

Notice of a public meeting of

People Scrutiny Committee

- To:** Councillors J Burton (Chair), Waller (Vice-Chair), Cuthbertson, Mason, Moroney, D Myers, Nelson, Runciman, and Steward
- Date:** Wednesday, 24 June 2026
- Time:** 5.30 pm
- Venue:** West Offices - Station Rise, York YO1 6GA

AGENDA

- 1. Apologies for Absence**
To receive and note apologies for absence.
- 2. Declarations of Interest** (Pages 7 - 8)
At this point in the meeting, Members and co-opted members are asked to declare any disclosable pecuniary interest, or other registerable interest, they might have in respect of business on this agenda, if they have not already done so in advance on the Register of Interests. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

[Please see the attached sheet for further guidance for Members.]

3. Public Participation

At this point in the meeting members of the public who have registered to speak can do so. Members of the public may speak on agenda items or on matters within the remit of the committee.

Please note that our registration deadlines are set as 2 working days before the meeting, in order to facilitate the management of public participation at our meetings. The deadline for registering at this meeting is **5:00pm on Monday, 22 June 2025.**

To register to speak please visit www.york.gov.uk/AttendCouncilMeetings to fill in an online registration form. If you have any questions about the registration form or the meeting, please contact Democratic Services. Contact details can be found at the foot of this agenda.

Webcasting of Public Meetings

Please note that, subject to available resources, this meeting will be webcast including any registered public speakers who have given their permission. The meeting can be viewed live and on demand at www.york.gov.uk/webcasts.

- 4. Minutes** (Pages 9 - 14)
To approve and sign the minutes of the meeting held on 15 April 2026.
- 5. Housing Allocations Policy Review** (Pages 15 - 70)
This report sets out proposed updates to the Council's Housing Allocations Policy to ensure legal compliance, enhance transparency and consistency, and support effective use of social housing stock.
- 6. Preparation for Adulthood Strategy** (Pages 71 - 120)
The purpose of this report is to allow members to undertake pre-decision scrutiny in relation to the development of York's Preparation for Adulthood Strategy 2026–2031. This report sets out a three-year approach for the city and establishes a clearer and more joined-up framework for preparation for adulthood in York.
- 7. Work Plan** (Pages 121 - 130)
To consider the Committee's work plan for the municipal year 2026-2027.

8. Urgent Business

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

Contact Details

Democratic Services Officer

Reece Williams

- Email: reece.williams@york.gov.uk
- Phone: (01904) 55 4447

Scrutiny Officer

James Parker

- Email: james.parker@york.gov.uk
- Phone: (01904) 55 3659

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

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports and
- For receiving reports in other formats

Contact details are set out above.

Alternative formats

If you require this document in an alternative language or format (e.g. large print, braille, Audio, BSL or Easy Read) you can:



Email us at: cycaccessteam@york.gov.uk



Call us: **01904 551550** and customer services will pass your request onto the Access Team.



Use our BSL Video Relay Service:
www.york.gov.uk/BSLInterpretingService
Select 'Switchboard' from the menu.



We can also translate into the following languages:

我們也用您們的語言提供這個信息 (Cantonese)

এই তথ্য আপনার নিজের ভাষায় দেয়া যেতে পারে। (Bengali)

Ta informacja może być dostarczona w twoim własnym języku. (Polish)

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

معلومات آئس کے بارے میں اپنا زبان میں (Urdu)

This page is intentionally left blank

Declarations of Interest – guidance for Members

- (1) Members must consider their interests, and act according to the following:

Type of Interest	You must
Disclosable Pecuniary Interests	Disclose the interest, not participate in the discussion or vote, and leave the meeting <u>unless</u> you have a dispensation.
Other Registrable Interests (Directly Related) OR Non-Registrable Interests (Directly Related)	Disclose the interest; speak on the item <u>only if</u> the public are also allowed to speak, but otherwise not participate in the discussion or vote, and leave the meeting <u>unless</u> you have a dispensation.
Other Registrable Interests (Affects) OR Non-Registrable Interests (Affects)	Disclose the interest; remain in the meeting, participate and vote <u>unless</u> the matter affects the financial interest or well-being: (a) to a greater extent than it affects the financial interest or well-being of a majority of inhabitants of the affected ward; and (b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest. In which case, speak on the item <u>only if</u> the public are also allowed to speak, but otherwise do not participate in the discussion or vote, and leave the meeting <u>unless</u> you have a dispensation.

- (2) Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.
- (3) Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.

This page is intentionally left blank

City of York Council

Committee Minutes

Meeting	People Scrutiny Committee
Date	15 April 2026
Present	Councillors J Burton (Chair), Waller (Vice-Chair), Cuthbertson, Moroney, D Myers, Runciman, Steward (Substitute), Vassie (Substitute) and Wells (Substitute)
Apologies	Councillors Mason, Nelson, and Nicholls
Officers in attendance	Sara Storey - Corporate Director, Adults and Integration Michael Melvin - Assistant Director of Adults Safeguarding Jane Timson - Independent Chair of the City of York Safeguarding Adults Board James Parker – Scrutiny Officer
In attendance	Councillor Steels-Walshaw – Executive Member for Health, Wellbeing and Adult Social Care

25. Apologies for Absence (5:31pm)

Apologies for absence were received from Councillors Mason, Nelson, and Nicholls, who were substituted by Councillors Vassie, Wells, and Steward respectively.

26. Declarations of Interest (5:33pm)

Members were asked to declare at this point in the meeting any disclosable pecuniary interest or other registerable interest they might have in respect of business on the agenda if they had not already done so in advance on the Register of Interests.

Councillor Cuthbertson declared an interest in item 4, City Of York Safeguarding Adults Safeguarding Board Annual Report 2024/25, in that he was a Governor of Leeds and York Partnership NHS Foundation Trust (LYPFT).

27. Public Participation (5:32pm)

It was reported that there had been no registrations to speak at the meeting under the Council's Public Participation Scheme.

28. City Of York Safeguarding Adults Safeguarding Board Annual Report 2024/25 (5:34pm)

The Corporate Director – Adults and Integration, noted that she was in attendance representing the three statutory partners on the City of York Safeguarding Adults Board (CYSAB).

The Independent Chair of the City of York Safeguarding Adults Board presented the presentation, as seen in Annex D to the report, and noted that the Board now had a manager in place who could help progress work in safeguarding and that this recruitment was a pivotal moment for the Board.

The Independent Chair of the City of York Safeguarding Adults Board reported that the Care Act 2014 was the first time the Safeguarding Board was made statutory, and that many Local Authorities already had Boards in place before this. The three main statutory roles were reported as: Publishing a strategic plan each financial year, publishing an annual report, arranging a safeguarding adult review where a person had died or had experienced serious abuse or neglect and there was reason to believe agencies could have worked better together to safeguard the person; everybody had a duty to raise concerns. The Independent Chair then highlighted duties set out within the Care Act 2014.

The Independent Chair noted that the Board strengthened its membership of the Board in 2025 to ensure involvement of front-line staff who were experiencing safeguarding; and outlined partners of CYSAB.

The Independent Chair then discussed achievements of CYSAB in 2024-25, as seen in the report, and highlighted key elements of the New Strategy for 2025-2028, including incoming changes to National Care Reforms introduced by Baroness Casey stating that there needed to be stronger role of the National Safeguarding Board; Local Board's would need to align their reporting data to national priorities, and CYSAB would self-asses itself against expectations from the National Board.

The Independent Chair noted that these changes would put CYSAB on a similar footing to Children's services which would be a positive improvement for Adult Safeguarding.

In response to questions from members, the Independent Chair of CYSAB, Corporate Director – Adults and Integration, Assistant Director of Adults Safeguarding, and Executive Member for Health, Wellbeing and Adult Social Care confirmed that:

- Consent had been received for all images used within the Annual Report (Annex A).
- The Board was not linked directly with all housing or resident associations, but there was a board member who was linked through Housing Services.
- There was a strong relationship between Local Area Coordination and Safeguarding, and Cuckooing/Home Invasion was picked up within work streams; Work was ongoing to “widen the funnel” of reporting and improve the effectiveness of picking up on safeguarding concerns.
- In order to ensure information received was not duplicated, there was an expectation that the first agency involved in a case would share the relevant information with partners; this process ensures that the individual would not need to share the information multiple different times to different agencies. Unique identifiers such as NHS numbers could assist with catching duplicated information.
- Adult Safeguarding sat in a different legislative area than Children's Safeguarding as Adults have many more independent rights, making safeguarding decision making a much less binary approach.
- Often, people who were brought to the attention of the safeguarding team were already known by other partners who would have information they could share.
- Anyone looking to report safeguarding concerns should contact any partner of the Board who should be able to help.
- Although the Board was not inspected by the Care Quality Commission (CQC), the Board considered action plans of improvement from CYC and other partners to be assured of improvements to be made, and the Action Plans updated the Board regularly.
- To ensure the Board captured the lived experience of individuals, it worked with providers who could provide case studies and talked to individuals themselves to see if they are happy with outcomes; training was formulated by taking individual into account.
- Providers must ensure guidance is readable and Board could offer advice to partners where needed.

- In exceptional circumstances, people may opt. against the involvement of their family, but in ordinary cases family was used as a starting basis.

The Executive Member for Health, Wellbeing and Adult Social Care discussed how Ward Councillors held unique positions to see their communities and highlighted that safeguarding was the responsibility of everyone.

The Executive Member for Health, Wellbeing and Adult Social Care reported that Members would be invited to a Safeguarding Briefing to be held at the end of April 2026 offering safeguarding training.

The Assistant Director of Adults Safeguarding would ensure issues of shame and embarrassment were highlighted more clearly within guidance produced regarding self-neglect.

Resolved:

- That the People Scrutiny Committee recommended to the authors of the report the following inclusions:
 - i. That organisations should conduct exit interviews to get a better understanding of reasons for staff leaving.
 - ii. That work be done to raise awareness of what adult safeguarding concerns could be.
 - iii. That safeguarding training be arranged for Councillors and wider areas of CYC.
 - iv. That there should be a renewal of the consideration for all wards having Local Area Coordinators.
- That the People Scrutiny Committee:
 - i. Noted the contents of the annual report 2024/25.
 - ii. Considered how it could contribute to the joint work of the Board and noted strategic plans for 2025 onwards and how they can be supported.

Reason: To support the Board's work leading the strategic development of safeguarding adults work across York'

29. Work Plan (7:26pm)

The Scrutiny Officer informed members that there was an informal work planning session to be scheduled by June 2026, looking ahead to the new municipal year. He also reported that there was an all-member scrutiny briefing session on 16 April 2026, including briefings on school attendance and the attainment gap.

The Chair and Vice-Chair updated members on the progress of the Task and Finish Group on Housing Repairs, reporting that it was expected to be brought to the Committee's next meeting.

Resolved:

- That Members considered and agreed the Committee's draft work plan.

Reason: To ensure that the Committee maintains an appropriate programme of work.

Cllr Burton, Chair

[The meeting started at 5.00 pm and finished at 7.31 pm].

This page is intentionally left blank



People Scrutiny Committee

24 June 2026

Report of the Assistant Director of Housing

Housing Allocations Policy Review**Summary**

1. This report sets out proposed updates to the Council's Housing Allocations Policy to ensure legal compliance, enhance transparency and consistency, and support effective use of social housing stock. Scrutiny Committee Members are asked to consider the proposed changes ahead of progression to Executive Member Decision Session.
2. The policy refresh is intended to use lessons learned from service experience, adapt to a changing context, support the objectives of other strategies and protocols and to meet new government legal requirements. The proposals to address barriers to accessing housing for people experiencing domestic abuse also form part of the work to achieve Domestic Abuse Housing Alliance accreditation.
3. The refresh will incorporate feedback from tenants and other stakeholders, and is subject to consultation. Proposals include embedding a multi-agency panel approach for complex cases alongside streamlined pathways for resolving mental health related housing needs and for members of the armed forces community with a need for social housing.

Background

4. The council's Housing Registrations team carries out complex needs assessments for significant numbers of customers with the aim of achieving the best possible outcomes from the council's social housing. The team allocated 700 homes during 2025/26, predominantly for social rent, with around 40% of these being for Registered Provider partners due to successful engagement work with the social landlords owning stock in the city.

5. The Council's Housing Allocations Policy is governed by Part VI of the Housing Act 1996 (as amended), which requires local housing authorities to have an allocation scheme for determining priorities and procedures. The proposed updates respond to legislative changes, emerging best practice, operational learning, and the need to improve outcomes for residents who have a need for social housing.

Consultation

6. Consultation on Local Connection elements of the policy has been carried out with the Tenant Scrutiny Panel. The policy criteria have been clarified in response.
7. Registered Provider partners have been briefed on the proposed amendments with no substantive issues raised to date.
8. Further consultation is planned with Registered Provider partners and to engage with tenants on the wider set of proposed changes. Feedback will inform final policy drafting.
9. Engagement with relevant service managers within the Housing Service and in other services such as Equalities has informed the current proposals. A Legal review of the proposed final revised draft policy will be carried out alongside obtaining other Implications comments.

Options

10. **Option 1:** Approve the proposed policy changes as set out.
11. **Option 2:** Approve the policy changes with amendments, incorporating as a minimum the updated government regulation requirements around Local Connection and Armed Forces prioritisation.

Analysis

12. Annex A sets out a summary of the full set of proposed changes to the Allocations Policy, with risks, impact and mitigation analysis.
13. The proposed changes include:
 - a. Improvements to support domestic abuse applicants (including Domestic Abuse Housing Alliance (DAHA)-related changes).
 - b. Compliance with government requirements on local connection and Armed Forces criteria.

- c. Clearer rules on health and wellbeing priority.
 - d. Improved management of adapted properties.
 - e. Strengthened processes for complex cases.
14. This will use the benefit of existing successful, person-centred assessment and customer care to incorporate enhanced transparency and decision making consistency while achieving legal compliance and better use of social housing stock.
15. It is important to note that where allocations policy changes are dependent on ICT system changes, implementation of the updated policy will be subject to the successful completion of these changes.

Council Plan

16. The priorities set out in the document also align with the council's strategic objectives by setting a framework for working with Registered Providers across the City to make the best use of social housing stock. This supports the aims of the Homelessness and Rough Sleeping Strategy 2024-29.
17. Housing affordability is a key challenge for the City, with an average cost of homes around 9 times higher than average earnings and rent levels that are amongst the highest in the north of England. Provision of good quality housing to meet the range of needs across the City's residents is recognised as central to the Council Plan 2023-27 as part of Core Commitments, Affordability and Health and Wellbeing, and to the vision of "One City, for all".
18. The council's Housing Charter vision of One Team, Healthy Homes, Better Lives and principles including We Think Forward, We Think Together and We Think You are embedded within the partnership based and wellbeing focused approach taken in this policy review.

Implications

19. Implications comments will be obtained for the final decision report.

Risk Management

20. Risks include potential impacts on local applicants and increased workload, which will be mitigated through clear guidance criteria and multi-agency partnership working, building on existing relationships with partner agencies, other council teams, and Registered Providers.
21. Further mitigation of these risks will be carried out through staff training, phased implementation, and impacts monitoring.
22. Implications will be obtained after consultation is complete.

Recommendations

23. The People Scrutiny Committee is recommended to:
 - i. Support the proposed policy changes as set out (Option 1);
 - ii. Delegate authority to the Assistant Director of Housing to approve:
 - a. Amendments to the Allocations Policy appendices;
 - b. Amendments to the Allocations Policy substantive text to achieve legal/regulatory compliance with national government requirements where these are introduced or amended;
 - c. Amendments to the Allocations Policy substantive text to implement minor drafting updates and clarifications.

Reason: To achieve legal compliance and build on existing service successes to respond to evidenced applicant needs and make the best use of social housing stock.

Contact Details

Author:

Andrew Bebbington
Housing Strategy Manager
Housing and Communities

Chief Officer Responsible for the report:

Katherine Proctor
Assistant Director of Housing

Denis Southall

Head of Housing
Management and Housing
Options
Dept Name
Housing and Communities

**Report
Approved**



Date 16 June 2026

Wards Affected:

All

For further information please contact the author of the report

Background Papers:

Homelessness & Rough Sleeper Strategy 2024-29 Report to December 2024 Executive

<https://democracy.york.gov.uk/ieDecisionDetails.aspx?AllId=68703>

Annexes

Annex A: Housing Allocations Policy Review: Proposals Summary

Annex B: Allocations Human Rights and Equity Analysis Tool (HREAT)

Abbreviations

DAHA: Domestic Abuse Housing Alliance

HREAT: Allocations Human Rights and Equity Analysis Tool

ICT: Information and Communications Technology

This page is intentionally left blank

A

Housing Allocations Policy Review: Proposals Summary

Last update: 15/06/2026

Andrew Bebbington, Housing Strategy Officer

Link to current policy: <https://www.york.gov.uk/council-homes/can-apply-council-house>

Summary of change	Impact analysis	Policy change rationale
<p>1. Amendments to achieve DAHA accreditation:</p> <ul style="list-style-type: none"> • Removal of certain Domestic Abuse related categories of rent arrears and tenancy breach from non-qualification criteria • Earlier award of Direct Let homelessness status for exceptional Housing Options cases where Domestic Abuse applicant does not move into interim/temporary accommodation • DASH risk assessment process included in procedures 	<p>Small number of additional high priority allocations expected for applicants fleeing domestic abuse</p> <p>Potential for adverse impacts through homelessness applications to be mitigated through Housing Options processes and assessments</p>	<p>Improve access to social housing for applicants fleeing domestic abuse and improve range of options for doing this</p>
<p>2. Meeting Government requirements to remove Local Connection obligation from certain categories of:</p> <ul style="list-style-type: none"> a) People experiencing Domestic Abuse b) Care Leavers 	<p>Potential for adverse impact on City of York local connection applicants mitigated through prioritisation approach and clear refuge referral process</p>	<p>Legal requirement</p>
<p>3. Possibility of participating in Domestic Abuse reciprocal scheme will be considered in</p>	<p>Potential for adverse impact on City of York local connection applicants mitigated</p>	<p>Better support for applicants fleeing domestic abuse who need to move either</p>

A

Summary of change	Impact analysis	Policy change rationale
future, as national scheme develops	through prioritisation approach	into, or out of the City of York
4. Meet government requirements for Armed Forces personnel and specified related applicants – Qualification criteria and Additional Housing Preference	Low impact anticipated, small scale of applications affected	Legal requirement
5. Health and Wellbeing scope to incorporate exceptional crisis situations that may not always be “severe and enduring”, e.g. acute mental health crisis – retaining need for housing allocation to meaningfully address H&WB issue	Potential for adverse impact on lower priority applicants and on team workload mitigated through clear criteria and processes	Reduce discretionary moves and clarify decision making to reflect need in these complex cases
6. Improve letting of suitable Adapted Properties including clearer requirements for offer limits to reduce refusal of suitable properties	Low impact anticipated, small scale of applications affected Some additional review requests anticipated	Make best use of stock and reduce offer refusal choices when households are offered suitable Adapted Properties
7. Clarify award of additional bedroom where specified policy criteria are met & evidenced e.g. specific exceptional children’s needs related to this	Some reduction in workload through clarity of decision making expectations Risk of excessive prioritisation mitigated by clear evidence criteria and team working practice To confirm position with Housing Benefit / Universal Credit / include note on this in	Respond effectively to identified needs for families with complex circumstances and reduce discretionary decision making scope

A

Summary of change	Impact analysis	Policy change rationale
	policy for awareness, advice has been sought	
<p>8. Including extra child in household for pregnant woman at 20+ weeks on provision of MAT B1, which is typically included in many LA's allocations policies</p>	<p>Improved access to social housing for pregnant residents with a social housing need Some relative reduction in priority for applicants with family housing need under current policy</p>	<p>Improved health and wellbeing for pregnant residents with a social housing need Better use of social housing stock with reduced pressure for moves</p>
<p>9. Clarification on Direct Let principles – to be used only in circumstances where CYC identities that specific location with urgency of an offer is critical, not predominantly as a means to high priority</p>	<p>Some reduction in workload through clarity of decision making expectations</p>	<p>Reduce discretionary moves and clarify decision making to reflect need in these complex cases</p>
<p>10. Formalising Sensitive Lets Panel into Housing Allocations Panel and including the most complex cases –Service Manager will chair.</p>	<p>Impact aligns with rationale, additional meetings workload mitigated by improved communication flows and more effective conversations</p>	<p>Improved multi-agency decision making and support sustainable lettings for applicants with complex needs</p>
<p>11. Revise “deliberately worsening circumstances” to include response of Banding reduction where this is more appropriate than non-qualification – and include additional guidance/criteria in appendix</p>	<p>Potential for improved proportionality compared to non-qualification outcomes, some reduction in review requests</p>	<p>Introduce a more flexible and proportionate response to applicant behavioural determinations, reducing reliance on non-qualification</p>
<p>12. Clarification on 16/17 year old process [eligibility implication] – unlikely to be offered through Register but circumstances specified</p>	<p>Improved clarity expected to reduce inappropriate applications and internal processing time, with</p>	<p>Ensure compliance with safeguarding responsibilities and statutory duties and aligning to current</p>

A

Summary of change	Impact analysis	Policy change rationale
where they could be, need to be via Children's Services or Youth Homelessness Team	clearer referral routes to Children's Services and Youth Homelessness teams	practice and Protocol arrangements
13. Exclude 'disability related cost' benefits from income calculation – PIP, Attendance Allowance, Disability Living Allowance (including child DLA)	Small number of additional households may qualify for or access higher priority bands. Low overall impact on allocations, with improved equity for disabled applicants.	Ensure fairness in financial assessments by recognising that disability-related benefits are intended to meet additional living costs and should not disadvantage disabled applicants within the allocations framework.
14. Social landlord succession right clarified including "discretionary succession" in line with Regulator expectation and CYC Tenancy Policy and Strategy	Low volume impact anticipated, limited to a small number of succession cases. Improved clarity expected to reduce case disputes and review requests.	Align with approved tenancy strategy and tenancy policy
15. Additional Direct Let category of "intractable neighbour disputes" in social housing where it is clearly evidenced that all alternatives have already been pursued (including all appropriate housing management solutions)	Potential for adverse impact on lower priority applicants and on team workload mitigated through clear criteria and processes	Reduce discretionary moves and clarify decision making to reflect need in these complex cases
16. Offender initiative review – revised joint protocol with Probation, to ensure cases are effectively identified to be incorporated into Appendix	Enables applicants leaving prison to access suitable accommodation where protocol criteria are met	Embed Criminal Justice Navigator role in protocol. Strengthen partnership working and improve safety and sustainability of lettings

A

Summary of change	Impact analysis	Policy change rationale
	<p>Small volume of applicants expected</p> <p>Improved joint working expected to reduce delays, unmanaged risk, and inappropriate placements, with clearer expectations for all agencies</p>	<p>by ensuring offender-related cases are consistently identified, assessed, and managed through a clear agreed protocol.</p>
<p>17. Rightsizing/downsizing offer flexibility – social housing rightsizing tenants with priority banding may be offered an additional bedroom where moving from a house, to support best use of social housing stock</p>	<p>Positive impact on stock turnover anticipated, particularly release of larger family homes, with limited pressure on overall supply</p> <p>Potential for a small number of additional lettings with an extra bedroom</p>	<p>Support effective rightsizing by removing practical barriers to downsizing, improving take-up of offers, and enabling better use of the housing stock while maintaining reasonable living standards</p>
<p>18. Multiple adult households restricted to flats/maisonettes only – or bungalows if age-eligible. Subject to review of ICT system options.</p>	<p>Some reduction in access to houses for multiple adult households.</p> <p>Improved allocation efficiency anticipated, supporting availability of family housing and reducing mismatch between household type and stock</p>	<p>Ensure better alignment between household composition and property type, prioritising houses for families with children and supporting efficient, fair use of limited family-sized accommodation</p>
<p>19. Clarify that Appendices can be amended without full policy approval process, through senior management decision</p> <p>Also for minor/drafting changes to main policy and</p>	<p>Version control impacts to be mitigated by effective document management and decision recording processes</p>	<p>Streamlined updates to written procedures and processes</p>

A

Summary of change	Impact analysis	Policy change rationale
government regulation changes through same route.		
20. Criteria for determining bedroom needs for children with self-identified gender – including advice from Equalities Officer	Some reduction in workload through clarity of decision making expectations Risk of excessive prioritisation mitigated by clear evidence criteria and team working practice	Address core council equalities priorities
21. Tenants approved for transfer will need to have a pre-transfer visit where offered, or they will lose gold band status until they do	Increased access for pre-transfer visits to enable more cost effective maintenance of the vacated property	Supports effective housing management processes and tenant engagement

City of York Council and Centre for Applied Human Rights

Human Rights and Equity Analysis Tool (HREAT)

An Equality Analysis Tool is an evidence-based approach designed to help organisations ensure that any Policy, Criterion or Practice (PCP), is fair and does not create barriers to participation or disadvantage any protected groups from participation. This covers both strategic and operational activities.

City of York Council (CYC) combines this approach with York's commitment as a Human Rights City to produce a Human Rights and Equity Analysis Tool (HREAT).

This document enables CYC to evidence its legal duty to give 'due regard' to those with protected characteristics under the Equality Act and consider Human Rights at the same time.

Whether a HREAT is needed or not will depend on the likely impact that a PCP may have and relevance of the activity to equity and Human Rights.

The HREAT should be started when the need for a new PCP is first identified, or when an existing one is reviewed. It is essential to continue to update the HREIA during the life of the PCP, as and when new information is learned. It is not complete until the PCP is complete.

Non-discrimination is a minimum standard. The development of the HREAT should prompt critical discussion and highlight disproportionate impacts.

Balancing residents' rights and CYC duties can be very complex and sometimes there will be no 'win-win', so compromises or mitigations may need to be identified to ensure the best outcomes.

Finally, the value in a HREAT is in both the short and long term, by investing in this process CYC will create robust, meaningful, and empowering policies that are more likely to stand the test of time.

Who is submitting the proposal?

Directorate	Housing and Communities		
Service Area	Housing Allocations		
Name of proposal	Update to Housing Allocations Policy		
Lead Officer	Andrew Bebbington		
Date Assessment Started	9 February 2026 (Meeting with EDI / HREAT team)		
Date Assessment Completed			
Names of those who contributed to the assessment			
Name	Job Title	Organisation	Area of Expertise
Josh van den Dries	Housing Registrations Advisor	CYC	Housing Registrations
Andrew Bebbington	Housing Policy Officer	CYC	Housing Policy
Ian Taylor	Assistant Policy Officer	CYC	Housing Policy
Karen Boardman	Housing Regulatory Compliance Officer	CYC	Housing Strategy and Performance / Human Rights and Equity Champion / independent
Laura Swiszcowski	Head of Equity, Diversity and Inclusion	CYC	EDI / independent
Deepika Premadasa	Business Support Assistant	CYC	Business Support / independent

--	--	--	--

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal
	Please explain your proposal in plain English avoiding acronyms and jargon. Consider using Age 9 English.
	Update CYC’s Housing Allocations Policy. Ensure the Housing Allocations Policy is legally compliant and fit-for-use by CYC staff. Ensure the policy is fair, transparent and can be understood by all service users Ensure the policy accommodates the needs of vulnerable service users.

1.2	Are there any external considerations?
	Legislation / government directive / codes of practice etc.
	Part 6 of the Housing Act 1996 Human Rights Act 1998 Freedom of Information Act 2000 Children Act 1989 Crime and Disorder Act 1998 Homelessness Act 2002 Equality Act 2010

<p>Localism Act 2011</p> <p>Anti-social Behaviour, Crime and Policing Act 2014</p> <p>Homelessness Reduction Act 2017</p> <p>Children and Social Work Act 2017</p> <p>Data Protection Act 2018</p> <p>The Allocation of Housing (Qualification Criteria for Victims of Domestic Abuse and Care Leavers) (England) Regulations 2025</p> <p>Disability Discrimination Act 1995</p>
--

1.3	Who are the stakeholders and what are their interests?
	Consider both internal and external stakeholders.
	<p>Internal:</p> <p>CYC Housing Registrations (social housing) team – Use the policy in their day-to-day work.</p> <p>CYC Housing Options (homelessness) team – Refer to the policy in their day-to-day work.</p> <p>CYC Housing Policy team – Keep the policy legally compliant and fit for use.</p> <p>CYC Housing department management – Respond to MP enquiries and complaints for decisions made under the policy.</p> <p>External:</p> <p>Service users – Applicants looking for social housing tenancies in the CYC area.</p> <p>Partner Landlords – Housing associations whose properties are allocated by CYC under the policy.</p> <p>Regulator of Social Housing – Assesses standards, transparency and accountability of social housing allocation.</p> <p>Housing Ombudsman – Reviews housing allocation decisions made by local authorities, on behalf of applicants.</p>

1.4	What results / outcomes do we want to achieve and for whom?	
	Explain what outcomes you want to achieve for stakeholders, staff and the wider community. Demonstrate how the proposal links to the Council Plan (2023- 2027) and other corporate strategies and plans. Highlight how the proposal meets the objectives of Equalities, Affordability, Climate and Health.	
	<p>Goals:</p> <p>Ensure the Housing Allocations Policy is legally compliant and fit-for-use by CYC staff.</p> <p>Ensure the policy is fair, transparent and can be understood by all service users</p> <p>Ensure the policy accommodates the needs of vulnerable service users.</p>	

Step 2 – Resources utilised

3.1	What sources of data, evidence and consultation feedback have you used to help understand the impact of the proposal on equality rights and human rights?	
	Please consider a range of sources, including consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	Source of data / supporting evidence	Reason for using this source
	Consultation with EDI / HREAT colleagues – Josh van den Dries, Karen Boardman, Laura Swiszcowski, Deepika Pramadasa (9 February 2026)	Source of quick feedback and original ideas on the Housing Allocations Policy. Discussed draft update to the policy which could impact on vulnerable groups. Only Josh van den Dries is familiar with the policy – others offered independent views.

<p>Hillingdon Borough Council – Equality and Human Rights Impact Assessment of their Social Housing Allocation Policy (Published 22 October 2024)</p>	<p>Available online. Helpful example of an HREA on another local authority’s housing allocations policy. Useful to see content and presentation of assessment results. Most of the document is population data, with limited HREA analysis or discussion.</p>
<p>Meeting with Leeds City Council – EDI and Housing / Homelessness staff (11 March 2026)</p>	<p>Officers spoke with Leeds City Council about their LGBT+ strategy for the city, with a focus on inclusivity in housing policy. CYC and Leeds agreed to share knowledge and copies of any HREA assessments.</p>
<p>Meeting with Trans Action Group (TAG) York (26 March 2026)</p>	<p>Collecting direct feedback and suggestions on proposed updates from vulnerable group (LGBTQ+).</p>
<p>CYC Business Intelligence Team York Open Data (website) Data on York population vs. Housing Allocations service users:</p> <ul style="list-style-type: none"> • Diversity • Protected characteristics • Age ranges (age below 20, 20-35. 35-45 etc) • Applicant type (e.g., single applicant, couple, family with young children, family with older children) • Physical disability or health conditions • Other demographic categories relevant to allocation decisions 	<p>Sometimes the differences in outcomes between groups are not explained only by vulnerability status or diversity characteristics. Looking at the data across multiple categories could give a clearer understanding of why certain groups may have lower success rates in accessing housing support, even when they fall within the same vulnerability category.</p> <p>For example, if a particular group of applicants (such as trans people) appear to have lower success rates, it may be because a high proportion of them fall into another category—such as being young (say age 25-35), single and applicants with no physical (visible) disability—which may influence priority within current allocation criteria.</p> <p>Viewing the data in this layered way could help identify whether the issue relates to policy, prioritisation criteria, or whether some groups are <u>unintentionally disadvantaged</u> by how the system currently operates.</p>

--	--	--

Step 3 – Screening the impacts or effects.

3.1	<p>Equality-related obligations derive from the Equality Act of 2010 and the Human Rights Act of 1998.</p>
	<p>Once you have engaged with stakeholders you will need to identify how this proposal impacts on their human rights and equalities.</p> <p>Although table one looks complex, its purpose is to facilitate an initial screening of equalities and human rights impacts of your proposal. Many human rights and equalities will not be affected by the decision you are seeking Executive or Council approval for and so can be left blank. The aim here is to identify pressure points regarding human rights and equalities that require attention.</p> <p>Please see the Appendix for details of the protected characteristics and human rights to consider.</p> <p>The rights listed below in the first column are the relevant ones from the Human Rights Act, and the York Human Rights City Network Indicator Report (non-discrimination, education, health and social care, housing, a decent standard of living). The human rights in the Indicator Report were selected by residents of York as their priority rights. In the first row the protected characteristics under the Equality Act are listed, to which ‘Everyone’ has been added to capture impacts that affect everyone without distinction.</p>

Step 3.1 Table 1 – Screening the impacts or effects

David Smith 07/02/2024

ANNEX B

Equalities Human Rights	Everyone	Age inc financial, digital exclusion impacts	Disability inc financial, digital exclusion impacts	Gender	Gender reassignm ent inc Trans, Non-binary, Intersex	Marriage and civil partnershi p	Pregnancy and maternity	Race	Religion and belief	Sexual orientation	Carers inc financial, digital exclusion impacts	Low-income groups inc financial, digital exclusion impacts	Veteran, armed forces community	Other – Those with experience of Care
Right to life*														
Prohibition of torture*														
Prohibition of slavery and forced labour*														
Right to liberty, movement and security (including freedom of movement)***					✓					✓				
Right to a fair trial*														
No punishment without law*														

ANNEX B

Right to private and family life ^{***1}				✓	✓					✓				
Freedom of thought, conscience, and belief ^{***}														
Freedom of expression ^{***}														
Freedom of assembly ^{***}														
Freedom from discrimination	✓													
Right to marry ^{***}														
Right to property ^{***}	✓													
Right to education ^{***}														
Right to free elections ^{***}														
Right to housing ^{***}	✓													

¹ Suggestion from Trans Action Group York: ‘ Right to Private life is a particular pressure point for the LGBT+ community. Sexual orientation and gender matters are highly private and when it comes to have to disclosing them in order to explain difficulties for housing, make right to private life particularly relevant and boxes should be ticked for Gender, Gender reassignment, Sexual Orientation’

Step 3.2 Table 2 – Assessing the impact of your proposal

Here you will need to record the details on all the impacts identified for both Human Rights and those with Protected Characteristics.

Where you have identified an impact on a protected characteristic/human right in the table above, please indicate whether this is positive or negative and give a description of this impact. If you run out of rows, please add as necessary.

Rights clashes and restrictions

Where rights clash or are being restricted, you will need to explain how the decision has been taken, that the limitation on human rights is provided by law, for a legitimate purpose (justified), and proportionate (the minimum necessary restriction on rights).

First, think about what equalities or rights might be engaged by the proposal, and describe the likely impact of the proposal, and provide an evaluation.

Use the following questions to inform your responses if human rights or equalities are limited or qualified in any way:

- Why are a person's rights being restricted?
- What is the problem being addressed by the restriction on someone's rights?
- Will the restriction lead to a reduction in the problem?
- Does that restriction involve a blanket policy, or does it allow for different cases to be treated differently?
- Does a less restrictive alternative exist?
- Has sufficient regard been paid to the rights and interests of those affected?
- Do safeguards exist against error or abuse?

Table 2

Characteristic/Human Right affected	Positive / Negative impact	Impact Description	Evaluation or justification
<p>Disability (including mental health)</p> <p>2. Disregarding benefit payments for disability or ill health (e.g. PIP) when assessing household income.</p> <p>Household income thresholds* (beyond which applicants are ineligible for the register) are:</p> <p>1 bedroom property: £54,000 2 bedroom property: £66,000 3 bedroom property: £72,000 4+ bedroom property: £81,000</p> <p>* Please note these are proposed thresholds for the updated policy and not yet final.</p>	<p>Positive</p>	<p>Reducing a potential hurdle to joining the register for households receiving health-related benefit payments.</p>	
<p>Gender reassignment</p> <p>Sexual orientation</p> <p>Care leaver</p>	<p>Negative</p>	<p>Does this indirectly discriminate against people vulnerable to difficult family relationships /</p>	<p>Is 2.3 sufficiently balanced by the local connection exceptions in 2.4? (Domestic abuse,</p>

<p>Domestic abuse victims</p> <p><i>2.3 Local connection requirements – Family (parent, adult sibling or adult child living in York for 5+ years) and must have a ‘meaningful relationship’.</i></p> <p><i>All local connection requirements – family, employment, living in York – can be a struggle for LGBTQ+ applicants. Unfortunately indirectly discriminates – historically not written with such applicants in mind.</i></p>		<p><i>estrangement / no children?</i></p> <p><i>Potential discrimination here – what are we defining as a ‘meaningful relationship’? e.g. Trans applicant might have biological family in York but no close relationship, do we not allow family local connection for that reason? Do we allow for non-biological family instead in these cases?</i></p> <p><i>TAG (Trans Action Group) – Trans applicants may not disclose their abusive household, how do we make the policy as</i></p>	<p><i>hate crime, care leavers).</i></p> <p><i>Action: Suggest adding ‘Discretion can be applied if the applicant is estranged from their immediate family.’</i></p> <p><i>Do we allow for wider relatives on a case-by-case basis? Do we update the policy to allow parent, adult child, adult sibling by default – and then consider ‘meaningful relationship’ for more distant relatives e.g. grandparents, cousins, uncles, aunties, friends.</i></p>
---	--	---	---

		<p><i>welcoming as possible.</i></p> <p><i>LS made the point that 'meaningful relationship' was broadened in bereavement policy to include non-biological family, so why not in Housing Allocations Policy?</i></p>	<p><i>AB will run by NS (Housing Registrations Manager).</i></p> <p><i>Going to have to spend time with individual applicants in particular – take evidence on board, but evidence from family, support services etc. may be unreliable. May need to take a leap of faith and believe victims.</i></p> <p><i>Local connection to community in York is critical to consider – 'substitute family' rather than limit connection to</i></p>
--	--	---	--

			family. Need to write this recognition in black & white.
<p>Disability (including mental health)</p> <p>2.3 Local connection requirements – Excludes residency in student halls.</p>	Negative	<p>Student halls excluded for local connection residency – could disadvantage disabled students who on the whole may be more likely to live in student halls, as these are often more viable for adapted properties.</p>	<p>Is York their 'primary residence' or do they have a suitably adapted home elsewhere, e.g. with family?</p> <p>Disabled students who would otherwise meet local connection criteria, 'but for' living in student accommodation?</p>
<p>Care leavers</p> <p>Veterans / Armed Forces</p> <p>Domestic abuse victims</p> <p>2.4 Local connection exceptions –</p>	Positive	<p>Widens access to social housing in York, by expanding the local connection exceptions for three vulnerable groups.</p>	<p>Legal requirement under The Allocation of Housing (Qualification Criteria for Victims of Domestic Abuse</p>

<p><i>Now includes all care leavers, from any local authority.</i></p> <p><i>Now explicitly specifies that DA victims are exempt from requirement even where coming from temporary accommodation.</i></p> <p><i>Now includes separated spouses of Armed Forces – previously only bereaved spouses.</i></p>			<p><i>and Care Leavers) (England) Regulations 2025.</i></p>
<p>Domestic abuse victims</p> <p><i>2.9 Existing tenants and their households –</i></p> <p><i>Now specifies that DA victims are exempt from the ban on applicants owing 8 weeks’ current rent arrears for temp or supported accommodation.</i></p>	<p><i>Positive</i></p>	<p><i>Removes a potential hurdle to victims of domestic abuse accessing social housing in York. Relevant to cases of financial abuse and/or coercive control, which may cause rent arrears to accrue in the victim’s name.</i></p>	
<p>Gender reassignment</p> <p>Sexual orientation</p> <p>Domestic abuse victims</p>	<p><i>Negative</i></p> <p><i>LS: Are we considering</i></p>	<p><i>Does extra priority for overcrowding favour families, and indirectly discriminate against those who don't have</i></p>	<p><i>CYC will continue awarding additional priority to those with children (and</i></p>

<p>Disability (including mental health and learning disabilities)</p> <p>3. Priority for overcrowding (e.g. lacking 1 room, 2+ rooms)</p>	<p>compound protected characteristics or vulnerabilities? Within a band. Do the management decision and direct offer sections of the policy allow sufficient priority for these cases?</p> <p>Is there enough guidance on this in the policy, or separately? Aimed at managers considering particular protected, compound characteristics?</p>	<p>children (or custody of their children)?</p> <p>Larger households and smaller households are not 'competing' for the same properties – so is this discriminatory at all?</p> <p>MT: There is some degree of competition between households of different sizes – where needs intersect, e.g. health needs putting you into the bracket for a larger property, into competition with a family needing more rooms due to children who may be in gold band, for example. [CYC note: But if two customers require the</p>	<p>perhaps those in gold are disproportionately needing larger/family houses).</p> <p>However CYC has other routes such as management transfer, DA banding which perhaps suit the particular needs of vulnerable groups such as LGBTQ+.</p> <p>Recognise there is potential for discrimination (e.g. against inter-generational families, which may be a cultural or religious choice) due to our housing stock – however</p>
--	--	---	---

		<p><i>same size property, regardless of the reason for this, banding criteria will be applied to their circumstances in the same way. If someone needs a 4 bed including an extra room for a child with H&W needs, and another needs a 4 bed due to family size, they will both be banded accordingly.]</i></p> <p><i>This crosses over with Appendix 8 and room allocation for children – affects size of property and banding.</i></p> <p><i>Adverts for housing need some improvement – no room sizes etc.</i></p>	<p><i>there are robust plans in place with CYC to acquire a larger proportions of larger homes.</i></p>
--	--	---	---

<p>Age (older persons)</p> <p>Domestic abuse victims</p> <p>3.2. Gold band –</p> <p><i>For applicants downsizing from a social housing 1 bed flat or house (any size) into an independent living community or bungalow. (Previously would be silver for under-occupying by 1 room.)</i></p> <p><i>For applicants referred by a refuge due to fleeing DA. (Previously silver for risk of DA – generally go to Housing Options instead.)</i></p>	<p><i>Positive</i></p>	<p><i>Increases priority awarded for:</i></p> <ul style="list-style-type: none"> • <i>Over 55s downsizing into age-restricted accommodation.</i> • <i>Domestic abuse victims currently in a refuge.</i> 	
<p>Domestic abuse victims</p> <p>3.3. Silver band –</p> <p><i>Applicants at risk of DA in their home. (Previously not written in policy – generally go to Housing Options instead.)</i></p>	<p><i>Positive</i></p>	<p><i>Applicants at risk of domestic abuse in their current property were previously awarded ‘silver band’, however this was not written in the policy. Now written into policy and victims / support services can</i></p>	<p><i>If fleeing – go through Housing Options, who can award higher priority.</i></p>

		<i>understand this before applying.</i>	
<p>Care leavers</p> <p>3.4. Bronze band –</p> <p><i>Awarded by default for care leavers with no local connection to York (i.e. leaving the care of another local authority).</i></p>	<i>Positive</i>		
<p>Gender reassignment</p> <p>Sexual orientation</p> <p>Domestic abuse victims</p> <p>Age (older persons)</p> <p>4.5.2 – Direct Offer suitability and refusal –</p> <p><i>Specifies that: ‘A suitable Direct Offer may be made anywhere in the City CYC Local Authority Area that:</i></p> <ul style="list-style-type: none"> <i>meets the applicant’s essential needs for health and safety, and</i> 	<i>Negative</i>	<i>Is the wording of 4.5.2 suitably broad to safeguard applicants who may be at risk in certain areas / from other tenants (e.g. LGBTQ+, DA, OAPs)?</i>	<i>Already account for safety area choices – e.g. not moving DA victims to unsafe areas of York. We do also have a sensitive let policy (Appendix 17) whereby we vet applicants to be placed into properties next to difficult neighbours.</i>

<ul style="list-style-type: none"> <i>would not have a substantial adverse impact on the applicant's' wellbeing.'</i> 			<p><i>Must listen to the individual explain why a particular area or property wouldn't suit them. Listen to individuals. Monitor changes – if things are fine at first, but become bad, do not demote priority based on having to reapply due to this change.</i></p>
<p><i>Gender reassignment</i></p> <p><i>Sexual orientation</i></p> <p><i>Domestic abuse victims</i></p> <p><i>Race (including Travellers)</i></p> <p><i>Immigration status</i></p>	<p><i>Positive</i></p>	<p><i>Additional opportunity for vulnerable social housing tenants to move away from neighbour disputes, etc.</i></p> <p><i>Separate to management transfer criteria (for persistent, targeted abuse or</i></p>	

<p>Disability (including mental health and learning disabilities)</p> <p>4.5.4 Direct Offers (management decision) –</p> <p><i>Proposed option for direct let in cases of: ‘Intractable long term neighbour disputes within existing social housing tenancies and referred by the Housing Management service, where there is no prospect of resolution by mediation, neighbourhood management or eviction and it is clearly evidenced that all other options have been pursued to resolve the dispute with the tenants remaining at their current properties.’</i></p>		<p><i>harassment), which will remain.</i></p>	
<p>Disability (including mental health and learning disabilities)</p> <p>4.5. Auto-bidding –</p> <p><i>Now specifies that ‘customers who have additional needs may choose auto-bidding.’</i></p>	<p><i>Positive</i></p>	<p><i>Improves access to the bidding system for vulnerable applicants, who can now request ‘auto-bidding’ from the start. Previously auto-bidding would need to be suggested and approved by Housing Registrations. Could</i></p>	

		<i>mitigate digital exclusion.</i>	
<p>Domestic abuse victims</p> <p><i>Appendix 5: At risk of homelessness –</i></p> <p><i>Domestic abuse is now specified as a reason for being at risk of homelessness.</i></p>	<i>Positive</i>	<i>Now written into policy and victims / support services can understand this before applying.</i>	
<p>Domestic abuse victims</p> <p><i>Appendix 7: Management transfer (emergency move) –</i></p> <p><i>Now specifies that management transfer includes domestic abuse (meeting the criteria in the table of Appendix 7). Added a paragraph at the end explaining that ‘If a CYC tenant is experiencing domestic abuse, a management transfer could be an option agreed to support them to feel safe and secure.’</i></p>	<i>Positive</i>	<i>Increased likelihood of a management transfer being applied / approved for CYC tenants experiencing DA.</i>	
<p>Gender reassignment</p> <p><i>Appendix 8: Overcrowding –</i></p> <p><i>Children are entitled to their own room at age 16. Two children of same sex can share a</i></p>	<i>Negative</i>	<i>Could this disadvantage children under 16 identifying as a different gender/sex to which</i>	<i>Do we add a line about applying discretion in exceptional circumstances?</i>

<p><i>room until eldest is 16. Two children of different sexes can share until the eldest is 10.</i></p>		<p><i>they were born (or no gender)?</i></p> <p><i>BE: What do we do if a parent is not aware of their child’s gender identity? How do we find this out? And critically how do we avoid ‘outing’ children in these circumstances?</i></p> <p><i>MT: Have to acknowledge that unfortunately we are sometimes going to miss children in this situation. Unfortunate there is not a pathway in this situation, where children don’t feel safe or able to talk about this with family.</i></p>	<p><i>What proofs do we ask for – equivalent to health grounds for an extra room – independent confirmation from e.g. school, medical professionals, Mermaids.</i></p> <p><i>Note CYC policy used to be that same sex could share until age 21 – CYC dropped it to 16.</i></p>
<p>Pregnancy and maternity</p>	<p><i>Positive</i></p>	<p><i>Potentially increases priority banding for</i></p>	

<p>Domestic abuse victims</p> <p><i>Appendix 8: Overcrowding –</i></p> <p><i>Proposed change to consider unborn child as part of household from 20 weeks.</i></p>		<p><i>pregnant persons (based on number of bedrooms needed when unborn child is included).</i></p> <p><i>Previously would not consider unborn children when assessing housing need.</i></p>	
<p>Disability (including mental health and learning disabilities)</p> <p>Carers</p> <p><i>Appendix 8: Overcrowding –</i></p> <p><i>We can award an extra bedroom (at our discretion) where a couple require separate bedrooms for health reasons. A substantial risk to either/both partners must be shown.</i></p>	<p><i>Positive</i></p>	<p><i>Previously, this discretion could only be exercised for adults where: ‘An applicant needs a bedroom for a carer or to facilitate specialist medical treatment’.</i></p> <p><i>Less pressure on care professionals to provide evidence.</i></p>	

		<i>More opportunity for informal carers.</i>	
<p>Domestic abuse victims</p> <p><i>Appendix 10: Overlooking a successful bid –</i></p> <p><i>1.1. Successful bids by applicants with former social housing-related debt will be overlooked (in favour of other bidders), unless the applicant is fleeing DA and has ‘indicated a willingness to develop a repayment agreement.’</i></p> <p><i>2.1. Successful bids by applicants in breach of tenancy conditions or with current social housing arrears will be overlooked unless they need to move due to DA.</i></p>	<i>Positive</i>	<p><i>Removes a potential hurdle to victims of domestic abuse accessing social housing in York. Relevant to cases of financial abuse and/or coercive control, which may cause rent arrears or unacceptable behaviour to accrue in the victim’s name.</i></p>	
<p>Disability (including mental health and learning disabilities)</p> <p><i>Appendix 10: Overlooking a successful bid –</i></p> <p><i>2.2. Successful bids may be overlooked from applicants requiring major adaptations where</i></p>	<i>Negative</i>	<p><i>Chance that applicants requiring adaptations may be overlooked for a successful bid where the relevant property cannot be adapted to meet their needs.</i></p>	<p><i>Some properties simply cannot be suitably adapted – is there anything CYC can do about this?</i></p>

<p><i>these cannot be implemented in the property (and no alternative suitable accessible property is available).</i></p>			<p><i>'Major' is the key word here.</i></p> <p><i>There is wording elsewhere in the policy about making every effort to offer adapted properties to suitable applicants.</i></p> <p><i>Captured in:</i></p> <ul style="list-style-type: none"> <i>• section 4.2, and</i> <i>• Appendix 10, paragraph 2.3,</i> <p><i>of the Policy.</i></p>
<p>Veterans / Armed Forces</p> <p><i>Appendix 15: Armed Forces –</i></p> <p><i>Definition has been created to reflect the relevant 2025 regulations. Includes all current and former regular and reserve forces,</i></p>	<p><i>Negative</i></p>	<p><i>Separated spouses get the local connection exemption under section 2.4 – but not the automatic bronze banding / eligibility that Armed</i></p>	<p><i>Could be resolved by the separated spouse going through Housing Options, would not need a local connection as gets</i></p>

<p><i>bereaved spouses – but not separated spouses.</i></p>		<p><i>Forces get under section 3.</i></p> <p><i>North Yorkshire Council's Common Allocations Policy (includes a local connection exception, but not additional banding preference, for separated spouses as of 16 June 2026).</i></p> <p><i>Leeds Council's Lettings Policy (does not specifically include a local connection exception for separated spouses, only bereaved, as of 16 June 2026).</i></p>	<p><i>the exemption under 2.4.</i></p> <p><i>Check the law on word 'spouse' - does this include civil partner, other partners. JVDD: The regulations say 'spouse or civil partner'.</i></p>
---	--	--	---

		<p><i>Sheffield Council's Housing Allocations Policy (does not specifically include a local connection exception for separated spouses, only bereaved, as of 16 June 2026).</i></p> <p><i>Lichfield District Council's Allocation Scheme 2023 (does not specifically include local connection exception for separated spouses, only bereaved, as of 16 June 2026).</i></p> <p><i>Peterborough City Council's Housing Allocation Policy (includes a local connection exception,</i></p>	
--	--	--	--

		<i>but not additional banding preference, for separated spouses as of 16 June 2026).</i>	
<p>Veterans / Armed Forces</p> <p><i>Appendix 15: Armed Forces –</i></p> <p><i>Armed Forces awarded silver, gold or emergency band (i.e. higher than the default bronze) will have their application backdated by 6 months.</i></p>	<i>Positive</i>	<i>Backdating banding reduces the time it takes applicants to find a new property.</i>	<i>Regulation that we have to award additional priority in some way – reflects policy of other councils.</i>
<p>Disability (including mental health and learning disabilities)</p> <p><i>Appendix 16: Health and wellbeing –</i></p> <p><i>Gold band preamble now worded to allow for episodic ill health and specifically includes mental health (not just physical).</i></p>	<i>Positive</i>	<i>Clearer which health conditions can be considered for a gold band health award. Applicants and supporting services can understand this before applying.</i>	
<p>Domestic abuse victims</p> <p>Veterans / Armed Forces</p>	<i>Positive?</i>	<i>Could defining terms restrict (or strengthen) the rights of vulnerable groups in</i>	<i>We do consider applicants on a case-by-case basis, especially</i>

<p><i>Appendix 21: Definitions –</i></p> <p><i>New appendix defining key terms such as ‘Armed Forces’ and ‘Domestic Abuse.’</i></p>		<p><i>any way? ‘Domestic Abuse’, ‘Armed Forces’.</i></p> <p><i>Are we missing any key definitions that could support vulnerable users?</i></p> <p><i>Applicants that self-identify as being in a certain vulnerable group or characteristic?</i></p>	<p><i>when it comes to e.g. health and wellbeing (Appendix 16). We require supporting information to verify conditions, but is this done in a necessary and proportionate?</i></p> <p><i>Flexibility of accepting meaningful evidence without being too prescriptive.</i></p>

Step 4 – Gaps in data and knowledge

4.1	What are the main gaps in information and understanding of the impact of your proposal?		
	<p>When conducting your screening, you may have discovered gaps in data or knowledge that make it difficult to assess whether your proposal had a positive or negative impact on human rights/equalities.</p> <p>Please indicate actions you will take to resolve this gap.</p> <p>As your proposal progresses you may be able to resolve this knowledge gap –please indicate when it was resolved.</p>		
	Gaps in data or knowledge	Action to deal with this	Date resolved
	How vulnerable groups feel about the policy	Consult with representative groups of potential service users – e.g. Trans Action Group (TAG) York.	26 March 2026
Census data for York and how this translates to successful / unsuccessful social housing applications	<p>Ask Business Intelligence; Housing Business Change and Support for any relevant quantitative data.</p> <p>Ask Housing Options and Housing Registrations staff for any relevant qualitative data.</p>	<p>Not yet researched and implemented.</p> <p>Perhaps more useful at future evaluation of the updated policy.</p>	

--	--	--	--

Step 5 - Maximising positive impacts

5.1	What has been done to optimise opportunities to advance equality / human rights or foster good relations?
	HREAT (this document).
	Consultation with other councils and rights / advocacy groups.

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision.	
	<p>Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column. There are four main options you can take:</p>	
	No major change to the proposal	The HREAT demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality / human rights and foster good relations, subject to continuing monitor and review.
	Adjust the proposal	The HREAT identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
	Continue with the proposal	You should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations.

(despite the potential for adverse impact)	
Stop and remove the proposal	If there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.
Option Selected	Conclusion / justifications
Adjust the proposal	The HREAT exercise flagged up potential problems or missed opportunities. Wording will be revisited / revised in the updated Housing Allocations Policy to capture these points.

Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.
------------	---

List below the actions or mitigations that have been identified and who will be responsible to carrying them out. Add as many lines as you need.				
	Impact / Issue	Actions to be taken	Person Responsible	Timescale
	Various suggestions in Table 2 above to strengthen the rights of vulnerable applicants.	Revisit and revise wording of the updated Housing Allocations Policy.		

Step 8 - Monitor, review and improve

8.1	How will the impact of your proposal be monitored and improved upon going forward?
	Consider how will you identify the impact of activities on protected characteristics, other marginalised groups and human rights going forward? How will any learning and enhancements be capitalised on and embedded?
	Extract data from Open Housing to monitor increase / decrease in vulnerable groups' success rates.

Appendix

Equity, Diversity & Inclusion (EDI): Protected characteristics

Under the public sector duties introduced by the Equality Act 2010 public bodies must have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act, such as the failure to make reasonable adjustments for disabled people
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

These duties relate to the nine protected characteristic groups defined by the Equality Act 2010 (outlined in the table below).

The Council recognises that a person's socio-economic background and whether they live in a rural or urban location can be important factors in determining fair access to services, employment and treatment. When carrying out analysis, you must also consider socio-economic issues and rural / urban location issues. In addition to the nine protected characteristic the HREAT includes the following equality groups:

- Carers
- Low income groups
- Veterans, armed forces community
- Experience of care/Other (other groups that are impacted)

Human rights differ from equalities in two main ways:

- First, human rights apply to everyone and not just groups with protected characteristics.
- Second, they allow for the balancing of rights, priorities, and risks. Many rights are not absolute and can be limited or qualified in particular circumstances.

The following guidance identifies which rights are most likely to be engaged by proposals in certain policy areas. This doesn't mean that you should not consider whether other rights might be engaged.

Right	Description²	Focus Area
Right to life	<p>Nobody, including the Government, can take someone's life away. Public authorities must take appropriate measures to safeguard life including by protecting people whose life might be in danger.</p> <p>Public authorities should also consider the right to life when making decisions that might endanger or affect life expectancy.</p> <p>When public officials may be involved in an instance when someone died, public authorities must conduct an investigation.</p>	<p>Benefits and money</p> <p>Births, deaths and marriages</p> <p>Children and families</p> <p>Environment and animals</p> <p>Health and social care</p> <p>Housing</p> <p>Planning and building</p> <p>Waste and recycling</p>

² The wording of each description box has been adapted from the following sources: [Equality and Human Rights Commission](#) or [British Institute for Human Rights](#).

<p>Freedom from torture and inhuman or degrading treatment</p>	<p>Torture consists in causing very serious and cruel physical or mental pain or suffering.</p> <p>Inhuman treatment or punishment is treatment which causes intense physical or mental suffering. Degrading treatment means treatment that is extremely humiliating and undignified.</p> <p>Inhuman or degrading treatment could include: serious physical assault; very severe detention conditions or restraints; serious physical or psychological abuse in a health or care setting.</p>	<p>Children and families Health and social care</p>
<p>Prohibition of slavery and forced labour</p>	<p>Slavery is when someone owns someone else like a piece of property.</p> <p>Servitude is when someone provides services to a person for no reward and is unable to stop due to coercion.</p> <p>Forced or compulsory labour is when someone is forced to do work to which they have not agreed to, under the threat of punishment.</p>	<p>Children and families Jobs, training and volunteering People and communities</p>
<p>Right to liberty and security</p>	<p>It focuses on protecting individuals' freedom from unreasonable detention, as opposed to protecting personal safety. However, there is case law from</p>	<p>Health and social care Housing People and communities</p>

	<p>other jurisdictions where this right also covers personal safety in conditions other than detention.</p> <p>Under the HRA 1998 and the ECHR, it means that no one can be imprisoned or detained without good reason.</p>	
Right to a fair trial	This right is triggered when someone is charged with a criminal offence and have to go to court, or a public authority is making a decision that has an impact on someone's civil rights or obligations.	<p>Environment and animals</p> <p>Health and social care</p> <p>People and communities</p> <p>Streets, roads and pavements</p>
No punishment without law	<p>No one can be charged with a criminal offence for an action that was not a crime when it was committed.</p> <p>Public authorities must explain clearly what counts as a criminal offence so that people know when they are breaking the law.</p>	<p>Environment and animals</p> <p>People and communities</p> <p>Streets, roads and pavements</p>
Right to private and family life, home and correspondence	This includes one's right to determine their sexual orientation, lifestyle, and the way one looks and dresses. It also includes the right to control who sees and touches one's body. It further covers one's right to develop their personal identity and to forge friendships and other relationships, the right to	<p>Benefits and money</p> <p>Births, deaths and marriages</p> <p>Children and families</p> <p>Health and social care</p> <p>Jobs, training and volunteering</p>

	<p>participate in essential economic, social, cultural and leisure activities. In some circumstances, public authorities may need to facilitate the enjoyment of one's right to a private life, including their ability to participate in society.</p> <p>It also means that personal information about anyone (including official records, photographs, letters, diaries and medical records) should be kept securely and not shared without their permission, except in certain circumstances.</p>	<p>Parking and permits Planning and building Schools and education Sports and leisure</p>
Freedom of thought, conscience and belief	<p>This may include the right to change religion or beliefs, the right to put one's thoughts and beliefs into action, for example by exercising the right to wear religious clothing, the right to talk about one's own beliefs or take part in religious worship. Public authorities cannot stop anyone from practising their religion, without very good reason.</p> <p>This right protects a wide range of non-religious beliefs including atheism, agnosticism, veganism and pacifism.</p>	<p>Business Schools and education</p>
Freedom of expression	<p>This includes the right to express views aloud (for example through public protest and demonstrations)</p>	<p>Business Environment and animals</p>

	or through published articles, books or leaflets, television or radio broadcasting, works of art, the internet and social media. It further protects the right to receive information from other people by, for example, being part of an audience or reading a magazine.	People and communities Schools and education Sports and leisure
Freedom of assembly and association	This encompasses the right to form and be part of a trade union, a political party or any another association or voluntary group. Nobody has the right to force anyone to join a protest, trade union, political party or another association.	Environment and animals Jobs, training and volunteering People and communities Travel and transport Streets, roads and pavements
Right to marry and start a family	Right of men and women of marriageable age to marry and to start a family.	Births, deaths and marriages Children and families
Right to property	No public authority, without very good reason can take away one's property, which may include things like land, houses, objects, shares, licences, leases, patents, money, pensions and certain types of welfare benefits. This right applies to companies as well as individuals.	Benefits and money Business Council tax Environment and animals Housing Planning and building Travel and transport Streets, roads and pavements

		Waste and recycling
Right to education	This right protects one's right to an effective education within the UK's existing educational institutions. It relates to primary, secondary, and higher education. Parents have a right to ensure that their religious and philosophical beliefs are respected during their children's education.	Children and families Environment and animals Jobs, training and volunteering People and communities Schools and education Sports and leisure
Right to free elections	Public authorities must support the right to free expression by holding free elections at reasonable intervals. These elections must enable anyone to vote in secret.	Births, deaths and marriages People and communities
Right to housing	Adequate housing must provide more than four walls and a roof. For housing to be adequate, it must, at a minimum, meet the following criteria: Security of tenure, that is legal protection against forced evictions, harassment and other threats; availability of services, materials, facilities and infrastructure; affordability, which means that housing is not adequate if its cost threatens or compromises the occupants' enjoyment of other human rights; Habitability, which relates to physical safety or adequate space, as well as protection	Benefits and money Housing People and communities Planning and building Waste and recycling

	<p>against the cold, damp, heat, rain, wind, other threats to health and structural hazards; accessibility, in that it must accommodate the specific needs of disadvantaged and marginalised groups; location, which means that it must not be cut off from employment opportunities, health-care services, schools, childcare centres and other social facilities, or it must not be located in polluted or dangerous areas; cultural adequacy, which means that it must respect and take into account the expression of cultural identity.</p>	
--	--	--

There are three types of human rights in the Human Rights Act:

- **Absolute rights** – cannot be breached in any circumstances e.g. right to life and to protection from torture and inhuman or degrading treatment.
- **Limited rights** – can only be restricted in specific situations e.g. a person can be deprived of their liberty if they are convicted of an offence and imprisoned.
- **Qualified rights** – human rights can be restricted if it is in the interests of the wider community or to protect other people’s rights e.g. freedom of movement and assembly were restricted during the Covid-19 pandemic in the interests of public health.

As limited and qualified rights are not absolute, they sometimes have to be balanced in decision making. In Table 1, absolute rights are indicated with an *; limited rights with a **; and qualified rights with a ***.



People Scrutiny Committee

24 June 2026

Report of the Director of Children's Services and Education

Preparation for Adulthood Strategy 2026–2029**Summary**

1. Preparation for Adulthood is about supporting young people with SEND to move into adult life with the skills, opportunities and support they need to live fulfilling and independent lives. It is not a single service or transition point. It is a shared commitment across education, health and social care to help young people prepare for employment, independence, health, relationships, housing and community life.
2. The strategy sets out a three-year approach for the city and establishes a clearer and more joined-up framework for preparation for adulthood in York. It brings together work that currently sits across several plans, pathways and services into one shared direction.
3. The strategy has been developed following a citywide Preparation for Adulthood Rapid Review, learning from the Disabled Children's Service Peer Review, and feedback from young people, families and practitioners. It aligns closely with York's Inclusion and Belonging Strategy, the Autism and ADHD Strategy, and wider ambitions for children and young people.
4. Our vision is that:
Every young person is prepared, empowered and supported to move safely towards adulthood.
5. The strategy aims to ensure that young people experience earlier planning, clearer pathways and more joined-up support, leading to improved outcomes in education, employment, independence, health and community participation.

Background

6. Preparation for Adulthood is a statutory expectation within SEND arrangements and should support young people to prepare for adult life through four key areas: employment, independent living, community inclusion and good health.
7. York already has many strengths to build on. The city has committed practitioners, strong partnership relationships and developing services including SEND Central and the emerging PfA Zone. Significant work has already taken place across education, health and social care to support transitions and adulthood outcomes.
8. However, the rapid review found that this activity is not always experienced as one joined-up approach. Families told us that planning can start too late, pathways can be difficult to understand, and transitions do not always feel coordinated. Practitioners also highlighted variation in planning, pathways and oversight.
9. The Disabled Children's Service Peer Review similarly recognised the positive direction of travel but highlighted the importance of strengthening transitions, preparation for adulthood and partnership arrangements.
10. The strategy responds to these findings and sets out six priority areas:
 - Vision, strategy and co-production
 - Clear pathways into adulthood
 - Improved transitions and practice
 - SEND Central and the PfA Zone
 - Workforce and integrated delivery
 - Governance, quality assurance and learning
11. The strategy also reflects York's wider ambitions around inclusion, neurodiversity, skills, employment, housing and community participation.
12. A Year 1 implementation plan accompanies the strategy and establishes the foundations required to deliver the longer-term three-year programme.

Consultation

13. The strategy has been developed through review activity, partnership engagement and existing co-production arrangements.
14. This has included:
 - Preparation for Adulthood rapid review activity
 - Parent Carer Forum engagement
 - Young people and family feedback
 - Inclusion and Belonging engagement activity
 - Practitioner workshops and partnership discussions
 - Disabled Children's Service review activity
 - Preparation for Adulthood strategic planning activity
15. Feedback has been consistent.
16. Young people want greater choice, meaningful opportunities and support that focuses on their future aspirations.
17. Families want earlier planning, clearer information, smoother transitions and better joined-up support.
18. Professionals highlighted the need for clearer pathways, stronger oversight and improved transition planning.
19. This feedback directly informed the strategy and Year 1 delivery plan.

Options

20. Members are asked to consider the following options:

Option 1 – Approve the Preparation for Adulthood Strategy (Recommended)

This option approves the citywide strategy and supports implementation of the Year 1 programme.

Option 2 – Do not approve the strategy

This option would maintain existing arrangements and current service developments without an overarching strategic framework.

Analysis

21. **Option 1** provides York with a shared citywide approach to preparation for adulthood and responds directly to findings from the rapid review and peer review activity.
22. The strategy creates a clearer framework for young people, families and practitioners. It strengthens transition arrangements, improves pathways into adulthood and creates stronger links between services and outcomes.
23. The strategy also supports wider ambitions around employment, independence, neurodiversity and community inclusion. It establishes SEND Central and the PfA Zone as a visible centre for integrated support and creates stronger governance and oversight.
24. The strategy is expected to improve experiences for young people and families by ensuring planning starts earlier and support feels more joined up.
25. **Option 2** would maintain current activity; however, it would not address review findings regarding variation in planning, transitions and pathway clarity. It would also risk continued fragmentation across services.

Council Plan

26. The Preparation for Adulthood Strategy supports the ambitions set out within York's Council Plan "One City for All 2023–2027". The strategy contributes directly to several Council Plan priorities.

Health and Wellbeing – A health generating city for children and adults

27. The strategy supports young people to move safely into adulthood through earlier planning, stronger transitions and improved coordination across education, health and social care. It aims to reduce uncertainty for families, improve continuity of support and strengthen pathways for young people with complex needs, including autistic young people and those with ADHD.

28. This contributes to improving wellbeing, reducing inequalities and supporting young people to live healthier and more fulfilling lives.

Education and Skills – High quality skills and learning for all

29. Preparation for Adulthood places education, skills and employment at the centre of planning. The strategy strengthens pathways into further education, supported internships, employment and training, helping young people develop the skills, confidence and experience needed for adult life and improved life chances. This aligns closely with the Council Plan ambition to create pathways into learning and skills that lead to good quality jobs.

Economy and Good Employment – A fair, thriving economy for all

30. The strategy aims to increase opportunities for employment, volunteering and participation, recognising that employment is a key outcome of adulthood and independence. The strategy supports stronger employer engagement, supported employment pathways and community inclusion so that more young people with SEND can participate in the local economy and access meaningful opportunities.

Housing – Increasing the supply of good quality affordable housing

31. The strategy includes development of clearer pathways into independent living, supported living and housing advice. It recognises the importance of housing and stability in supporting health, wellbeing and adulthood outcomes and aims to help young people remain in York where this is right for them.

How the Council Operates

32. The strategy reflects the Council Plan commitment to partnership working, listening to communities and co-production. Young people, families and partners have informed the strategy and will continue to shape delivery through ongoing engagement, Parent Carer Forum involvement and the “You Said, We Did” approach.
33. Overall, the strategy contributes to the wider Council Plan ambition that everyone in York should have the opportunity to live healthy, fulfilling lives and access the support and opportunities needed to thrive.

34. Implications

a. Financial (Contact – Director of Finance)

Delivery of the strategy will primarily be achieved through existing services, partnerships and transformation activity.

Some elements of delivery may require future investment or reconfiguration, particularly around SEND Central environmental improvements.

Opportunities to maximise existing funding streams and transformation resources will continue to be explored.

b. Human Resources (HR) (Contact – Chief Officer HR and Support Services)

The strategy includes workforce developments linked to the PfA Zone and integrated delivery model. Workforce implications will be managed through existing governance and workforce planning arrangements.

c. Equalities (Contact – Equalities Officer)

The strategy is expected to have positive equality impacts.

It seeks to improve outcomes for young people with SEND, including neurodivergent young people and those with complex needs, by strengthening access, inclusion and opportunities.

The Preparation for Adulthood Strategy has been informed by ongoing co-production and engagement, including the rapid review, Parent Carer Forum, and feedback from young people and partners. This has shaped the strategy's focus on earlier planning, clearer pathways and more joined-up services. The Human Rights and Equalities Assessment (HREA) draws this evidence together and, although completed at a later stage, reflects this continuous engagement rather than a standalone exercise. It demonstrates that the strategy supports positive outcomes for young people with SEND and is aligned with equalities and human rights duties.

d. Legal (head of legal)

The strategy aims to support the delivery of statutory responsibilities and good practice provided for in particular in the following:

- Children and Families Act 2014
- SEND Code of Practice (2015), in particular Chapter 8, which sets out the expectations in relation to ‘Preparing for adulthood from the earliest years’.
- The Autism Act (2009) in particular chapter 4, which covers transfer to adulthood
- Care Act 2014
- Equality Act 2010
- DfE document “Preparation for adulthood arrangements in local areas: a thematic review, Published 16 December 2024”

The strategy does not introduce new legal requirements but strengthens the Council’s ability to meet existing duties through earlier planning, improved coordination and clearer pathways.

In particular, improved coordination between ages 16–18 will support lawful transition from children’s to adult legal frameworks, including where Court of Protection authorisation is required. This will help ensure any restrictions on liberty are necessary and proportionate, supporting compliance with Article 5 Human Rights obligations.

e. Crime and Disorder (Contact - Senior Partnerships Support Officer, Community Planning & Partnerships)

There are no direct crime and disorder implications.

f. Information Technology (IT) (Contact – Head of IT)

The strategy includes ambitions to improve data visibility and reporting arrangements, including future developments around system integration and transition tracking.

The system integration work required for the Strategy to track transitions and share data across services will be built into wider IT transformation across CYC.

g. Property (Contact – Property)

The strategy includes development of the PfA Zone within SEND Central and associated environmental improvements.

h. Other

There are no additional implications identified at this stage

Risk Management

35. There are no significant unmanaged risks identified at this stage.
36. The only risks relate to workforce capacity, pathway sufficiency, pace of implementation and partnership delivery.
37. Risks will be managed through existing governance arrangements, phased implementation and annual delivery planning.
38. The Year 1 implementation plan establishes the foundations required to support delivery and reduce implementation risk.

Recommendations

39. Members are asked to:

Approve the Preparation for Adulthood Strategy 2026–2031.

Reason: To establish a shared citywide framework for preparation for adulthood and improve outcomes for young people with SEND.

Contact Details

Report Author: **Karoline Silcock**
Title: Head of Disabled Children's Service/
DSCO
Children's Services
Karoline.silcock@york.gov.uk

Report **Date** 15
Approved June
2026

Martin Kelly
Corporate Director, Children's
Services and Education

Report **Date** 15
Approved June
2026

Specialist Implications Officer(s) List *information for all*
None.

Wards Affected: *List wards or tick box to indicate all*

For further information please contact the author of the report

Background Papers:

- Preparation for Adulthood Rapid Review (2025)
- Inclusion and Belonging Strategy 2025–2030
- Disabled Children’s Service Peer Review

Annexes

Annex A – Preparation for Adulthood Strategy 2026–2031

Annex B – Preparation for Adulthood Year 1 Plan on a Page

Annex C – Equalities Impact Assessment

Abbreviations

PfA – Preparation for Adulthood

SEND – Special Educational Needs and Disabilities

EHCP – Education, Health and Care Plan

DCS – Disabled Children’s Service

CSC – Children’s Social Care

ASC – Adult Social Care

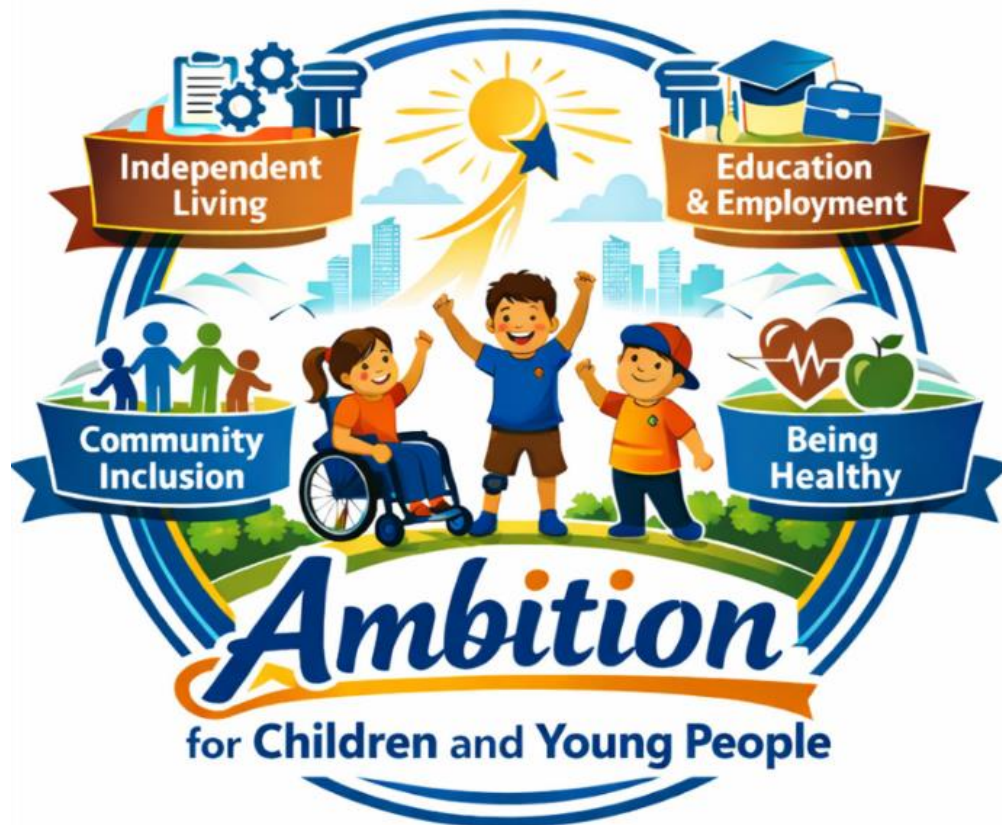
PCF – Parent Carer Forum

SLEAT – Specialist Learning and Employment Adviser Team



City of York SEND Partnership Preparation for Adulthood Strategy 2026–2029

Delivering the three-year plan for integrated, inclusive and ambitious Preparation for Adulthood in York.



Foreword

Preparation for Adulthood is about supporting young people with SEND to move into adult life with the skills, opportunities and support they need to achieve independence, employment, good health and community inclusion.

This strategy sets out York's three-year approach to strengthening that support. It recognises that, while there are strong foundations in place, planning for adulthood is not always consistent, can begin too late, and can feel fragmented for families and professionals. This is important for all young people with SEND, and those who may experience additional challenges such as sensory needs, anxiety, executive functioning difficulties and transitions that feel unpredictable or overwhelming. Without the right support, this can lead to increased risk of disengagement, poor mental health and reduced access to opportunities in adulthood.

In developing this plan, we have carefully considered:

- the findings of the Preparation for Adulthood rapid review
- the priorities set out in York's Inclusion and Belonging Strategy
- the priorities from York Autism and ADHD Strategy
- the priorities leading York and North Yorkshire Combined Authority Skills Strategy
- current performance, practice and transition arrangements across education, health and social care
- feedback from young people, families and practitioners
- Ambitions of York SEND and Local Area Reform Plan

These sources highlight both the strengths within the current system and the areas where improvement is needed. In particular, the need for earlier and more consistent planning, clearer pathways into adulthood, and more joined-up working across services.

This strategy brings these elements together into a single, coherent direction. It sets out how we will strengthen preparation for adulthood through improved pathway planning, a more integrated delivery model, and clearer roles and responsibilities across the partnership.

Over the next three years, this will mean:

- earlier and more proactive planning for adulthood
- clearer and more accessible pathways into education, employment, independence and adult services
- improved coordination between education, health and social care
- a more consistent experience for young people and families

Our ambition is that every young person in York is supported to lead as fulfilling and independent an adult life as possible, through support that is timely, joined up and focused on their individual strengths and aspirations. This includes recognising and responding to the

Karoline Silcock, April 2026

ANNEX A

needs of all young people with SEND, whose experiences of education, transitions and adulthood can be different and require more tailored support; and supports young people to develop the skills, confidence and experience needed for employment, recognising that access to meaningful work is a key part of independence and adulthood.

How we developed the plan

Our plan

First, York's Inclusion and Belonging SEND and Alternative Provision Strategy (2025–2030) sets the overall partnership ambition. It focuses on earlier support, the right help in the right place, and preparing young people for independence and adulthood. It also provides the wider context for preparation for adulthood in York, including co-production, the role of SEND Central, access to the Local Offer, post-16 pathways, employment opportunities and partnership working.

This Strategy recognises the need for cohesion and strong communication of the vision for PFA between the plans and documents that inform transition for York's Young People with SEND. It represents a stronger shared vision, improved pathway planning, strengthened transitions for young people with complex needs, and moves towards a more integrated way of working. It also clarifies leadership and governance, seeks better use of data, more consistent training, and a stronger role for SEND Central.

The three-year delivery plan translates these priorities into a phased programme of work. The 2026 plan focuses on building the foundations, including developing the strategy, strengthening protocols, introducing workforce changes, establishing the PFA presence within SEND Central, and improving reporting and oversight. The longer-term plan sets out how this will be embedded over time, with a focus on improving employment and housing pathways, strengthening health transitions, reducing delays, and developing SEND Central as a central hub for PFA support.

This work has also been informed by feedback from children, young people, families and practitioners. There is a consistent message that planning for adulthood needs to be clearer, start earlier and feel more joined up. Families want easier access to information and support, better communication between services, stronger post-16 opportunities, and confidence that planning reflects the young person's aspirations rather than organisational boundaries. This is particularly important for autistic young people and those with ADHD, who may need more tailored and flexible support to access opportunities and manage transitions.

The strategy is informed by the York and North Yorkshire Skills Strategy, which highlights the importance of developing skills for employment, strengthening pathways into work, and ensuring that all young people, including those with SEND, can access opportunities to participate in the local economy.

Vision, strategy and co-production

A lot of work to support preparation for adulthood is already happening in York. However, it sits across different services and plans, and does not always feel like one clear, joined-up approach. For families and professionals, this can make it hard to understand what PfA is, what to expect, and how everything fits together.

Over the next three years, we will bring this together into one clear strategy. This means setting out a shared vision, being clear about what support should look like at different stages, and what outcomes we want for young people. The strategy will not replace existing plans or services, but will connect them so that they work as one system.

This will cover all areas of adult life, including education and employment, independent living, health and wellbeing, relationships, community inclusion, and having choice and control.

Co-production is a key part of this. We want young people and families to help shape the strategy, not just be consulted on it. This includes influencing how information is shared, how services are designed, and what good preparation for adulthood should look like in York. This includes ensuring that young people and families are supported to share their experiences, including where needs may be less visible, and that these are reflected in how services are designed.

In the first year, we will focus on agreeing and publishing the strategy, working with partners and families, and clearly showing how feedback has shaped the plan. After this, the focus will be on making sure the strategy is understood and used in practice, and that it continues to shape how services are developed and improved.

By 2029, preparation for adulthood should feel clear and joined up. Families will be able to understand what support is available and when, and young people will have a stronger voice in shaping the support they receive and the pathways they follow.

Partnership priorities and pathway planning

The second priority is about turning our ambition into clear and practical pathways for young people. While support already exists, it is not always organised in a way that is easy to understand or follow. We need to bring this together into a clear set of pathways that families and professionals can navigate.

A key part of this is ensuring that pathways are clearly linked to skills and employment outcomes. This means moving beyond a focus on services and ensuring that young people are supported to develop the skills, experience and confidence needed for adult life, including work.

Karoline Silcock, April 2026

ANNEX A

This means improving the information available through the Local Offer, strengthening SEND Central as a key access point, and making sure young people get the right support at the right time. It also includes increasing post-16 options, continuing to develop supported internships, maintaining our careers advice, and continuing to reduce the number of young people who are not actively in education, employment or training.

Pathways will young people may need more flexible approaches, including adjusted learning environments, tailored careers advice and additional support to access employment and training opportunities. This will include recognising the specific barriers young people can face in employment and independent living, and ensuring reasonable adjustments. Supported pathways and employer awareness are part of delivery.

Over the next three years, we will focus on three main areas.

First, employment and participation. We will ensure clear routes into further education, training, apprenticeships, supported internships, volunteering and paid work. This will include stronger links with colleges, training providers, the Specialist Learning and Employment Adviser Team, and local employers. This will include a greater focus on real work experience, supported internships and employer engagement, so that young people are better prepared for employment and have access to meaningful opportunities.

Second, independence and housing. We will develop clearer pathways to help young people live as independently as possible. This includes access to supported living, housing advice, life skills and opportunities to take part in their community, so that young people can remain in York where this is right for them.

Third, health transitions. We will improve how young people move from children's to adult health services. This will include better coordination between services, more consistent use of tools like health passports, and joint planning for those with more complex needs.

In the first year, we will set up the groups and plans needed to take this forward. From Year 2 onwards, the focus will shift to delivering these changes, including working more closely with employers, developing housing options, and improving how services work together.

By 2029, pathways into adulthood should be clearer and more consistent. Young people will have better access to education, employment and independent living, and employment will be a realistic and expected outcome for young people with SEND in York.

Strengthening transitions for young people with complex needs

This strategy is about improving how transitions are planned and managed by starting earlier and making preparation for adulthood part of everyday work. Planning should not only happen when a young person is about to move to adult services, but should be built into assessments, plans and regular discussions from an earlier stage.

Karoline Silcock, April 2026

ANNEX A

This is particularly important for young people with more complex needs. If planning starts too late or is not well coordinated, these young people are at greater risk of experiencing gaps in support, delays in accessing adult services, or moves that are not right for them. This can lead to increased stress for families, breakdown in placements, or poorer outcomes in adulthood.

For neurodivergent young people, who are more likely to experience transitions as disruptive or anxiety-inducing. Planning will take account of sensory needs, communication differences, and the need for predictability and continuity.

We will make transitions more consistent by improving how they are tracked and overseen. In 2026, we will review current cases to understand where we are now, particularly for those with the most complex needs. After that, we will regularly review progress and use this to improve practice. We will also provide clearer guidance and training so that staff understand their role, and families find the process easier to follow.

We will also improve access to education, employment and training, especially for young people with more complex needs who are at risk of missing out. This means identifying needs earlier, strengthening links to education and careers support, and offering more flexible options that reflect individual needs.

Transitions into employment and post-16 pathways are a key risk point. We will strengthen support at this stage to ensure that young people do not disengage, particularly those who need more tailored or supported routes into work or further learning.

By 2029, transitions should feel well planned and predictable. Young people with complex needs will have clearer, more reliable pathways into adult services, education, employment and community support, with fewer delays and less uncertainty for them and their families

Moving towards a more integrated approach

The fourth priority is to move from separate services working alongside each other to a more joined-up PfA model. York does not need a major restructure, but it does need services to work more closely together, with clearer leadership, better coordination and a clear place for families and professionals to go for support. SEND Central will be the main place where this happens.

SEND Central is already described as a welcoming space where children, young people and families can access advice, support and information. This strategy builds on that by creating a dedicated PfA Zone within SEND Central. This will bring together staff from education, health and social care in one place.

The aim is not just to share a building, but to improve how services work together. This includes better planning for young people, easier access for families, more joint clinics and drop-in sessions, and a space where strategy and day-to-day support come together.

To make this work, SEND Central needs the right facilities and resources. This includes suitable clinic space, accessible facilities such as a changing place, sensory provision, and a clear development plan. These are essential to making the PfA Zone a credible and effective hub.

Karoline Silcock, April 2026

ANNEX A

The PfA Zone will support a more joined-up response for neurodivergent young people, including improved access to advice, clearer pathways following diagnosis, and better coordination between education, health and social care.

Over the next three years, SEND Central will become the main hub for PfA support in York. Families will be able to access advice, information and coordinated support in one place, and services will work more closely together to improve planning, respond more quickly, and provide clearer accountability.

How we will deliver

This three-year plan will be delivered by building on the wider approach set out in York's Inclusion and Belonging Strategy, and the actions in the delivery plan.

In practice, this means that preparation for adulthood will not be delivered as a separate piece of work. Instead, it will be part of how services already work together across education, health and social care.

Delivery will be both strategic and practical. We will have a clear overall direction, but also specific actions, named leads, and clear ways of tracking progress so we can see what is improving.

Delivery principles linked to Inclusion and Belonging

The Inclusion and Belonging Strategy sets out the foundations that make good preparation for adulthood possible. This includes early support, joined-up working, clear information for families, and a focus on inclusion and independence.

The table below shows how these wider priorities link directly to this strategy and support the delivery of preparation for adulthood in York.

Inclusion and Belonging theme	What it means for PfA	How this strategy responds
Voice and visibility of children, young people and families	PfA must be co-produced, easy to understand and visible through the Local Offer and SEND Central.	Co-production events, accessible strategy, family-facing protocol and guidance, Local Offer updates, "you said – we did" feedback loop.
Needs identified and met as early as possible	PfA should begin early and be embedded in planning long before transfer points.	Earlier pathway planning, training for practitioners, stronger EHCP focus on adulthood, curriculum-based preparation and improved oversight.

The right support in the right place at the right time	Young people need timely access to the right pathways, sufficiency and flexible support.	Improved post-16 map, employment and housing pathways, SEND Central drop-ins, targeted NEET prevention, stronger joint commissioning and sufficiency planning.
Effective preparation for independence and adulthood	The city must support stable journeys into adult life across education, health, care and community inclusion.	Integrated PfA strategy, transition improvements, health and care coordination, supported internships, careers advice, data sharing and a PfA Zone in SEND Central.

Delivery model and structure

The PfA Zone will bring staff together from education, health and social care so they can work more closely as one team. This will be based around SEND Central, with a mix of permanent staff and partners working together in the same place.

In practice, this means there will be clear leadership, dedicated staff to support transitions, and a range of professionals working together to support young people and families.

This model helps connect strategy with day-to-day planning. It ensures that the aims set out in this strategy are reflected in individual plans, assessments and support. By working more closely together, professionals can plan earlier, share information more effectively, and make joint decisions that better meet young people's needs.

The aim is to make services feel more joined up, so that planning for adulthood, day-to-day support, and access to services are better connected and easier to navigate.

PfA Zone Team

The PfA Zone staffing model brings together staff from education, health and social care to work as one team. It is based in SEND Central and is designed to make support more joined up for young people and families.

The PfA Zone will also strengthen links between services and education and training providers, creating more opportunities for joint working with colleges, training providers and employers, and supporting clearer pathways into employment.

The Integrated PfA Service Manager leads this work and oversees how services come together. The team includes roles that support key parts of preparation for adulthood, including health transitions, social care planning, independent living and employment.

Karoline Silcock, April 2026

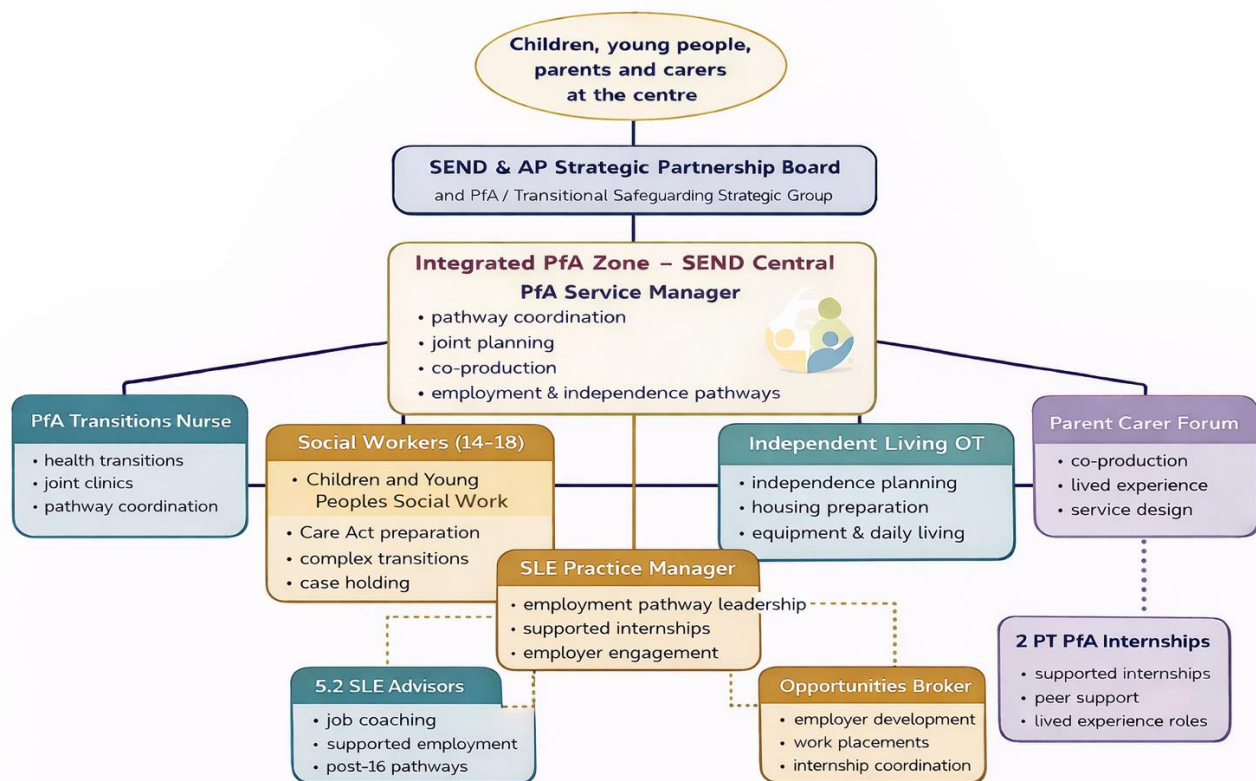
ANNEX A

The Supported Employment and Learning team focuses on helping young people into work, with advisors and an opportunities broker working with employers to create more opportunities, including supported internships.

The Parent Carer Forum works alongside the team to make sure that families and young people are involved in shaping services. Internships linked to this also help ensure that lived experience is part of how support is designed and delivered.

Overall, this model helps professionals work more closely together, improves planning for adulthood, and makes it easier for young people and families to access the right support at the right time.

PfA Zone Staffing Structure



Governance, accountability and performance

Preparation for Adulthood will be overseen through existing partnership boards, including the SEND and Alternative Provision Strategic Partnership Board and the PfA Strategy group.

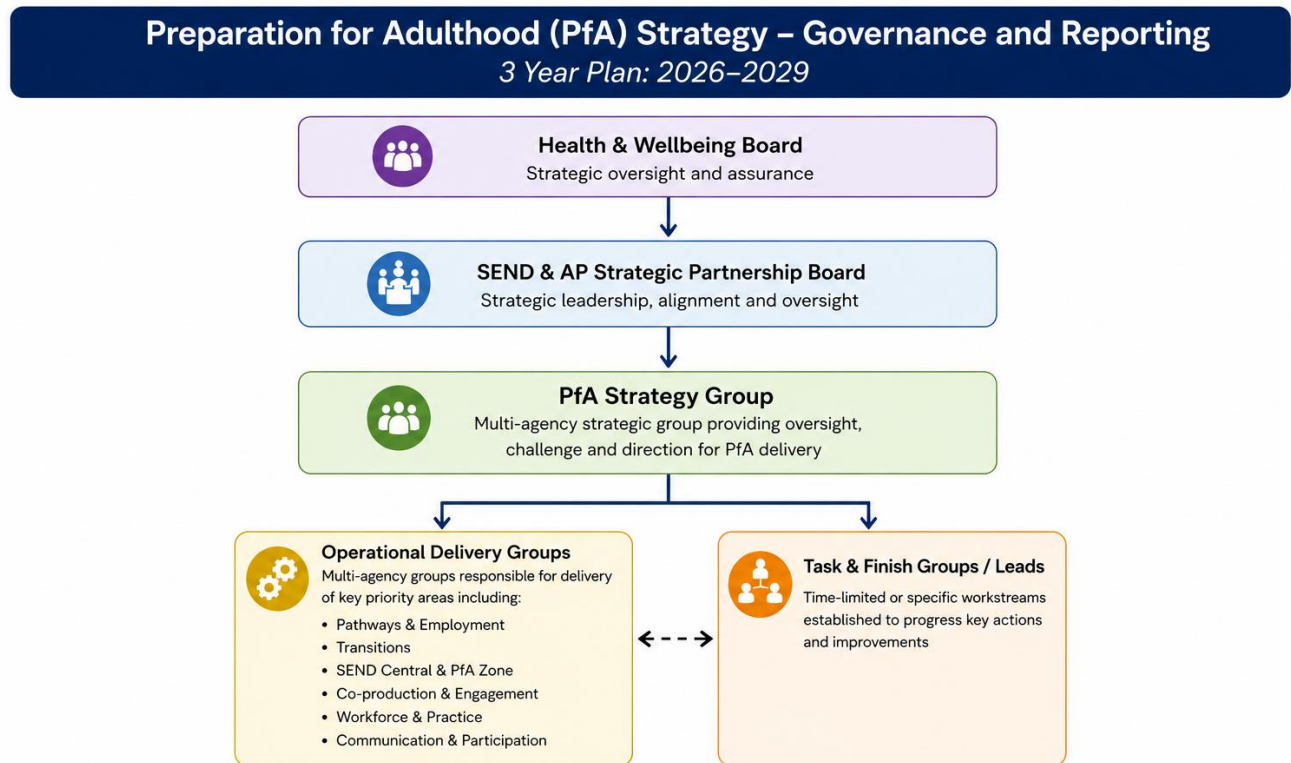
We are not creating new structures, but we will strengthen how these groups oversee the work. This means having a clearer focus on PfA, regular updates on progress, and a shared understanding of what needs to improve.

Karoline Silcock, April 2026

ANNEX A

In practice, this will include regular reporting on progress, tracking key milestones, and taking a closer look at important areas such as transitions and pathway development. The strategy will also be reviewed and updated each year.

The aim is to make sure that work is clearly understood across the system, that progress is visible, and that partners work together to improve the real experiences of young people and families.



Workforce, practice and culture

A strong Preparation for Adulthood system depends on staff having the right skills, knowledge and support. Staff are committed, but need clearer guidance, more training and greater confidence in how to support young people preparing for adulthood.

We will improve this by providing regular training and clear guidance for staff across education, health and social care. This will include a shared training programme, briefings for different teams, and a simpler version of the PfA guidance that is easy for both staff and families to understand.

Training will include a stronger focus on neurodiversity, including autism and ADHD, to improve understanding of sensory needs, communication differences, executive functioning and the

Karoline Silcock, April 2026

ANNEX A

impact of masking. This will support staff to make appropriate adjustments and plan more effectively with young people and families.

There will be focus on improving staff understanding of employment pathways, local opportunities and how to support young people to develop skills for work, including those who may need more supported or flexible approaches.

Alongside this, we will focus on how PfA is used in everyday practice. This means making sure preparation for adulthood is discussed in planning meetings, included in assessments and plans, and regularly reviewed in supervision. We will also share good practice across services and strengthen expectations that planning for adulthood should start early and shape decisions, not just happen at the point of transition.

This will be supported through our existing audit and learning cycle. We will build PfA into case audits, supervision and quality assurance activity, using this to understand where practice is strong and where it needs to improve. Learning from audits, peer review and day-to-day practice will be shared across teams, creating a continuous feedback loop that strengthens practice over time and ensures that improvements are embedded.

Data, forecasting and system intelligence

Inclusion and Belonging highlights the need to strengthen how data is used to support planning and decision-making.

We will improve this by strengthening data sharing and developing a more consistent approach to performance reporting. In the short term, this will include clearer monthly reporting on transitions, timeliness and key risks, alongside improved tracking of young people moving into adulthood. We will also take forward work to improve how systems connect, including Mosaic integration, to support better visibility across services.

Over time, this will develop into a more joined-up and accessible data set, including the ambition for a live dashboard that provides a clear picture of demand, progress and outcomes across the system. This will include improving our understanding of outcomes for neurodivergent young people, including those with autism and ADHD, so that we can better identify gaps, track progress and target support where it is most needed.

We aim to link in data tracking of post-16 destinations, including education, employment and training, so that we can better understand outcomes and identify where young people are not progressing as expected.

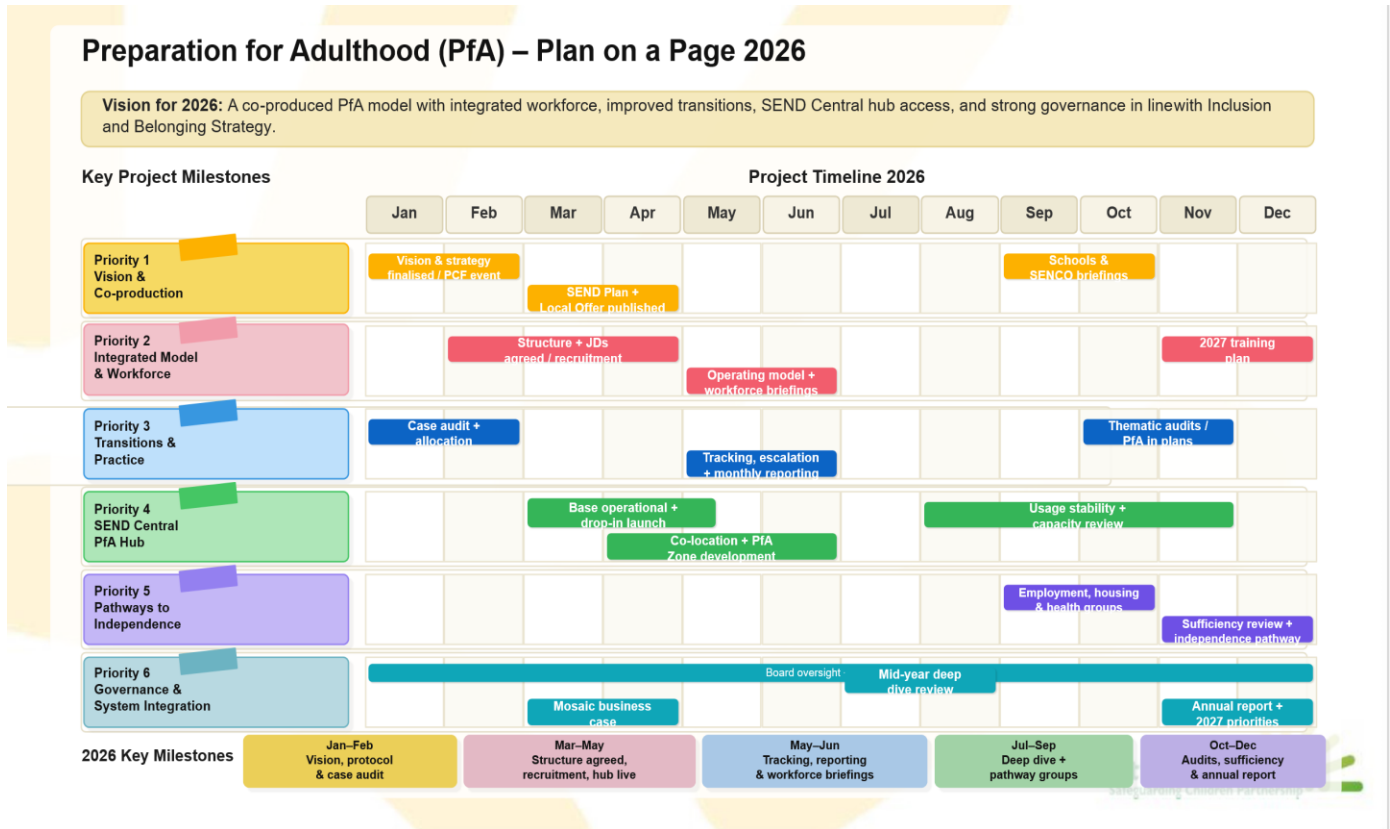
This will support a shift from reactive to proactive planning. Better data will enable earlier identification of need, more effective sufficiency planning, improved forecasting of health and care needs, and stronger performance management. It will also provide a clearer understanding of where young people are progressing well and where there are gaps in provision.

For young people and families, this should result in more timely, better coordinated support, with fewer delays and clearer pathways into adulthood.

This page is intentionally left blank

Year 1 Implementation – Plan on a page

The Year 1 plan on a page sets out the key actions needed to get the strategy started. It focuses on building the foundations and shows the main milestones across the six priority areas.



Phased delivery over three years

York needs to establish strong foundations in Year 1 before moving into deeper system embedding, pathway development and long-term sustainability with a plan over 3 years.

Theme	2026	2027	2028
Strategy and co-production	Vision, strategy and protocol finalised	Strategy embedded across services Annual review	Strategy increasingly informs commissioning and culture PfA is core business across York
Transitions	Case audit, reporting and escalation embedded	Timely Care Act planning and improved oversight	Integrated, quality-assured pathways

		Removed backlog maintained	
Employment, independence and health pathways	Working groups and baseline plans established Employer network and housing pathway agreed; joint clinics live	Internships grow; supported living plan delivered; health passports standardise	Pathways mature and local provision strengthens
SEND Central PfA Zone	Base launched and co-location starts All partners increasingly present	Footfall and use increase Model expands and is refined	Centre of excellence for integrated PfA
Data and governance	Monthly reporting, RAG and business case activity	Dashboard development and stronger oversight	Outcomes data increasingly informs planning

What success will look like

Success will be measured by the real experiences of young people and families, not just changes to services.

By the end of this strategy, we expect to see:

- Young people feel prepared for adulthood, with clear plans and confidence about their future
- Families experience smoother transitions, with less uncertainty and better communication
- Planning starts earlier and is more consistent across education, health and social care
- More young people move into education, employment, training, supported internships or independent living
- More young people move into employment, supported internships, apprenticeships or meaningful training opportunities
- Young people develop the skills, confidence and experience needed for adulthood, including employment
- Young people with more complex needs have clearer, more reliable pathways into adult services
- Services work more closely together, with support that feels joined up and easier to access

Karoline Silcock, April 2026

ANNEX B

- SEND Central is a trusted place where families can go for advice, support and coordinated help
- Autistic young people and those with ADHD experience smoother transitions, better support and improved access to education, employment and independent living opportunities

Overall, preparation for adulthood will feel clearer, more consistent and more focused on what matters to young people and their futures. Young people will be better prepared for adulthood, with the skills and opportunities to move into employment and independence.

Source base

This strategy has been drafted using York's Inclusion and Belonging SEND and Alternative Provision Strategy 2025–2030, the PfA rapid review completed in November 2025, York and North Yorkshire Skills Strategy 2024, Autism and ADHD Strategy for York 2025-30, and the PfA full three-year delivery plan and roadmap. It is intended to act as the strategic narrative that connects those documents and supports delivery through one coherent citywide PfA framework.

This page is intentionally left blank

City of York Council and Centre for Applied Human Rights

Human Rights and Equality Assessment Tool (HREA)

An Equality Assessment Tool is an evidence-based approach designed to help organisations ensure that any Policy, Criterion or Practice (PCP), is fair and does not create barriers or disadvantage any protected groups from participation. This covers both strategic and operational activities.

City of York Council (CYC) combines this approach with York's commitment as a Human Rights City to produce a Human Rights and Equality Assessment tool (HREA).

This document enables CYC to evidence its legal duty to give 'due regard' to those with protected characteristics under the Equality Act and consider Human Rights at the same time.

Whether a HREA is needed or not will depend on the likely impact that a PCP may have and relevance of the activity to Equality and Human Rights.

The HREA should be started when the need for a new PCP is first identified, or when an existing one is reviewed. It is essential to continue to update the HREA during the life of the PCP, as and when new information is learned. It is not complete until the PCP is complete.

Non-discrimination is a minimum standard. The development of the HREA should prompt critical discussion and highlight disproportionate impacts.

Balancing residents' rights and CYC duties can be very complex and sometimes there will be no 'win-win', so compromises or mitigations may need to be identified to ensure the best outcomes.

Finally, the value in a HREA is in both the short and long term, by investing in this process CYC will create robust, meaningful, and empowering policies that are more likely to stand the test of time.

Who is submitting the proposal?

Directorate	Children's Services		
Service Area	Disabled Children's Service		
Name of proposal	Preparation for Adulthood Strategy		
Lead Officer	Danielle Johnson		
Date Assessment Started	May 2026		
Date Assessment Completed	May 2026		
Names of those who contributed to the assessment			
Name	Job Title	Organisation	Area of Expertise
Karoline Silcock	Head of DCS	CYC	Children's Disability and SEND, PFA
Victoria Coyle	Head of SEND	CYC	SEND and Education
Charlotte Goss	Interim Head of LD	CYC	Adult Disability, PFA

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal
	<p>Please explain your proposal in plain English avoiding acronyms and jargon. Consider using Age 9 English.</p> <p>The Preparation for Adulthood (PfA) Strategy sets out a shared citywide approach to improving outcomes for children and young people with Special Educational Needs and Disabilities (SEND) as they move towards adulthood.</p> <p>The strategy aims to ensure that young people are supported earlier and more consistently to prepare for adult life, rather than support beginning only at transition points. It brings together education, social care, health, employment, housing and community services around a shared vision.</p> <p>The strategy focuses on helping young people:</p> <ul style="list-style-type: none"> • Have good health and wellbeing • Develop independence and life skills • Access education, employment and training opportunities • Build relationships, belonging and community connections • Plan successfully for adulthood and transitions <p>The strategy proposes stronger partnership working, co-production with young people and families, improved pathways and the development of a visible Preparation for Adulthood offer through SEND Central.</p>
1.2	Are there any external considerations?
	Legislation / government directive / codes of practice etc.

The strategy is informed by:

- Children and Families Act 2014
- SEND Code of Practice 2015
- Care Act 2014 (transition assessments and adult social care duties)
- Equality Act 2010
- Human Rights Act 1998
- Working Together to Safeguard Children
- NHS Long Term Plan and SEND reforms
- Preparation for Adulthood national framework
- York Inclusion and Belonging Strategy (2025–2030)
- Autism and ADHD Strategy (2025-2030)
- York and North Yorkshire combined authority skills strategy
- Families FIRST reforms
- Local SEND and AP Improvement priorities
- Ofsted / CQC SEND inspection framework and outcomes focus

The strategy responds to national expectations regarding earlier preparation, integrated working and improved outcomes for young people with SEND

1.3 Who are the stakeholders and what are their interests?

Consider both internal and external stakeholders.

Young people with SEND – Better outcomes, increased independence, belonging, participation and clearer pathways into adulthood.

Parent Carer Forum (PCF) – Co-production, influence over service development, improved communication and accessible support.

Families and carers – Earlier planning, clearer transition pathways and improved support during transition to adulthood.

Children’s Social Care – Improved transition planning, earlier intervention and better Preparation for Adulthood outcomes.

Adult Social Care – Earlier identification of need, improved planning and stronger transition arrangements.

SEND services, schools and colleges – Joined-up pathways, improved educational outcomes and shared responsibility for Preparation for Adulthood.

Integrated Care Board (ICB) and health partners – Improved health transitions, integrated working and coordinated support planning.

Supported Employment Locality Employment Advisors (SLEA) / employment services – Increased education, employment and training (EET) opportunities and pathways into work.

Housing partners – Development of independent living pathways and improved housing planning.

Voluntary and community sector organisations – Increased inclusion, participation and community opportunities.

Employers and businesses – Greater inclusive employment opportunities and stronger links to young people with SEND.

Children and Young People (CYP) Voice groups – Participation, lived experience and influence over service design and delivery.

1.4	<p>What results / outcomes do we want to achieve and for whom?</p> <p>Explain what outcomes you want to achieve for stakeholders, staff and the wider community. Demonstrate how the proposal links to the Council Plan (2023- 2027) and other corporate strategies and plans. Highlight how the proposal meets the objectives of Equalities, Affordability, Climate and Health.</p>
	<p>The strategy aims to improve outcomes for young people with SEND by creating a more joined-up approach to Preparation for Adulthood across York.</p> <p>Expected outcomes include:</p> <ul style="list-style-type: none"> • Earlier and more consistent transition planning • Improved participation in education, employment and training • Better independent living skills and housing pathways • Improved health transitions • Increased belonging, participation and community inclusion • Stronger co-production with families and young people • Reduced inequalities and variation in access to support <p>The strategy supports the Council Plan by contributing to:</p> <ul style="list-style-type: none"> • Equalities – reducing barriers for disabled young people • Affordability – supporting earlier planning and preventing crisis responses • Health – improving wellbeing and transitions • Communities – improving inclusion and belonging • Prevention – reducing escalation and improving independence

Step 2 – Resources utilised

3.1	What sources of data, evidence and consultation feedback have you used to help understand the impact of the proposal on equality rights and human rights?	
	Please consider a range of sources, including consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	Source of data / supporting evidence	Reason for using this source
	PfA Rapid Review (Nov 2025)	Identified gaps and priorities
	Parent Carer Forum feedback	Co-production and lived experience
	Young person engagement Direct voice	Young person engagement Direct voice
	Transition data / EHCP audits	Understand needs
	Inclusion & Belonging Strategy	Strategic alignment
	Local Offer feedback	User experience
Disabled Children's Service Peer Review (Oct 2025)	Service development	

Step 3 – Screening the impacts or effects.

3.1	<p>Equality-related obligations derive from the Equality Act of 2010 and the Human Rights Act of 1998.</p>
	<p>Once you have engaged with stakeholders you will need to identify how this proposal impacts on their human rights and equalities.</p> <p>Although table one looks complex, its purpose is to facilitate an initial screening of equalities and human rights impacts of your proposal.</p> <p>Many human rights and equalities will not be affected by the decision you are seeking Executive or Council approval for and so can be left blank. The aim here is to identify pressure points regarding human rights and equalities that require attention.</p> <p>Please see the Appendix for details of the protected characteristics and human rights to consider</p> <p>The rights listed below in the first column are the relevant ones from the Human Rights Act, and the York Human Rights City Network Indicator Report (non-discrimination, education, health and social care, housing, a decent standard of living). The human rights in the Indicator Report were selected by residents of York as their priority rights. In the first row the protected characteristics under the Equality Act are listed, to which ‘Everyone’ has been added to capture impacts that affect everyone without distinction.</p>

ANNEX C

Step 3.1 Table 1 – Screening the impacts or effects

Equalities Human Rights	Everyone	Age including financial, digital exclusion impacts	Disability Including financial, digital exclusion impacts	Gender	Gender reassign- ment Including Trans, Non- binary, Intersex	Marriage and civil partnership	Pregnancy and maternity	Race	Religion and belief	Sexual orientation	Carers inc financial, digital exclusion impacts	Low- income groups inc financial, digital exclusion impacts	Veteran, armed forces community	Those with experience of Care
Right to life*														
Prohibition of torture*														
Prohibition of slavery and forced labour*														
Right to liberty, movement and security (including freedom of movement)***	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Right to a fair trial*														
No punishment without law*														
Right to private and family life***	X	X	X	X	X	X	X	X	X	X	X	X	X	x
Freedom of thought, conscience, and belief***														
Freedom of expression***	X	X	X	X	X	X	X	X	X	X	X	X	X	x
Freedom of assembly***	X	X	X	X	X	X	X	X	X	X	X	X	X	x
Right to marry***														
Right to property***	X	X	X	X	X	X	X	X	X	X	X	X	X	x

ANNEX C

Right to education***	X	X	X	X	X	X	X	X	X	X	X	X	X	x
Right to free elections***														
Right to housing***	x	X	X	X	X	X	X	X	X	X	X	X	X	X

DRAFT - CONFIDENTIAL

Step 3.2 Table 2 – Assessing the impact of your proposal

Here you will need to record the details on all the impacts identified for both Human Rights and those with Protected Characteristics.

Where you have identified an impact on a protected characteristic/human right in the table above, please indicate whether this is positive or negative and give a description of this impact. If you run out of rows, please add as necessary.

Rights clashes and restrictions

Where rights clash or are being restricted, you will need to explain how the decision has been taken, that the limitation on human rights is provided by law, for a legitimate purpose (justified), and proportionate (the minimum necessary restriction on rights).

Use the following guidance to inform your responses:

First, think about what equalities or rights might be engaged by the proposal, and describe the likely impact of the proposal, and provide an evaluation.

Use the following questions to inform your responses if human rights or equalities are limited or qualified in any way:

- Why are a person's rights being restricted?
- What is the problem being addressed by the restriction on someone's rights?
- Will the restriction lead to a reduction in the problem?
- Does that restriction involve a blanket policy, or does it allow for different cases to be treated differently?
- Does a less restrictive alternative exist?
- Has sufficient regard been paid to the rights and interests of those affected?
- Do safeguards exist against error or abuse?

Table 2

Protected Characteristics or Human Rights	Key findings / impacts	Positive (+) Negative (-) (Neutral (0)	High (H) Medium (M) Low (L)
Age	The strategy aims to improve earlier transition planning and outcomes for adolescents and young adults	+	M
Disability	This is the primary beneficiary group; with aim to improve access, participation and outcomes	+	H
Gender reassignment	Improved health transitions and guidance for young people following gender pathways	+	M
Marriage and Civil Partnership	The strategy supports relationships, independence and family planning	0	L
Pregnancy and Maternity	The strategy supports relationships, independence and family planning	0	L
Race	The Preparation for Adulthood Strategy aims to improve access, participation and outcomes for all young people with SEND regardless of race, ethnicity or cultural background	+	L
Religion and Belief	The strategy does not directly impact religion or belief.	0	L
Sex	The strategy is intended to benefit all young people equally irrespective of gender	0	L
Sexual Orientation	The strategy is inclusive of all young people and aims to promote belonging, participation and positive relationships	0	L

Other social – economic groups			
Carer	The strategy aims to support better planning and support for families during transition	+	M
Care Leavers	The strategy will support improved transitions for care experienced young people and better pathways into education and employment	+	M
Low income groups	Improved access and earlier support may improve inequalities for low income groups	+	L
Veterans and armed Forces	The strategy will continue to promote inclusive access regardless of background or family circumstances	0	L
Other			
Human Rights (list any rights impacted)			
Right to education	There is a strong focus on EET pathways and participation	+	H
Right to housing	The strategy develops independent living pathways	+	M
Freedom of expression	Is informed by Co-production and CYP voice	+	M

Step 4 – Gaps in data and knowledge

4.1	What are the main gaps in information and understanding of the impact of your proposal?		
	<p>When conducting your screening, you may have discovered gaps in data or knowledge that make it difficult to assess whether your proposal had a positive or negative impact on human rights/equalities.</p> <p>Please indicate actions you will take to resolve this gap.</p> <p>As your proposal progresses you may be able to resolve this knowledge gap –please indicate when it was resolved.</p>		
	Gaps in data or knowledge	Action to deal with this	Date resolved
	Housing pathway data	Data to be shared as planned within 5 year plan (Oct 2026)	

Step 5 - Maximising positive impacts

5.1	What has been done to optimise opportunities to advance equality / human rights or foster good relations?
	<p>Positive impacts have been strengthened throughout development of the strategy through extensive co-production with young people, families and the Parent Carer Forum, ensuring lived experience and participation remain central to the approach. The strategy adopts a citywide partnership model, bringing together education, health, social care and wider partners around a shared vision for Preparation for Adulthood.</p> <p>The strategy is underpinned by York's Inclusion and Belonging principles and places a strong emphasis on earlier intervention, prevention and improving outcomes before young people reach transition points. Development of the SEND Central Preparation for Adulthood offer will provide greater visibility and coordination of support, alongside improved integration across education, health and social care services.</p> <p>The strategy also promotes broader outcomes linked to adulthood including employment, independent living, housing, community participation and belonging. Overall, it aims to reduce inequalities by ensuring disabled young people have the same opportunities, aspirations and life chances as their peers as they move towards adulthood</p>

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision.	
	Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column. There are four main options you can take:	
	No major change to the proposal	The HREAT demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality / human rights and foster good relations, subject to continuing monitor and review.
	Adjust the proposal	The HREAT identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
	Continue with the proposal (despite the potential for adverse impact)	You should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations
Stop and remove the proposal	If there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.	

Option Selected	Conclusion / justifications
No major change to the proposal	<p>The HREA demonstrates the proposal is strongly aligned to equality and human rights principles.</p> <p>The strategy is expected to have significant positive impacts for disabled young people, carers and families through improved inclusion, participation and outcomes.</p> <p>The proposal should proceed with ongoing review.</p>

Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.			
	List below the actions or mitigations that have been identified and who will be responsible to carrying them out. Add as many lines as you need.			
	Impact / Issue	Actions to be taken	Person Responsible	Timescale
	CYP Voice	Continue co-production and voice work	PFA Lead (Aaron Batley)	Ongoing
	Housing	Develop clear housing pathways	Housing and PFA lead	Within 3 year plan (Oct 2026)
	Employment	Expand EET Pathways	SLEA team manager 9Phil Taylor)	2026/27

Step 8 - Monitor, review and improve

8.1	How will the impact of your proposal be monitored and improved upon going forward?
	Consider how will you identify the impact of activities on protected characteristics, other marginalised groups and human rights going forward? How will any learning and enhancements be capitalised on and embedded?
	Impact will be monitored through: <ul data-bbox="304 405 1249 820" style="list-style-type: none">• SEND and AP Partnership Board governance• PfA Strategic Group oversight• Co-production feedback• Audit and quality assurance activity• Transition timeliness reporting• EET and independence outcome measures• Local Offer feedback• Annual review of the strategy and implementation plan Monitoring will include consideration of equality impacts and lived experiences for young people and families.

Appendix A

Equality, Diversity & Inclusion (EDI): Protected characteristics

Under the public sector duties introduced by the Equality Act 2010 public bodies must have due regard for the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the act, such as the failure to make reasonable adjustments for disabled people
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

These duties relate to the nine protected characteristic groups defined by the Equality Act 2010 (outlined in the table below).

The Council recognises that a person's socio-economic background and whether they live in a rural or urban location can be important factors in determining fair access to services, employment and treatment. When carrying out analysis, you must also consider socio-economic issues and rural / urban location issues. In addition to the nine protected characteristic the HREAT includes the following equality groups:

- Carers
- Low income groups
- Veterans, armed forces community
- Experience of care/Other (other groups that are impacted)

Human rights differ from equalities in two main ways:

- First, human rights apply to everyone and not just groups with protected characteristics.
- Second, they allow for the balancing of rights, priorities, and risks. Many rights are not absolute and can be limited or qualified in particular circumstances.

The following guidance identifies which rights are most likely to be engaged by proposals in certain policy areas. This doesn't mean that you should not consider whether other rights might be engaged.

There are three types of human rights in the Human Rights Act:

Absolute rights: Cannot be breached in any circumstances e.g. right to life and to protection from torture and inhuman or degrading treatment.

Limited rights: can only be restricted in specific situations e.g. a person can be deprived of their liberty if they are convicted of an offence and imprisoned.

Qualified rights: human rights can be restricted if it is in the interests of the wider community or to protect other people's rights e.g. freedom of movement and assembly were restricted during the Covid-19 pandemic in the interests of public health.

As limited and qualified rights are not absolute, they sometimes have to be balanced in decision making. In Table 1, absolute rights are indicated with an *; limited rights with a **; and qualified rights with a ***.

Right	Description	Focus Area
Right to life	<p>Nobody, including the Government, can take someone's life away. Public authorities must take appropriate measures to safeguard life including by protecting people whose life might be in danger.</p> <p>Public authorities should also consider the right to life when making decisions that might endanger or affect life expectancy.</p> <p>When public officials may be involved in an instance when someone died, public authorities must investigate.</p>	<ul style="list-style-type: none"> • Benefits and money • Births, deaths and marriages • Children and families • Environment and animals • Health and social care • Housing • Planning and building • Waste and recycling
Right to liberty and security	<p>It focuses on protecting individuals' freedom from unreasonable detention, as opposed to protecting personal safety. However, there is case law from other jurisdictions where this right also covers personal safety in conditions other than detention.</p>	<ul style="list-style-type: none"> • Right to liberty and security

Freedom from torture and inhuman or degrading treatment	<p>Torture consists in causing very serious and cruel physical or mental pain or suffering.</p> <p>Inhuman treatment or punishment is treatment which causes intense physical or mental suffering. Degrading treatment means treatment that is extremely humiliating and undignified.</p> <p>Inhuman or degrading treatment could include:</p> <p>serious physical assault; very severe detention conditions or restraints; serious physical or psychological abuse in a health or care setting.</p>	<ul style="list-style-type: none"> • Children and families • Health and social care
Right to marry and start a family	<p>Right of men and women of marriageable age to marry and to start a family.</p>	<ul style="list-style-type: none"> • Births, deaths and marriages
Prohibition of slavery and forced labour	<p>Slavery is when someone owns someone else like a piece of property.</p> <p>Servitude is when someone provides services to a person for no reward and is unable to stop due to coercion.</p> <p>Forced or compulsory labour is when someone is forced to do work to which they have not agreed to, under the threat of punishment.</p>	<ul style="list-style-type: none"> • Children and families • Jobs, training and volunteering • People and communities
Right to a fair trial	<p>This right is triggered when someone is charged with a criminal offence and have to go to court, or</p> <p>a public authority is making a decision that has an impact on someone's civil rights or obligations.</p>	<ul style="list-style-type: none"> • Environment and animals • Health and social care • People and communities • Streets, roads and pavements
No punishment without law	<p>No one can be charged with a criminal offence for an action that was not a crime when it was committed.</p> <p>Public authorities must explain clearly what counts as a criminal offence so that people know when they are breaking the law.</p>	<ul style="list-style-type: none"> • Environment and animals • People and communities • Streets, roads and pavements

Right to property	<p>No public authority, without very good reason can take away one's property, which may include things like land, houses, objects, shares, licences, leases, patents, money, pensions and certain types of welfare benefits. This right applies to companies as well as individuals.</p>	<ul style="list-style-type: none"> • Benefits and money • Business • Council tax • Environment and animals • Housing • Planning and building • Travel and transport • Streets, roads & pavements • Waste and recycling
Right to private and family life, home and correspondence	<p>This includes one's right to determine their sexual orientation, lifestyle, and the way one looks and dresses. It also includes the right to control who sees and touches one's body. It further covers one's right to develop their personal identity and to forge friendships and other relationships, the right to participate in essential economic, social, cultural and leisure activities. In some circumstances, public authorities may need to facilitate the enjoyment of one's right to a private life, including their ability to participate in society.</p> <p>It also means that personal information about anyone (including official records, photographs, letters, diaries and medical records) should be kept securely and not shared without their permission, except in certain circumstances.</p>	<ul style="list-style-type: none"> • Benefits and money • Births, deaths and marriages • Children and families • Health and social care • Jobs, training and volunteering • Parking and permits • Planning and building • Schools and education • Sports and leisure
Right to free elections	<p>Public authorities must support the right to free expression by holding free elections at reasonable intervals. These elections must enable anyone to vote in secret.</p>	<ul style="list-style-type: none"> • Births, deaths and marriages • People and communities

Freedom of thought, conscience and belief	<p>This may include the right to change religion or beliefs, the right to put one's thoughts and beliefs into action, for example by exercising the right to wear religious clothing, the right to talk about one's own beliefs or take part in religious worship. Public authorities cannot stop anyone from practising their religion, without very good reason.</p> <p>This right protects a wide range of non-religious beliefs including atheism, agnosticism, veganism and pacifism.</p> <p>This includes the right to express views aloud (for example through public protest and demonstrations) or through published articles, books or leaflets, television or radio broadcasting, works of art, the internet and social media. It further protects the right to receive information from other people by, for example, being part of an audience or reading a magazine.</p>	<ul style="list-style-type: none"> • Business • Schools and education
Freedom of expression	<p>This includes the right to express views aloud (for example through public protest and demonstrations) or through published articles, books or leaflets, television or radio broadcasting, works of art, the internet and social media. It further protects the right to receive information from other people by, for example, being part of an audience or reading a magazine.</p>	<ul style="list-style-type: none"> • Business • Environment and animals • People and communities • Schools and education • Sports and leisure
Freedom of assembly and association	<p>This encompasses the right to form and be part of a trade union, a political party or any another association or voluntary group. Nobody has the right to force anyone to join a protest, trade union, political party or another association.</p>	<ul style="list-style-type: none"> • Environment and animals • Jobs, training and volunteering • People and communities • Travel and transport • Streets, roads and pavements

Right to education	<p>This right protects one’s right to an effective education within the UK's existing educational institutions. It relates to primary, secondary, and higher education. Parents have a right to ensure that their religious and philosophical beliefs are respected during their children’s education.</p>	<ul style="list-style-type: none"> • Children and families • Environment and animals • Jobs, training and volunteering • People and communities • Schools and education • Sports and leisure
Right to housing	<p>Adequate housing must provide more than four walls and a roof. For housing to be adequate, it must, at a minimum, meet the following criteria:</p> <p>Security of tenure, that is legal protection against forced evictions, harassment and other threats; availability of services, materials, facilities and infrastructure; affordability, which means that housing is not adequate if its cost threatens or compromises the occupants’ enjoyment of other human rights; Habitability, which relates to physical safety or adequate space, as well as protection against the cold, damp, heat, rain, wind, other threats to health and structural hazards; accessibility, in that it must accommodate the specific needs of disadvantaged and marginalised groups; location, which means that it must not be cut off from employment opportunities, health-care services, schools, childcare centres and other social facilities, or it must not be located in polluted or dangerous areas; cultural adequacy, which means that it must respect and take into account the expression of cultural identity.</p>	<ul style="list-style-type: none"> • Benefits and money • Housing • People and communities • Planning and building • Waste and recycling



People Scrutiny Committee

24 June 2026

Report of the Head of Democratic Services

People Scrutiny Committee Work Programme

Summary

1. This report presents the Committee's draft work programme for the municipal year 2026/27 at Annex A for Members' consideration.
2. Since the last meeting of the Committee, the Adult Social Care Finance Joint Task and Finish Group has agreed a remit, included at Annex B for Members' information. The Corporate Scrutiny Committee is the 'parent' committee for this Group.

Background and Approach

3. The Committee sets its own programme of work, with input from Executive Members, officers and residents. A draft work programme is set at the start of the municipal year and, as a live document, is a standing item for consideration at each meeting.
4. The Committee's work programme should not be considered a fixed, rigid schedule, but instead can be adapted to reflect any new and emerging issues throughout the municipal year, and any timetabling issues that might occur from time to time.
5. In agreeing its work programme, the Committee should consider the resources, remit and powers available to it whilst also prioritising those areas of scrutiny which would be of most value. The role and remit of the Committee is set out fully in Article 8 of the Council's Constitution.
6. In considering any developments and/or modifications to the work programme, effort should be made to:
 - Avoid unnecessary duplication, including any existing groups already monitoring a particular issue.
 - Ensure any review work has clarity and focus of purpose, will add value, and can be delivered within an agreed timeframe.

- Consider available resources and relevant timeframes, bearing in mind the Committee’s workload and the type of scrutiny activity.
- Build in sufficient flexibility to enable consideration of any urgent matters that may arise during the municipal year, noting that items can be carried over to the following municipal year if required.

Implications and Risk Management

7. There are no direct implications or risks arising from this report; any relevant implications and risks will be identified in the cover report for each agenda item.

Recommendations

8. Members are asked:
- i. To consider and agree the Committee’s draft work programme for the 2026/27 municipal year.

Reason: To ensure that the Committee maintains an appropriate programme of work.

Contact Details

Author:

James Parker
Scrutiny Officer
Democratic Services
james.parker@york.gov.uk

Chief Officer Responsible for the report:

Julie Gallagher
Head of Democratic Services
julie.gallagher@york.gov.uk

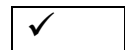
**Report
Approved**



Date 16 June 2026

Wards Affected:

All



For further information please contact the author of the report.

Background Papers

City of York Council Constitution, Article 8: Scrutiny,
<https://democracy.york.gov.uk/documents/s185896/08%20-%20Article%208%20-%20Scrutiny.pdf>

Annexes:

Annex A – People Scrutiny Committee Draft Work Programme, 2026-27
Annex B – Adult Social Care Finance Joint Task and Finish Group Remit

ANNEX A People Scrutiny Committee Draft Work Programme 2026/27

Reviewed June 2026

Committee Meetings

Item	Lead Officer / Executive Member	Notes
24 June 2026 (additional meeting)		
Allocations Policy	Pauline Stuchfield, Katherine Proctor / Cllr Pavlovic	Pre-decision scrutiny
Preparing for Adulthood (PfA) Strategy	Martin Kelly, Karoline Silcock / Cllr Webb	Pre-decision scrutiny
8 July 2026		
Community Safety Strategy 2026-29	Pauline Stuchfield, Tanya Lyon / Cllr Pavlovic	Pre-decision scrutiny
Housing Landlords Annual Report	Pauline Stuchfield, Katherine Proctor / Cllr Pavlovic	Pre-decision scrutiny
Homelessness and Rough Sleeping Strategy	Pauline Stuchfield, Denis Southall / Cllr Pavlovic	Pre-decision scrutiny
Housing Repairs Task and Finish Group Remit	Julie Gallagher	Task and Finish report
8 September 2026		
York Learning Strategic Plan Performance	Angela Padfield / Cllr Webb	Annual update

ANNEX A People Scrutiny Committee Draft Work Programme 2026/27

Reviewed June 2026

Item	Lead Officer / Executive Member	Notes
Food Insecurity Task and Finish Group Draft Report		Task and Finish report
18 November 2026		
TBC		
20 January 2027		
Adult Social Care CQC action plan update		Update against action plan; follows item in March 2026. <i>Suggested to keep to single-item meeting if possible.</i>
10 March 2027		
TBC		

Potential or unallocated topics

Item	Lead Officer / Executive Member	Notes
Finance and Performance Quarterly Reports	Debbie Mitchell, Ian Cunningham / Cllr Lomas	Regular quarterly briefing to be shared with members via e-mail.
Urgent Care Update	Peter Roderick / Cllr Steels-Walshaw/ ICB colleagues	Follows update to former Health, Housing and Adult Social Care Scrutiny Committee (HHASC) in November 2024. Suggested for a briefing <u>during 2026/27</u> .

ANNEX A People Scrutiny Committee Draft Work Programme 2026/27

Reviewed June 2026

Item	Lead Officer / Executive Member	Notes
Trauma Informed City Council Motion – possible wider discussion	Peter Roderick / Cllr Steels-Walshaw	Follows March 2024 Council Motion and update from TEVV at HHASC in May 2025; suggested for a briefing <u>during 2026-27</u> .
Dentistry Provision Update	Peter Roderick / Cllr Steels-Walshaw / ICB colleagues	Suggested for a briefing in <u>late 2026</u> ; follows reports to HHASC in December 2023 and April 2025.
Gardening Assistance	Pauline Stuchfield / Cllr Pavlovic	Originated June 2025 People Scrutiny discussion; suggested for briefing on assistance offered and closure of list.
Neighbourhood Policing Review	Pauline Stuchfield / Cllr Pavlovic	Originated with former Children, Communities and Culture Scrutiny Committee (CCC); suggested for committee report.
Dignity in Retirement Council Motion	Debbie Mitchell / Cllr Lomas	Follows September 2024 Council Motion.
Adult Social Care Market Position Statement	Sara Storey / Cllr Steels-Walshaw	Possible pre-decision scrutiny item?
Supported Employment	Sara Storey / YNYCA colleagues	Possible briefing item; information about York and North Yorkshire Combined Authority (YNYCA) work in this area circulated to committee Members by email.

Agreed Task and Finish Groups (TFGs)

Topic	Membership	Notes
Food Insecurity TFG	Cllrs Nelson, Knight	Originated with former CCC Scrutiny Committee, following Council resolution 20/07/2023: 'Request that the council's scrutiny function undertakes a review of community food growing opportunities and makes recommendations to Executive

ANNEX A People Scrutiny Committee Draft Work Programme 2026/27

Reviewed June 2026

<p>Date for consideration of draft report: July 2026 TBC</p>		<p>to expand these opportunities, including considering the prospects for expanding an Edible York project in Tang Hall to other parts of the city to bring more underused gardens into use for food growing’.</p>
<p>Welfare Benefit Changes TFG</p> <p>Date for consideration of draft report TBC.</p>	<p>Cllrs Fenton (Chair), Burton, Coles, Runciman, Steward</p>	<p>Originated with Corporate Scrutiny Committee (CSC), following Council resolution 27/03/2025; full details at https://democracy.york.gov.uk/documents/s183012/Annex%20A%20Task%20and%20Finish%20Proposal%20v0.3.pdf</p>
<p>Adult Social Care Financial Challenges Joint TFG</p> <p>Date for consideration of draft report TBC.</p>	<p>Cllrs Ayre, Burton, Moroney, Nicholls, Runciman</p>	<p>Joint TFG with Corporate Scrutiny Committee, which is ‘parent’ committee. Established following recommendation from Budget and Medium-Term Financial Strategy TFG; full details at https://democracy.york.gov.uk/documents/s187596/Item%207%20-%20Report%20of%20the%20Budget%20and%20Medium%20Term%20Financial%20Strategy%20Task%20and%20Finish%20Group%20-%20Annex%20A.pdf</p> <p>Scoping meeting held April 2026.</p>
<p>Housing Repairs TFG</p> <p>Date for consideration of draft report TBC.</p>	<p>Cllrs Waller, Mason, Perrett, Rose, Steward</p>	<p>Originated with People Scrutiny discussion June 2025. Scoping meeting held and membership agreed April 2026. Agreed remit to be reported to Committee in July 2026.</p>

ANNEX A People Scrutiny Committee Draft Work Programme 2026/27

Reviewed June 2026

Possible Task and Finish Groups (TFGs)

Topic	Origin	Notes
Home Care Commissioning	Former HHASC Scrutiny Committee	Aims and objectives were agreed by HHASC in March 2024 but no further action taken. Membership was Cllrs Myers, Vassie and Baxter. <i>Suggested that re-commissioning comes for pre-decision scrutiny, late 2027.</i>
Review and development of working arrangements with York Youth Council	People Scrutiny, June 2025	Discussed at People Scrutiny Committee in June 2025; some interest expressed but no further action taken.

Scrutiny Member Briefings

Topic	Committee	Lead Officer / Executive Member	Notes
30 June 2026			
Integrated Care Board (ICB) Changes	People Scrutiny Committee	Peter Roderick / Cllr Steels-Walshaw	Initial briefing on structural changes; to be followed by briefing on implementation phase at an appropriate point.
29 September 2026			
TBC			
22 October 2026			
TBC			
3 December 2026			
TBC			

ANNEX A People Scrutiny Committee Draft Work Programme 2026/27

Reviewed June 2026

3 February 2027			
TBC			

ANNEX B

City of York Council Task and Finish Group Remit

May 2026

Corporate Scrutiny Committee (and People Scrutiny Committee)

Adult Social Care Financial Challenges Joint Task and Finish Group

Members: Cllrs Nicholls (Chair), Burton (Vice-Chair), Ayre, Moroney and Runciman

1. Summary and Rationale

The final report of the Budget and Medium-Term Financial Strategy Task and Finish Group, as agreed by the Corporate Scrutiny Committee in January 2026 and endorsed by Executive in March 2026, recommended the establishment of a standing Joint Task and Finish Group of the Corporate and People Scrutiny Committees to review the financial challenges within Adult Social Care on a regular basis. The Group's report noted that approximately 40% of the Council's budget is spent on Adult Services and that cost pressures on this service area continue to rise, while the Council remained one of the lowest funded local authorities and health economies in the country.

The Joint Task and Finish Group has now held an initial meeting, and in consultation with relevant officers and Executive Members has agreed the approach outlined below.

2. Aims and Objectives

The Group's work will focus on three main areas:

- i. Gaining a detailed understanding of the pressures on the Adult Social Care budget (e.g. demographic change etc).
- ii. Exploring possible options/scope to address and reduce those pressures.
- iii. Exploring how the budget is monitored and opportunities to improve this.

The Group will focus on finances rather than on quality and improvement of services as these issues will be scrutinised elsewhere (e.g. through updates to People Scrutiny Committee around improvement plan following CQC inspection).

ANNEX B

3. Methods

Desk-based work and consultations with relevant officers and Executive Members. The next meeting of the Group will be a longer evidence-gathering session (focusing on how the budget is built, cost pressures, and benchmarking) to equip Members with necessary information and help identify further areas for investigation.

4. Impact on Resources

The main impact on resources will be officer time, in particular, consultation with the Corporate Director of Adult Social Care and Integration, the Director/Assistant Director of Finance, and the Finance Manager for Adult Services.

The review is timely, relevant, and of public interest given ongoing financial challenges within Adult Social Care locally and nationally, and will complement the ongoing work of the Budget and MTFS Task and Finish Group across other aspects of the Council's budget.

5. Proposed Timescale

It is proposed to present a draft report and recommendations to either the scheduled meeting of the Corporate Scrutiny Committee (as lead 'parent' committee) on 9 November 2026, or 18 January 2027. Arrangements will be made to ensure appropriate reporting back to the nearest meeting of the People Scrutiny Committee (either 18 November 2026 or 20 January 2027).

Should the Group have any recommendations to make in respect of the current budget cycle, for these to be considered by the scheduled Budget Executive meeting in January 2027, at the very latest a report would need to be considered by the Corporate Scrutiny Committee at its scheduled meeting on 18 January 2027. Papers for this meeting will be published on 8 January 2027.