase the disclosure of equality information by staff. Employee data is analysed organisationally and service by service. Diversity monitoring information is separated from recruitment decisions and held securely. GDPR processes are in place and regulations are being met.

EFLG Assessment:

The City of York Council is embarking on an ambitious ED&I journey and regularly monitors its workforce against protected characteristics: Ethnicity, gender, disability, age and sexual orientation, in respect to workforce (head count), new starters, leavers, turnover, sickness rates, which are disaggregated across directorates. This information is presented at various groups such as CEG and EAG. The Council has ED&I clauses within its policies and procedures. However, the data does not include all the protected characteristics and needs to include areas



such as grievances, disciplinaries, training/development and promotion/acting up positions. The Council publishes its Gender Pay Gap on a regular basis, which has been reducing.

There is a general consensus from HR/OD and staff networks that the workforce equality data is not fully representative of its workforce. This is due to a number of factors, including staff being unsure how it will be used, its purpose and safety of information. HR / OD have worked hard to ensure staff take part, but progress has been slow. The key protected characteristic groups which are under-represented are sexual orientation and disability groups.

Recommendations:

- Revise equality monitoring mechanism to ensure it meets the Public Sector Equality Duty (PSED) using Equality & Human Rights Commission (EHRC) good practice guides.
- Conduct a series of Equality Monitoring Data campaigns with staff networks to increase equality data.
- Conduct Equality Pay Analysis on ethnicity and disability protected characteristics.

4d. Learning, development and progression. Result: Developing

EFLG Criteria

The organisation carries out regular assessments of the training, learning and development needs of members and officers in order that they understand their equality duties and take action to deliver equality outcomes. Consideration is given to the progression of under-represented groups. An assessment has been made as to what equality-related training, learning or development is required in the organisation. Appropriate behavioural competencies have been identified for the workforce. The learning and development plan/strategy take account of



equality issues including the progression of under-represented groups. Induction training for new members includes equality and all members are offered equality training. Appraisal processes ensure staff and managers are aware of their equality-related responsibilities and accountabilities.

EFLG Assessment:

The City of York Council has delivered a range of ED&I training to officers and members. ED&I is included in the on-boarding / induction training and recruitment selection training. However, most of the ED&I training has been primarily on-line based training and it is recognised internally that it has not led to culture change or any significant increases in ED&I competencies.

There is a recognition with HR/OD that the Council needs to build ED&I competencies at each tier e.g. front-line, managers and leaders and that the ED&I training offer is bespoke and tailored, according to organisational needs and is linked to organisational ED&I outcomes.

Employees are generally unaware of their equality related responsibilities or accountabilities. However, City of York staff have a very good understanding of fairness and demonstrate qualifiable commitment to want to create a fair city and workplace where everyone feels welcome.

Recommendations:

- Identify human and financial resources to deliver specific ED&I programmes that focus on the City of York ED&I priorities.
- Ensure the officer and members of Executive/CMT undertake cultural competency & inclusive leadership training.
- Deliver face to face, MS Teams / Zoom bite size training: 2 hours training sessions, lunchtime briefings on ED&I competencies e.g. How to have a conversation about equalities at work? How to sensitively tackle a discriminatory or

offensive remark? What's my role in implementing the Social Model of Disability?

- Map the career progress of protected characteristic groups.
- Ensure all leadership programmes are inclusive and promoted to staff equality networks and their members.

4e. Health and wellbeing

EFLG Criteria

The organisation has begun to consider how equality, diversity and inclusion issues are linked to employee health and wellbeing. The organisation uses workforce data and other information from staff to determine what its health and wellbeing priorities are. Staff in protected groups have opportunities to inform these considerations.

The organisation has assessed all aspects of the working environment to ensure that the health and safety needs of all its employees are met. A range of inclusive mechanisms are in place to engage and involve staff. The organisation had previously considered working arrangements and patterns in the light of the COVID pandemic. The organisation has a policy for reasonable adjustments for staff and members and managers are trained to implement it. Occupational health services are provided. The organisation has started to address mental health issues in the workplace.

EFLG Assessment:

- During the pandemic the City of York Council worked with staff to ensure that staff were protected and services were delivered to the most vulnerable in York. This has led to a more flexible, productive and user focussed service and has changed working patterns in the Council. The Council has a good



reputation in respect to well-being and mental health with staff, who cited examples during Covid. The Council also has an Occupational Health Service and has a good response to implementing reasonable adjustments for staff. The council needs to get to the point where HR statistics show that diverse staff groups have good satisfaction rates and disabled staff feel well supported by their managers and the policies of the organisation.

Recommendations:

- The Council to fully implement the Social Model of Disability
- HR policies to be co-produced with disabled employees.

We would like to thank the senior leadership team, councillors, staff, members of the community who are passionate about York who helped us to shape the assessment and its recommendations. The actions from this EFLG assessment will be used to create an Equity, Diversity & Inclusion Strategy 2024 – 2027.

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