

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

July 2009 to July 2012

Summary

This strategy follows on from and updates the council's first equality strategy for the period between 2005 and 2008, 'Pride in our Communities' (PIOC).

It has three parts:

- **Part A: The Strategy.** This includes the council's definition of fairness and inclusion; explains the importance of being a fair and inclusive council and looks at the issues that can make people feel excluded from life in the city. It also outlines who is responsible for making sure the council is fair and inclusive, and how they will know that the strategy is working.
- **Part B: The Single Corporate Equality Scheme 2009-12.** This is the plan of action that the council will follow between July 2009 and July 2012, to make sure it continues its journey towards inclusive working and employment practices.
- **Part C: Annexes.** This includes more information to help the reader understand the strategy and scheme.

Fairness and inclusion are about treating people according to their needs to achieve fair results across the range of services and employment opportunities offered by the council, its partners, outside organisations that work for it and organisations that the council gives grants to.

This strategy focuses on people who may face disadvantage in:

- accessing and receiving services provided, bought or grant-funded by the council, and/or
 - being employed by the council
- because of their gender, race, disability, age, sexual orientation, religion or belief. These are called the 'six equality strands'.

The strategy has six objectives:

- Know the needs of groups from the six strands in the local community.
- Work with partners and show leadership and commitment to fairness and inclusion in service planning, service provision and employment in the city.
- Engage with groups of people from the equality strands.
- Provide responsive services to people from the equality strands.
- Employ a modern, diverse workforce that understands the needs and aspirations of people from the equality strands and acts accordingly.
- Make sure that specific actions are taken in each of the six council business areas, which are known as 'directorates'.

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

Views about this strategy are welcome at any time. They will be collected and recorded so that they can be considered when the strategy and scheme are reviewed. Views and comments can be emailed to equalities@york.gov.uk or posted to: Manager, Corporate Equality and Inclusion Team, The Guildhall, York YO1 9QN.