



Notice of meeting of

Social Inclusion Working Group

To: Councillors Jamieson-Ball (Chair), Cuthbertson (Vice-Chair), Fairclough, Sue Galloway, King, Potter and Scott

Date: Wednesday, 20 September 2006

Time: 6.00 pm

Venue: The Guildhall

AGENDA

Please note that this meeting will take place at the Guildhall because no rooms are available at the Priory Street Centre on the relevant date.

The formal part of this meeting will begin at 7:00 pm and will be preceded by an informal discussion on Improving the Diversity of the Council's Workforce (agenda item 5 refers), commencing at 6:00 pm.

1. Declarations of Interest

At this point Members are asked to declare any personal or prejudicial interests they may have in the business on this agenda.

2. Minutes

(Pages 1 - 10)

To approve and sign the minutes of the meeting held on 26 July 2006. An "easy read" version of these minutes, as discussed at the last meeting, is also attached for Members' consideration.

3. Public Participation

At this point in the meeting members of the public who have registered their wish to speak regarding an item on the agenda or an issue within the Panel's remit can do so. Anyone who wishes to register or requires further information is requested to contact the Democracy Officer on the contact details listed at the foot of this agenda. The deadline for registering is **Tuesday, 19 September at 10:00 am.**

4. Provision of Adult Changing Places (Pages 11 - 14)

To receive a presentation from York People First on the provision of adult changing places and to consider a report which asks Members to consider what steps could be taken to support the development of places in York.

5. Improving the Diversity of the Council's Workforce (Pages 15 - 28)

To consider a report on the diversity of the City of York Council's workforce and to consider suggestions made at the informal discussion/brainstorming session held prior to the meeting.

6. Future Business for Discussion

To collate ideas for business for future meetings.

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

Democracy Officer:

Name: Rebecca Jarvis

Contact Details:

- Tel: (01904) 551027
- Email: Rebecca.Jarvis@york.gov.uk

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

- Registering to speak
- Business of the meeting
- Any special arrangements
- Copies of reports

Contact details are set out above.

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City of York Council

Committee Minutes

MEETING	SOCIAL INCLUSION WORKING GROUP
DATE	26 JULY 2006
PRESENT	COUNCILLORS JAMIESON-BALL (CHAIR), CUTHBERTSON (VICE-CHAIR), FAIRCLOUGH, KING, POTTER AND SCOTT
IN ATTENDANCE	JACK ARCHER (OLDER PEOPLE'S ASSEMBLY) PETER BLACKBURN (LGBT FORUM) LYNN JEFFRIES (DISABLED PEOPLE'S FORUM) SUE LISTER (OLDER PEOPLE'S ASSEMBLY) REV. PAUL WORDSWORTH (CHURCHES TOGETHER IN YORK)
APOLOGIES	COUNCILLOR SUE GALLOWAY

1. **DECLARATIONS OF INTEREST**

The Chair invited Members to declare at this point any personal or prejudicial interests they might have in the business on the agenda.

The following Members declared personal, non-prejudicial interests in the general business of the Working Group and asked that these be noted as standing declarations at each meeting of the Group:

- Cllr King – as a member of the Access Group
- Cllr Potter – as Older People's Champion
- Cllr Scott – as Young People's Champion

2. **PUBLIC PARTICIPATION**

It was reported that Sue Lister, of the York Older People's Assembly, had registered to speak at the meeting under the Council's Public Participation Scheme. She was invited by the Chair to participate in the general discussion at the meeting rather than confining her comments to Public Participation.

3. **DEVELOPING THE SOCIAL INCLUSION WORKING GROUP (SIWG)**

Members considered a report which provided an overview of the purpose of the Social Inclusion Working Group (SIWG) and its relationship to other bodies and invited them to discuss the way forward for effective development of the SIWG. The Chair invited all those representatives of community forums who were present at the meeting to participate in the discussion.

To assist the discussion, the Equalities Officer had produced a "Questions and Answers" document, providing information on the purpose and membership of the Group, the type of issues it would discuss and how it could involve community representatives. Members were advised that, as

a Working Group, their role was to advise the Executive. The Group had no powers to co-opt members or incur expenditure and must comply with the protocol on Councillor Working Groups (pages 369-371 of the Council's Constitution).

During their discussion, Members and representatives raised concerns about the gender and ethnicity balance of the Group. They were strongly in favour of appointing co-opted members, with voting rights, to the Group, although it was recognised that such appointments would have to be made by full Council. The opinion was expressed that if the Constitution did not enable non-statutory co-optees to have voting rights, then it should be revised. To ensure gender balance, there should be two co-optees from each representative group, even if this increased the membership to 20 or more. Meetings should be facilitated by dividing into small "breakout" groups for initial discussions. However, the results of these discussions must be reported back to the full meeting in order to comply with legal requirements for meetings and decisions to be transparent and publicly accessible. It was agreed that further information was needed before deciding which community groups should be invited to nominate representatives / co-optees on behalf of younger people.

RESOLVED: (i) That the Executive be advised that the Group wishes to co-opt two members to represent each of the following equality strands:

- Disability
- Ethnicity
- Older people
- Younger people
- Faith groups
- Sexual orientation.

(ii) That the Equalities Officer write to the following community groups inviting them to nominate representatives to attend future meetings of the Group, with a view to these representatives being appointed by Council as the co-opted members of the Group:

- The Disabled People's Forum (once it has been set up)
- The BME Citizens' Open Forum (ethnicity)
- The Older People's Assembly
- The LGBT Forum (sexual orientation)
- The Inter-Faith Forum (faith groups)

(iii) That the Equalities Officer report back to the Group with suggestions as to which organisations might best represent younger people.

(iv) That, until and unless the nominated representatives can be appointed by Council as co-opted voting members, the following voting procedures be applied:

a) When a proposal has been moved and seconded, the Chair will invite all Members and representatives present to

vote on the proposal, in order to gauge the views of the group as a whole;

b) Group Members will then vote on the proposal and take the decision.

(v) That a report be requested from the Head of Civic, Democratic and Legal Services on how co-opted members can be appointed and involved in the Group's work without breaching the Council's Constitution or legal requirements.

(vi) That the next meeting be preceded by an informal session during which Members and representatives can discuss matters on the agenda, without reaching any decisions, before providing feedback on their discussions to the formal meeting, where decisions will be taken, and that further consideration be given to ways in which the informality of future meetings can be increased, subject to the requirements of the Constitution.

(vii) That consideration be given to the venue for future meetings, which should be both accessible and capable of accommodating a large group of people, and to the format of the minutes, which should also be made as accessible as possible.

(viii) That future meetings of the Group begin at 6pm, subject to review in the light of the wishes of Members and community group representatives.

4. BUDGET

Members considered a report which invited them to consider how the budget allocated to social inclusion issues could most effectively be used.

The budget allocation was £7,240. It was suggested that this could be used to make meetings more accessible and inclusive, support engagement within the wider community, facilitate forum meetings or support initiatives prioritised by the Group. It was explained that, technically, the Group could not make budgetary decisions and the Equalities Officer had control of the budget allocation. However, his decisions would be guided by the Group's advice.

Members discussed the approach they should take to advising on the use of the budget and whether more funds were likely to be needed. It was agreed that a structured approach was needed and that it would not be appropriate to seek further funding until concrete proposals for spending the current allocation had been developed.

RESOLVED: (i) That the Group develop specific proposals, with defined outcomes, for spending the budget allocation.

(ii) That the Equalities Officer, when writing to community groups to invite their nominations, also invite them to bring

suggestions to the next meeting as to how the budget might be used to help them engage effectively in the Group's work.

5. FORWARD PLANNING

Members considered a report which suggested items for discussion at future meetings of the SIWG and invited them to agree a forward plan.

It was suggested that the Group might wish to discuss:

- The Centre for Inclusive Living Feasibility Study
- The Local Development Framework
- The Pride in Our Communities Equality Strategy Update and Review
- York's Changing Black and Minority Ethnic Population
- Inspection Report – Learning Disability Services
- Diversity in the City of York Council's Workforce
- York Central.

Members also considered standard items, to be included on the agenda for every meeting. It was noted that, in order to comply with legal and constitutional requirements on access to information, agenda items should normally be accompanied by written reports.

RESOLVED: (i) That the following items be included on the agenda for the next meeting of the Group, on 20 September 2006:

- **Diversity of the City of York Council's Workforce** – to receive the views and ideas of community representatives and, in the light of these, advise on actions to be included in the Council's Employment Equality Improvement Plans.
- **Voice and Influence Work** – to invite the Voice and Influence Co-ordinator from the Youth Service to attend and provide further information on the work being done to reach out to young people and how this can best link with the Social Inclusion Working Group.
- **Report of the Head of Civic, Democratic and Legal Services** – to explain how co-opted members can be appointed and involved in the Group's work without breaching the Council's Constitution or legal requirements.

(ii) That the following item be included on the agenda for a future meeting:

- **Centre for Integrated Living Feasibility Study** – to receive a presentation from Lynn Jeffries on the methodology and results of this study, consider the findings and advise on the next steps in the development of inclusive living services for disabled people.

(iii) That the following be included as standard items on every agenda:

- **Community Forum Reports and Feedback** – to receive notes or minutes from meetings of those community forums involved in the Group's work.
- **Forward Plan** – to agree items for future meetings of the Group (this should be the last item on the agenda).

C Jamieson-Ball, Chair

[The meeting started at 7.00 pm and finished at 9.15 pm].

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Social Inclusion Working Group

The meeting was held on Wednesday 26th July. It started at 7pm and finished at 9.15pm.

Who was at the meeting

There were six councillors at the meeting:

Picture	Councillor Ceredig Jamieson-Ball Ceredig chairs the meetings.	Picture	Councillor Charles Fairclough
Picture	Councillor Ian Cuthbertson	Picture	Councillor David Scott
Picture	Councillor Ken King	Picture	Councillor Ruth Potter

There were five representatives of community groups also at the meeting:

Picture	Jack Archer Older People's Assembly	Picture	Peter Blackburn LGBT Forum
Picture	Lynn Jeffries Disabled People's Forum	Picture	Sue Lister Older People's Assembly
Picture	Rev. Paul Wordsworth Churches Together In York		

One person said they were sorry that they couldn't come to the meeting:

Picture

Councillor
Sue Galloway

Developing The Social Inclusion Working Group

- The Disabled People's Forum (once it has been set up)
- The BME Citizens' Open Forum
- The Older People's Assembly
- The LGBT ForumThe Inter-Faith Forum

Budget

What we will talk about at future meetings

Centre for Inclusive Living Feasibility Study – A group of disabled people have been looking at services that help disabled people to live independently and asking if disabled people need any new services to help with this. This group of disabled people report on what it has found out.

Diversity of the City of York Council's Workforce – the council will report on how many women, disabled and black and minority ethnic people it employs and how many of these are in higher paid jobs. The Group will be able to suggest ways that the council can employ more people from these communities in the future.

Involvement of Young people – invite the Young People's Voice and Influence Officer to come and discuss with the Group how young people can be involved.

The Group agreed to discuss these issues at every meeting:

- **Community Forum Reports and Feedback** – the representatives from the community forums will be able to raise issues they discussed in their forum meetings.

- **Forward Plan** – to agree items for future meetings of the Group (this should be the last item on the agenda).

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Social Inclusion Working Group

20th September 2006

Report of the Head of Performance Improvement

Provision of Adult Changing Places

Summary

1. The provision of standard accessible toilets for disabled people have greatly increased the accessibility of town centres, transport and other services and facilities for disabled people however these standard accessible toilets are not sufficient for some disabled people who either need assistance to use the toilet or to have their continence pads changed. York People First will give a presentation about this issue and in particular the lack of any such facilities in most city centres in Britain, including York.

Background

2. A number of disability and other organisations have come together to launch a national campaign about the lack of adult changing places. These include: Mencap, PAMIS, Nottingham City Council, Dumfries and Galloway Council, the Department of Health Valuing People Team and the Scottish Executive Same as You Team.

Corporate Objectives

- Improve the health and lifestyles of the people who live in York, in particular among groups whose levels of health are the poorest
 - Improve the life chances of the most disadvantaged and disaffected children, young people and families in the city
3. Access to goods and services for many people can be dependent upon the provision of accessible toilets. Without these trips to the shops, to access services or leisure activities can be severely restricted. This has an impact upon people's life choices, opportunities and health.

Implications

4. The attached paper and presentation is for awareness and discussion purposes only.

Recommendations

5. Members of the group are invited to consider the attached paper and presentation and to consider what steps it could take support the development of adult changing places in York.

Reason: To update Members on steps that could be taken to support the development of adult changing places in York.

Contact Details

Author:
Julian Horsler
Equalities Officer
Chief Executives
551704

Chief Officer Responsible for the report:
Colin Mockler
Head of Performance Improvement

Report Approved

Date *12th Sept 2006*

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

All

For further information please contact the author of the report

Annex

Annex 1 – Changing Places – Changing Lives



Changing places - changing lives

Sometimes you just need to change one thing to open up a world of possibility. The public buildings that most of us take for granted - stations, hospitals, shops, cinemas and museums - are only accessible to us because they offer the most basic facilities. Like toilets...

Standard accessible toilets meet the needs of many disabled people - but not all. Thousands of people with profound and multiple learning disabilities need 'Changing Places' toilets. Without these facilities carers are often forced to change family members on a dirty toilet floor with little or no privacy. The other alternative is to limit outings to a couple of hours or to not go out at all.

Changing Places toilets are equipped rooms which allow people to use the toilet with assistance or have their continence pads changed. They include an adult-sized height adjustable changing bench, a hoist, a toilet with space either side for a carer and plenty of space.

Currently, there are almost no public Changing Places toilets in the UK. This means that thousands of people with profound and multiple learning disabilities and their families and carers cannot get out and about and enjoy life in the community. This issue also impacts on other people. For example, some people who have had a severe stroke or acquired head injuries as well as some frail and elderly people.

On 19 July 2006, the Changing Places Consortium launched a national campaign for Changing Places toilets. We want Changing Places toilets to be installed in all big public places, including city centres, shopping centres, arts venues, hospitals, motorway service stations, leisure complexes, large railway stations and airports. Changing Places toilets should be provided in addition to standard accessible toilets.

The Changing Places Consortium members are Mencap, PAMIS, Nottingham City Council, Dumfries and Galloway Council, the Department of Health Valuing People Team and the Scottish Executive Same as You Team.

The Changing Places Consortium has launched a campaign on behalf of the thousands of people with profound and multiple learning disabilities and their carers, and the many other disabled people who cannot use standard accessible toilets.

They need Changing Places toilets. These are toilets with enough space for disabled people and their carers, and the right equipment, including a height adjustable changing bench and a hoist.

There are almost no public Changing Places toilets in the UK. Providing these toilets in public places would make a dramatic difference to the lives of thousands of people who desperately need these facilities. Sometimes you just need to change one thing to open up a world of possibility. The time for change is **Now!**



Social Inclusion Working Group

20th September 2006

Report of the Head of Performance Improvement

Improving the Diversity of the Council's Workforce

Summary

1. The attached paper and annexes describe the diversity of City of York Council's workforce. It looks at the proportion of the workforce that are from Black and Minority Ethnic backgrounds, that are disabled and that are men and women and compares this with the local population. The paper explains some of the actions that the council has already agreed to take to improve the diversity of the workforce. Members of the group are asked to comment on these and suggest other actions.

Background

2. The council is required by law (the Race Relations Amendment Act 2000 and the Disability Discrimination Act 2005) to monitor the equality profile of its workforce. It is also an important element of the Equality Standard for Local Government, of which the council has so far achieved level two and is currently working towards level three (out of five).

Corporate Objectives

- Improve our focus on the needs of customers and residents in designing and providing services
 - Increase people's skills and knowledge to improve future employment prospects
3. By improving the diversity of the council's workforce our staff as a whole will have a better understanding and awareness of the needs of a diverse community. The Council as a large employer has an important role to play in ensuring that employment and training opportunities are equally available to all, regardless of their ethnicity, gender or disability.

Implications

4. The attached paper is a work in progress for which the views of the group are sought. Hence there are no financial, legal or Human Resources implications

for this report at this stage. These implications will be assessed however before the final proposals for increasing workforce diversity are agreed.

Recommendations

5. Members of the group are invited to consider the workforce profile, comment on the actions identified for improving workforce diversity and suggest other actions that could be effective.

Reason: To update Members on the diversity of the council's workforce and arising from these to consider actions to be included in the Council's Employment Equality Improvement Plans.

Contact Details

Author:
Julian Horsler
Equalities Officer
Chief Executives
551704

Chief Officer Responsible for the report:
Colin Mockler
Head of Performance Improvement

Report Approved Date 12th Sept 2006

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

All

For further information please contact the author of the report

Annexes

Annex 1 – Ethnicity – Staff Profile
Annex 2 – Disability – Staff Profile
Annex 3 – Gender – Staff Profile
Annex 4 – Ethnicity – Pay Profile
Annex 5 – Disability – Pay Profile
Annex 6 – Gender – Pay Profile

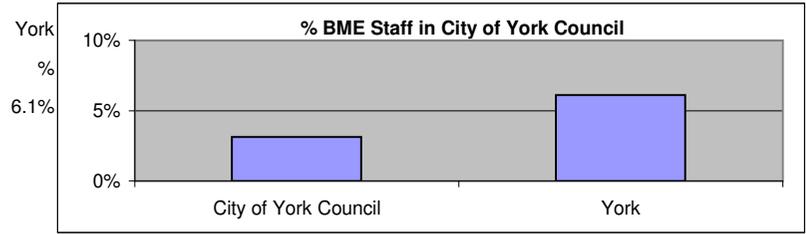
ETHNICITY

Date: 31/03/06

Staff Profile

YORK

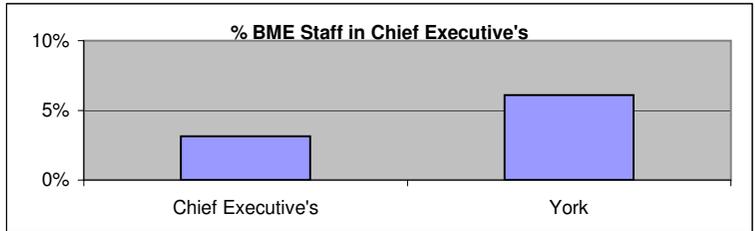
City of York Council		
	Number	%
Black and Minority Ethnic Staff	226	3.1%
White UK staff	6974	96.9%
Total known	7200	100.0%
Not Known	363	4.8%



Key Issue:
The council does not employ enough BME staff. This is true for all directorates although some have significantly higher rates of employing BME groups than others.

Key Action:
Targetted promotion of CYC as employer and specific jobs (especially recruitment pool) to BME communities at York. This could include posters in shop windows in areas of high BME population, promotional stall at multi-cultural events,

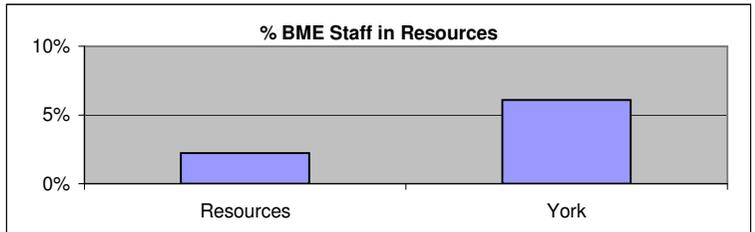
Chief Executive's		
	Number	%
Black and Minority Ethnic Staff	6	3.1%
White UK staff	185	96.9%
Total known	191	100.0%
Not Known	3	1.5%



Key Issue:
Chief Executive's does not employ enough BME staff.

Key Action:
Chief Executive's will offer "positive action" student and training placements to school , FE and HE students each year.

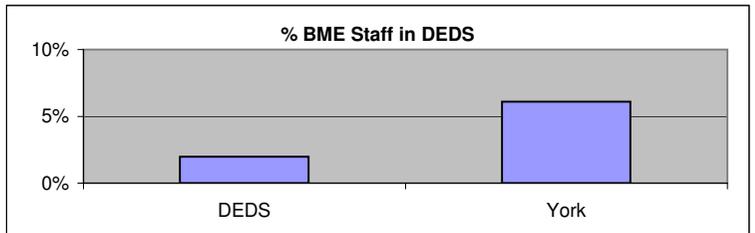
Resources		
	All posts	Top 5%
Total BME Staff	8	2.2%
White UK staff	353	97.8%
Total known	361	100.0%
Not Known	1	0.3%



Key Issue:
Resources does not employ enough BME staff.

Key Action:
Work with HR to identify actions to address under-representation (including positive action training, targetted recruitment, Workstep, and work experience). Use Equalities database to provide better understanding of workforce and

DEDS		
	All posts	Top 5%
Total BME Staff	10	2.0%
White UK staff	494	98.0%
Total known	504	100.0%
Not Known	1	0.2%

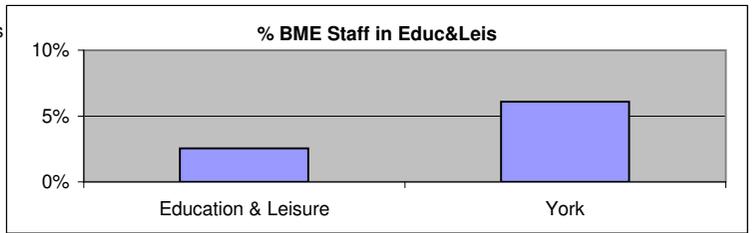


Key Issue:
DEDS does not employ enough BME staff. The pattern is not even across the directorate, with some divisions having no BME staff at all.

Key Action:
DEDS will identify vacancies and positive action training placements that could be proactively advertised to BME communities in York

Education & Leisure		
	All posts	Top 5%
Total BME Staff	98	2.5%
White UK staff	3749	97.5%
Total known	3847	100.0%
Not Known	340	8.1%

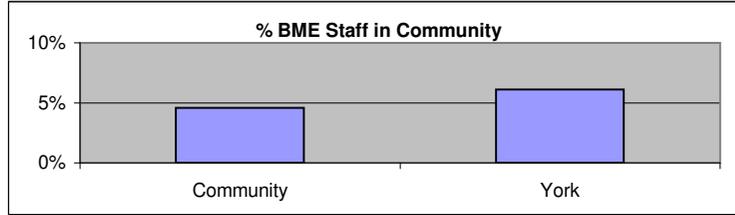
incl schools



Key Issue:
Education and Leisure does not employ enough BME staff. This is particularly a problem in schools.

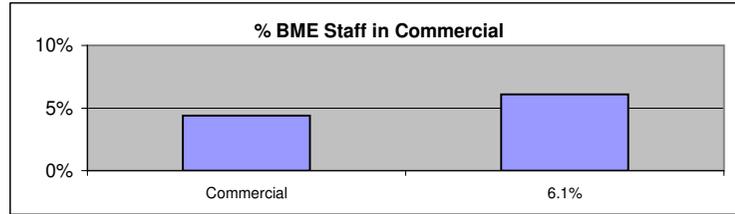
Key Action:
Raise awareness of schools about what the statistics are showing us about BME staff and seeking ways in which we can encourage more applications.

Community		
	All posts	Top 5%
Total BME Staff	69	4.6%
White UK staff	1434	95.4%
Total known	1503	100.0%
Not Known	13	0.9%



Key Issue:
Community services do not employ enough BME staff (although better than the Council as a whole).
Key Action:

Commercial		
	All posts	Top 5%
Total BME Staff	35	4.4%
White UK staff	762	95.6%
Total known	797	100.0%
Not Known	5	0.6%



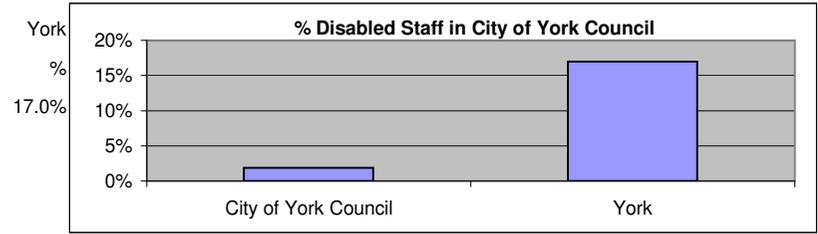
Key Issue:
Commercial services do not employ enough BME staff (although better than the Council as a whole).
Key Action:

DISABILITY

Date: 31/03/06

Staff Profile

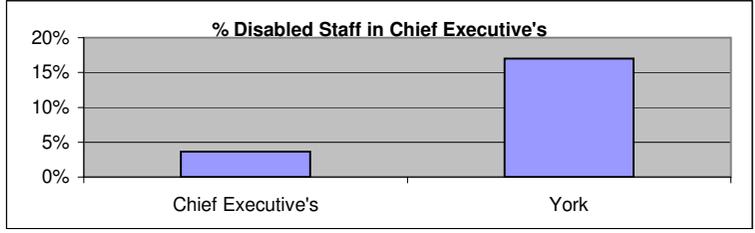
City of York Council		
	Number	%
Disabled Staff	139	1.9%
Non-Disabled Staff	7183	98.1%
Total known	7322	100.0%
Not Known	241	3.2%



Key Issue:
The council does not employ enough disabled staff and the number is falling. The percentage of staff who are disabled varies greatly between directorates.

Key Action:
Review attendance management procedures and assess their impact upon disabled and older staff. Ensure they meet requirements of equality legislation and best practice.

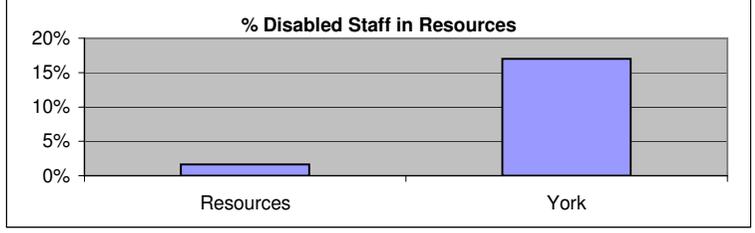
Chief Executive's		
	Number	%
Disabled Staff	7	3.7%
Non-Disabled Staff	184	96.3%
Total known	191	100.0%
Not Known	3	1.5%



Key Issue:
Chief Executive's does not employ enough disabled staff. Data also suggests that disabled staff are not successful in interviews for jobs with the directorate.

Key Action:
To investigate the reasons why disabled people are unsuccessful when applying for posts within the directorate and to address any institutional or prejudicial barriers that may be identified.

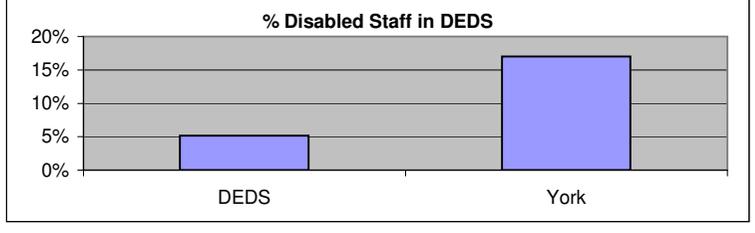
Resources		
	All posts	Top 5%
Total Disabled Staff	6	1.7%
Non-Disabled Staff	356	98.3%
Total known	362	100.0%
Not Known	0	0.0%



Key Issue:
Resources does not employ enough disabled staff.

Key Action:
Work with HR to identify actions to address under-representation (including positive action training, targeted recruitment, Workstep, and work experience). Use Equalities database to provide better understanding of workforce

DEDS		
	All posts	Top 5%
Total Disabled Staff	26	5.2%
Non-Disabled Staff	478	94.8%
Total known	504	100.0%
Not Known	1	0.2%

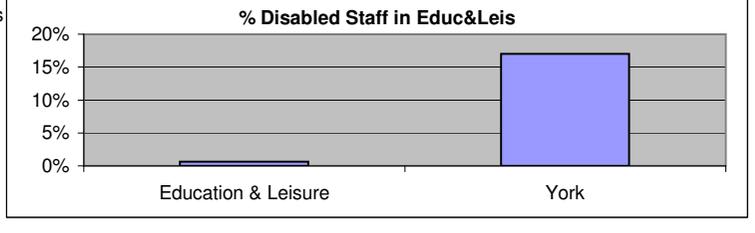


Key Issue:
DEDS does not employ enough disabled staff.

Key Action:
Identify vacancies and positive action training placements that can be proactively advertised to disabled people in York.

Education & Leisure		
	All posts	Top 5%
Total Disabled Staff	26	0.7%
Non-Disabled Staff	3936	99.3%
Total known	3962	100.0%
Not Known	225	5.4%

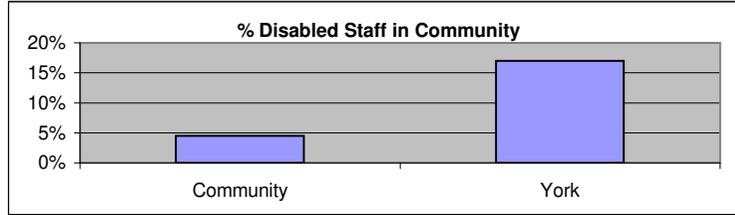
incl schools



Key Issue:
Education and Leisure does not employ enough disabled staff. This is a particular problem in schools.

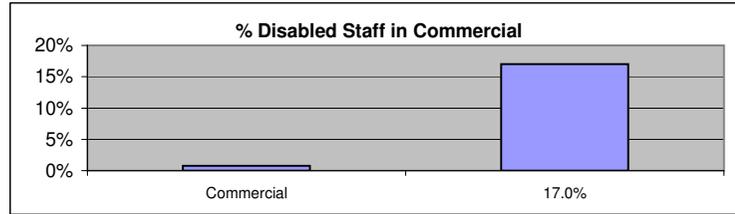
Key Action:
Develop plan to ensure that schools address under-representation of disabled people amongst their staff. This to cover implementation of council policy, advice on recruitment, adaptations at work, meeting the disability equality public duty.

Community		
	All posts	Top 5%
Total Disabled Staff	68	4.5%
Non-Disabled Staff	1433	95.5%
Total known	1501	100.0%
Not Known	12	0.8%



Key Issue:
Community services do not employ enough disabled staff.
Key Action:

Commercial		
	All posts	Top 5%
Total Disabled Staff	6	0.7%
Non-Disabled Staff	796	99.3%
Total known	802	100.0%
Not Known	0	0.0%



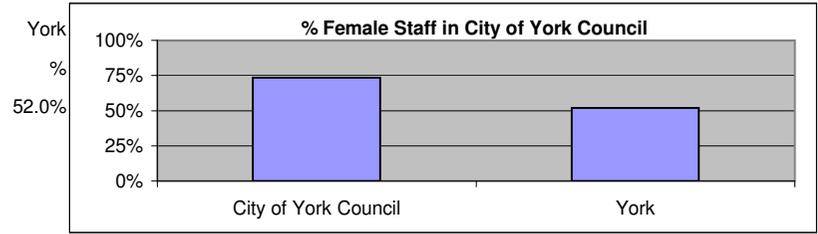
Key Issue:
Commercial Services do not employ enough disabled staff.
Key Action:

GENDER

Date: 31/03/06

Staff Profile

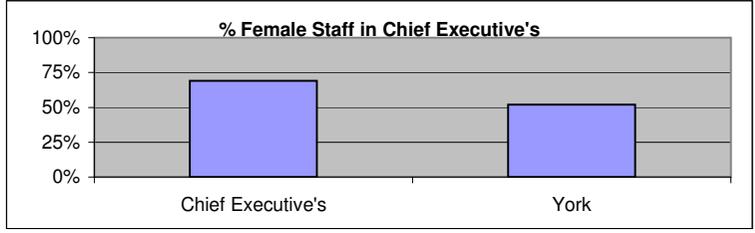
City of York Council		
	Number	%
Female	5552	73.4%
Male	2011	26.6%
Total known	7563	100.0%
Not Known	0	0.0%



Key Issue:
The council employs more women than men. Many types of jobs in the Council are either overwhelmingly men and some are overwhelmingly women due to gender-stereotyping of job roles.

Key Action:

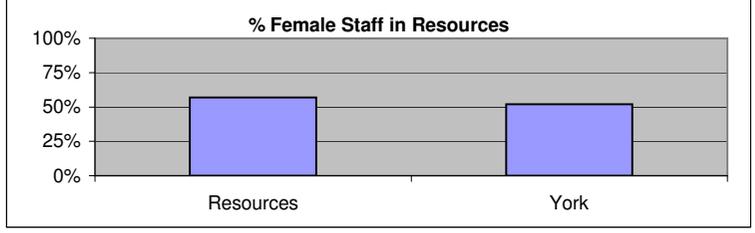
Chief Executive's		
	Number	%
Female	134	69.1%
Male	60	30.9%
Total known	194	100.0%
Not Known	0	0.0%



Key Issue:
Chief Executive's employ more women than men. This does not appear to be due to gender-stereotyping of job roles.

Key Action:

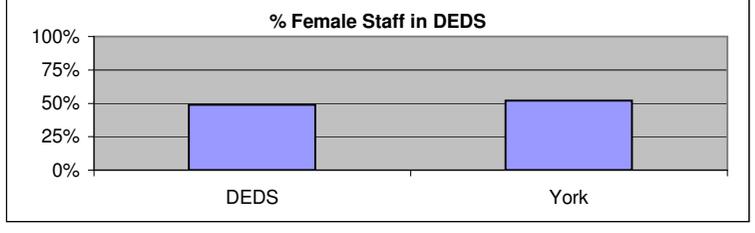
Resources		
	All posts	Top 5%
Total Female	206	57.0%
Total Male	155	43.1%
Total known	361	100.0%
Not Known	0	0.0%



Key Issue:
Resources employ more women than men.

Key Action:
Consider whether any gender imbalance in the workforce causes any specific problems in service delivery. Use Equalities database to provide better understanding of workforce and applicants.

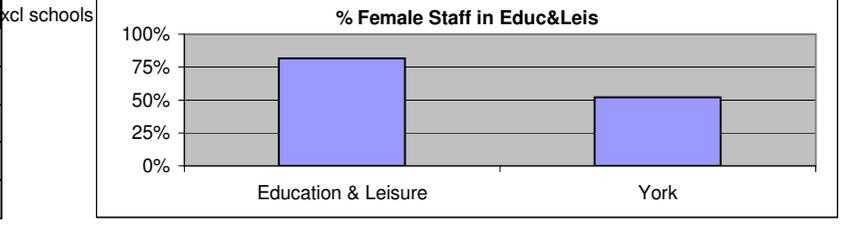
DEDS		
	All posts	Top 5%
Total Female	247	48.9%
Total Male	258	51.1%
Total known	505	100.0%
Not Known	0	0.0%



Key Issue:
As a whole DEDS has a good gender balance in its workforce. The pattern varies across the directorate - the most significant imbalances are in Economic Development (36% women) and Resource & Business Management (76% women).

Key Action:
Investigate why there are low numbers of women in City Development. Benchmark this with other local authorities and see if other LA's have managed to address under-representation. Report on findings.

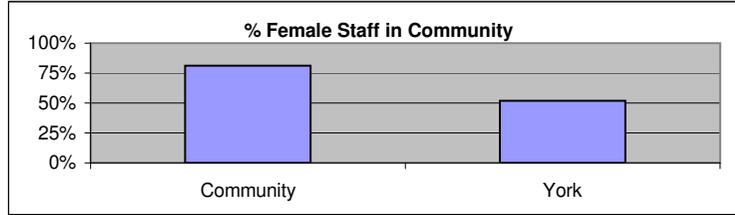
Education & Leisure		
	All posts	Top 5%
Total Female	3424	81.8%
Total Male	763	18.2%
Total known	4187	100.0%
Not Known	0	0.0%



Key Issue:
Education and Leisure employ more women than men.

Key Action:

Community		
	All posts	Top 5%
Total Female	1230	81.3%
Total Male	283	18.7%
Total known	1513	100.0%
Not Known	0	0.0%

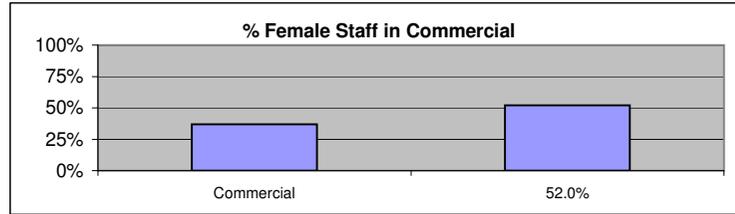


Key Issue:

Community Services employs more women than men. Many jobs in the directorate are traditionally associated with women. This can sometimes cause difficulties for male service users who need intimate personal care from a male

Key Action:

Commercial		
	All posts	Top 5%
Total Female	296	36.9%
Total Male	506	63.1%
Total known	802	100.0%
Not Known	0	0.0%



Key Issue:

Majority of work carried out by Commercial Services is often associated with men as it involves predominately heavy, manual workload which creates the imbalance.

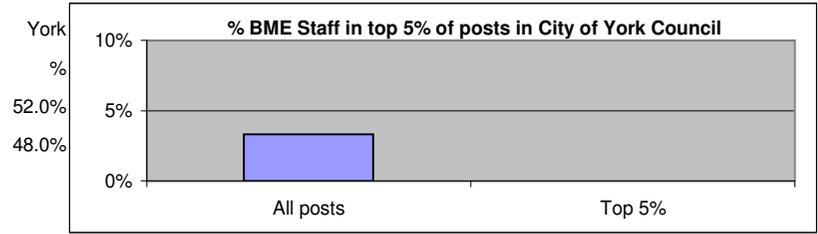
Key Action:

ETHNICITY

Date: 31/03/06

Pay Profile

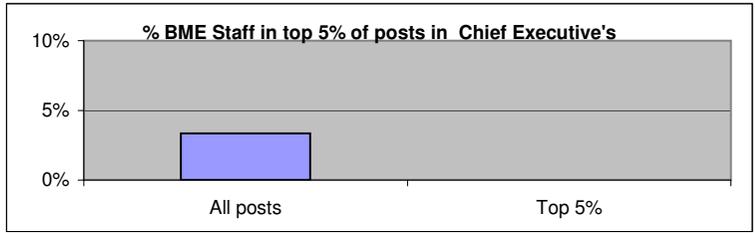
City of York Council		
	All posts	Top 5%
Black and Minority Ethnic Staff	3.3%	0.0%
White UK staff	96.7%	100.0%
Total	1	100.0%



Key Issue:
The Council does not employ enough BME staff in higher grade posts.

Key Action:
Explore options for positive action programme to increase the number of BME staff in professional positions within the authority. Develop plan and implement.

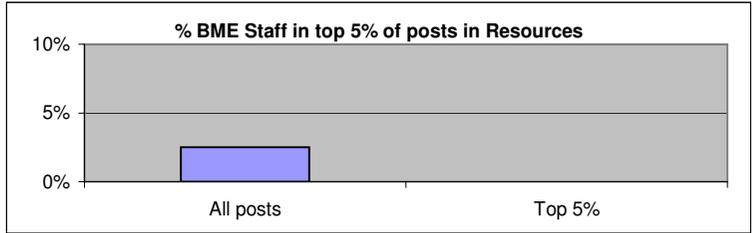
Chief Executive's		
	All posts	Top 5%
Black and Minority Ethnic Staff	3.4%	0.0%
White UK staff	96.7%	0.0%
Total	1	0.0%



Key Issue:
Chief Executives does not employ enough BME staff in higher grade posts.

Key Action:

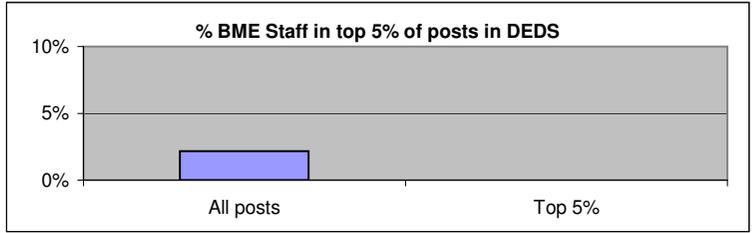
Resources		
	All posts	Top 5%
Total BME Staff	2.5%	0.0%
White UK staff	97.5%	0.0%
Total all staff	1	0.0%



Key Issue:
Resources does not employ enough BME staff in higher grade posts.

Key Action:
Work with HR to identify actions to address under-representation (including positive action training, targeted recruitment, Workstep, and work experience).

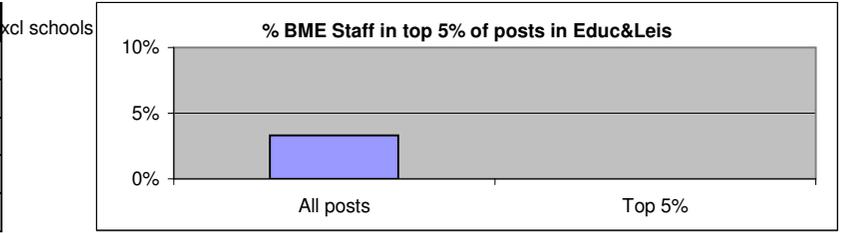
DEDS		
	All posts	Top 5%
Total BME Staff	2.2%	0.0%
White UK staff	97.8%	0.0%
Total all staff	1	0.0%



Key Issue:
DEDS does not employ enough BME staff in higher grade posts.

Key Action:

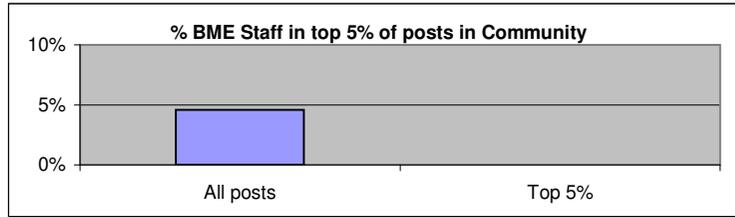
Education & Leisure		
	All posts	Top 5%
Total BME Staff	3.3%	0.0%
White UK staff	96.7%	0.0%
Total all staff	1	0.0%



Key Issue:
Education and Leisures does not employ enough BME staff in higher grade posts.

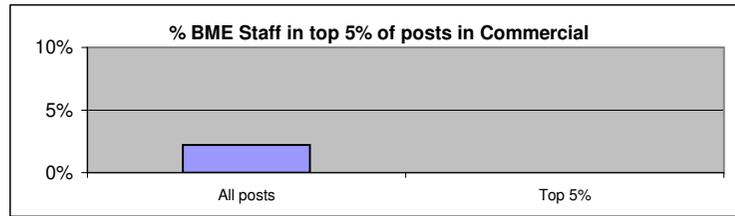
Key Action:

Community		
	All posts	Top 5%
Total BME Staff	4.6%	0.0%
White UK staff	95.4%	0.0%
Total all staff	1	0.0%



Key Issue:
Community Services does not employ enough BME staff in higher grade posts.
Key Action:

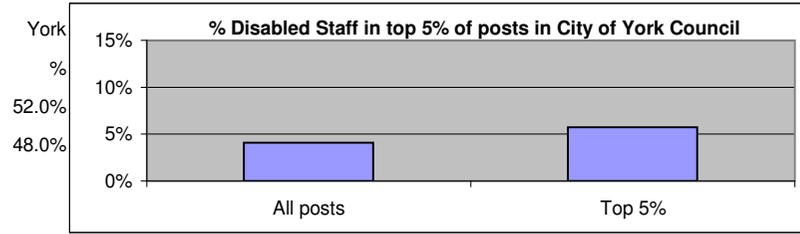
Commercial		
	All posts	Top 5%
Total BME Staff	2.2%	0.0%
White UK staff	97.8%	0.0%
Total all staff	1	0.0%



Key Issue:
Commercial Services does not employ enough BME staff in higher grade posts.
Key Action:

Pay Profile

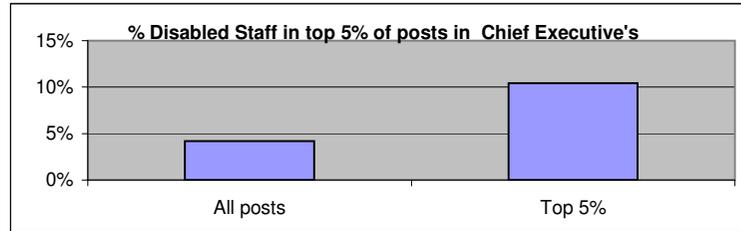
City of York Council		
	All posts	Top 5%
Disabled staff	4.1%	5.7%
Non-Disabled	95.9%	94.3%
Total	1	100.0%



Key Issue:
The council does not employ enough disabled staff in higher grade posts. However it employs more disabled staff in higher grades than it does in the council as a whole. This suggests that promotion is not a problem for disabled

Key Action:
No action.

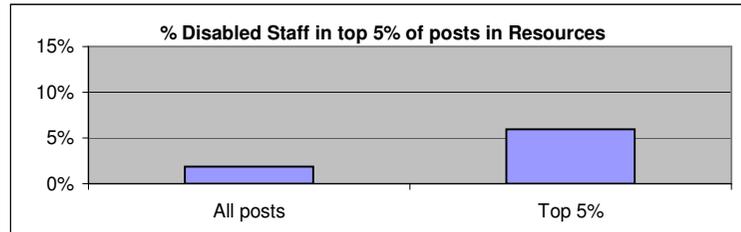
Chief Executive's		
	All posts	Top 5%
Disabled staff	4.2%	10.4%
Non-Disabled	95.8%	89.6%
Total	1	100.0%



Key Issue:
Chief Executive's employs more disabled staff in higher grade posts than it does in the council as a whole.

Key Action:
No action.

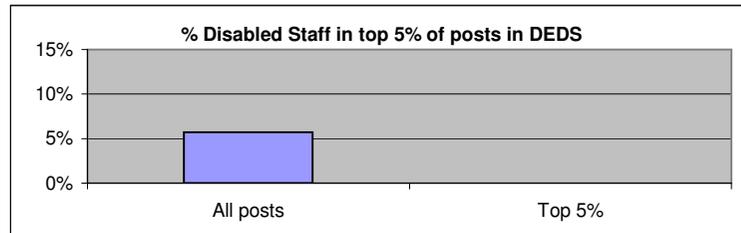
Resources		
	All posts	Top 5%
Disabled staff	1.9%	6.0%
Non-Disabled staff	98.1%	94.1%
Total all staff	1	100.0%



Key Issue:
Resources employs more disabled staff in higher grade posts than it does in the council as a whole.

Key Action:
Work with HR to identify actions to address under-representation (including positive action training, targeted recruitment, Workstep, and work experience).

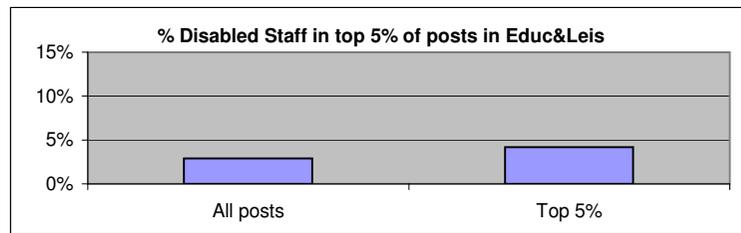
DEDS		
	All posts	Top 5%
Disabled staff	5.7%	0.0%
Non-Disabled staff	94.3%	100.0%
Total all staff	1	100.0%



Key Issue:
DEDS employs no disabled staff in higher grade posts.

Key Action:

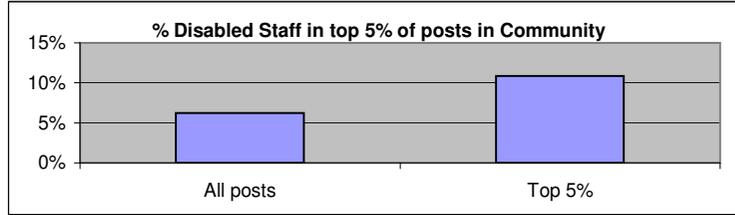
Education & Leisure		
	All posts	Top 5%
Disabled staff	2.9%	4.2%
Non-Disabled staff	97.1%	95.8%
Total all staff	1	100.0%



Key Issue:
Education and Leisure employs more disabled staff in higher grade posts than it does in the directorate as a whole.

Key Action:

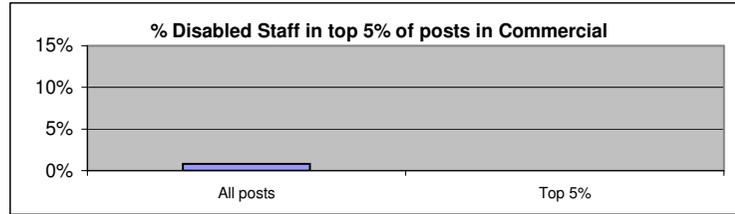
Community		
	All posts	Top 5%
Disabled staff	6.2%	10.9%
Non-Disabled staff	93.8%	89.2%
Total all staff	1	100.0%



Key Issue:
Community Services employs more disabled staff in higher grade posts than it does in the directorate as a whole.

Key Action:

Commercial		
	All posts	Top 5%
Disabled staff	0.8%	0.0%
Non-Disabled staff	99.2%	100.0%
Total all staff	1	100.0%

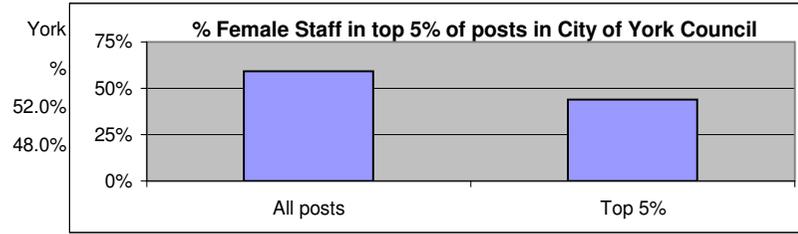


Key Issue:
Commercial Services employs no disabled staff in higher grade posts. However the very low number of disabled staff in the directorate as whole means that it is impossible to know if this is due to problems with promotion.

Key Action:

Pay Profile

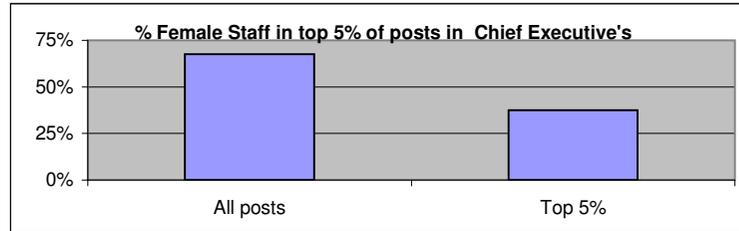
City of York Council		
	All posts	Top 5%
Female staff	59.2%	43.9%
Male staff	40.9%	56.1%
Total	1	100.0%



Key Issue:
Whilst the Council compares favourably to many other local authorities it still employs too few women in senior positions.

Key Action:
Investigate female staff's experience of barriers that prevents / holds back their career progression. Assess effectiveness of Yorkshire Accord (mentoring scheme) in supporting women in York.

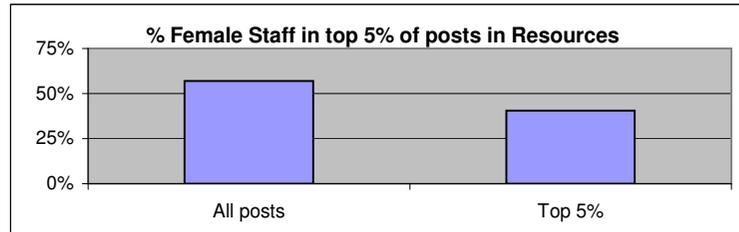
Chief Executive's		
	All posts	Top 5%
Female staff	67.6%	37.5%
Male staff	32.4%	62.5%
Total	1	100.0%



Key Issue:
Chief Executives employs too few women in higher grade posts.

Key Action:
To survey women in the directorate to ask about their experience and perception of institutional / prejudicial barriers.

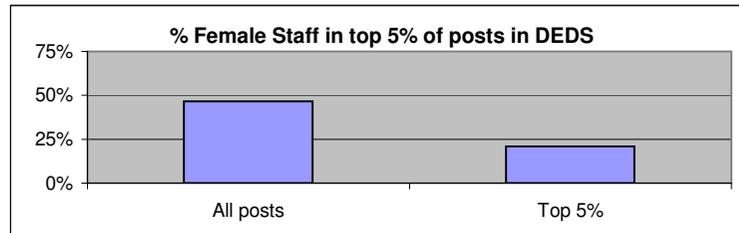
Resources		
	All posts	Top 5%
Female staff	57.0%	40.5%
Male staff	43.1%	59.5%
Total all staff	1	100.0%



Key Issue:
Resources employs too few women in higher grade posts.

Key Action:
Work with HR to identify actions to address under-representation (including positive action training, targeted recruitment, Workstep, and work experience).

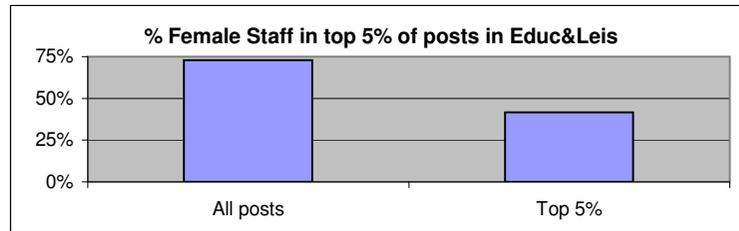
DEDS		
	All posts	Top 5%
Female staff	46.6%	20.8%
Male staff	53.4%	79.2%
Total all staff	1	100.0%



Key Issue:
DEDS employs too few women in higher grade posts, although this has shown significant improvement in recent years.

Key Action:

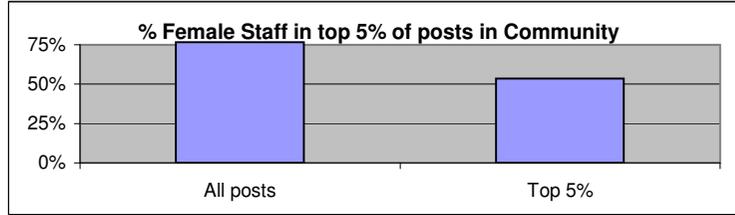
Education & Leisure		
	All posts	Top 5%
Female staff	73.0%	41.7%
Male staff	27.0%	58.3%
Total all staff	1	100.0%



Key Issue:
Education and Leisure employs too few women in higher grade posts.

Key Action:

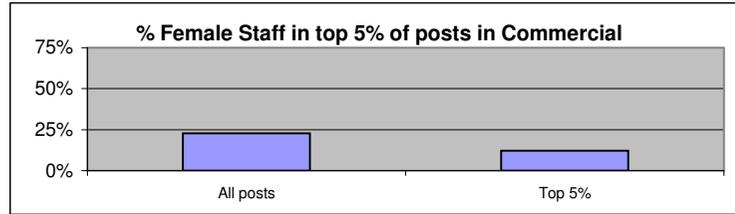
Community		
	All posts	Top 5%
Female staff	76.7%	53.5%
Male staff	23.3%	45.5%
Total all staff	1	99.0%



Key Issue:
The majority of senior posts are held by women in Community Services, however this is still below their representation in the workforce as a whole.

Key Action:

Commercial		
	All posts	Top 5%
Female staff	22.8%	12.1%
Male staff	77.2%	87.9%
Total all staff	1	100.0%



Key Issue:
Commercial Services employs too few women in higher grade posts.

Key Action: