



**Notice of meeting of
Social Inclusion Working Group**

To: Councillors Ayre (Chair), Aspden, Brooks, Crisp (Vice-Chair) and Gunnell

Non Voting Co-opted Members:

Sue Lister, York Older People's Assembly

Peter Blackburn, LGBT Forum

Sarah Fennell, LGBT Forum

Rita Sanderson, The BME Citizens' Open Forum (York Racial Equality Network)

Daryoush Mazloun, The BME Citizens' Open Forum (York Racial Equality Network)

Revd. Paul Wordsworth, Churches Together in York

John Bettridge, Mental Health Forum

David Brown, Access Group

Claire Newhouse, Higher York

Becca Cooper, York People First

Fiona Walker, Valuing People Partnership

Date: Wednesday, 17 February 2010

Time: 6.30 pm

Venue: Clementhorpe Room, Priory Street, York

AGENDA

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 and Matters Arising (Pages 3 - 48)

To approve and sign the minutes of the meetings of 2 December 2009 and 28 January 2010. An "easy read" version of these minutes is also attached.

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 Group'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 16 February 2010 at 5.00 pm.**

4. Council Workforce Strategy (Pages 49 - 52)

This report summarises key information about the City of York Council Workforce Strategy. SIWG are requested to offer feedback about diversity issues in the Plan.

5. Progress with the new Council Headquarters Project and related Equality Impact Assessments

This item provides an update on the Council's Accommodation Project.

6. Community Cohesion - Approach and Plans (Pages 53 - 56)

This report summarises the council's proposed approach to Community Cohesion. SIWG is requested to consider the approach and provide feedback about it.

7. Progress with More for York Equality Impact Assessments and Next Steps (Pages 57 - 60)

This report is for information. It outlines progress with More for York EIAs in 2009/10. During the meeting officers will talk about More for York future developments as these are being finalised currently.

8. SIWG Development Day (Pages 61 - 62)

This report informs SIWG members about the purpose and content of the next group Development Day.

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

Democracy Officer:

Name: Jayne Carr

Tel: (01904) 552030
jayne.carr@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 set out above.

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If you would, you will need to:

- register by contacting the Democracy Officer (whose name and contact details can be found on the agenda for the meeting) **no later than 5.00 pm** on the last working day before the meeting;
- ensure that what you want to say speak relates to an item of business on the agenda or an issue which the committee has power to consider (speak to the Democracy Officer for advice on this);
- find out about the rules for public speaking from the Democracy Officer.

A leaflet on public participation is available on the Council's website or from Democratic Services by telephoning York (01904) 551088

Further information about what's being discussed at this meeting

All the reports which Members will be considering are available for viewing online on the Council's website. Alternatively, copies of individual reports or the full agenda are available from Democratic Services. Contact the Democracy Officer whose name and contact details are given on the agenda for the meeting. **Please note a small charge may be made for full copies of the agenda requested to cover administration costs.**

Access Arrangements

We will make every effort to make the meeting accessible to you. The meeting will usually be held in a wheelchair accessible venue with an induction hearing loop. We can provide the agenda or reports in large print, electronically (computer disk or by email), in Braille or on audio tape. Some formats will take longer than others so please give as much notice as possible (at least 48 hours for Braille or audio tape).

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Every effort will also be made to make information available in another language, either by providing translated information or an interpreter providing sufficient advance notice is given. Telephone York (01904) 551550 for this service.

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Holding the Executive to Account

The majority of councillors are not appointed to the Executive (40 out of 47). Any 3 non-Executive councillors can 'call-in' an item of business from a published Executive (or Executive Member Decision Session) agenda. The Executive will still discuss the 'called in' business on the published date and will set out its views for consideration by a specially convened Scrutiny Management Committee (SMC). That SMC meeting will then make its recommendations to the next scheduled Executive meeting in the following week, where a final decision on the 'called-in' business will be made.

Scrutiny Committees

The purpose of all scrutiny and ad-hoc scrutiny committees appointed by the Council is to:

- Monitor the performance and effectiveness of services;
- Review existing policies and assist in the development of new ones, as necessary; and
- Monitor best value continuous service improvement plans

Who Gets Agenda and Reports for our Meetings?

- Councillors get copies of all agenda and reports for the committees to which they are appointed by the Council;
- Relevant Council Officers get copies of relevant agenda and reports for the committees which they report to;
- Public libraries get copies of **all** public agenda/reports.

City of York Council

Committee Minutes

| | |
|-----------|--|
| Meeting | Social Inclusion Working Group (SIWG) |
| Date | 2 December 2009 |
| Present | Councillors Ayre (Chair), Aspden, Brooks, Crisp (Vice-Chair) and Gunnell Non-Voting Co-opted Members: Peter Blackburn – LGBT Forum David Brown – York Access Group Sarah Fennell – LGBT Forum Sue Lister – York Older People’s Assembly Claire Newhouse – Higher York Steve Rouse – Diversity Co-ordinator LC&CS Rita Sanderson – York Racial Equality Network Expert Witnesses: Maureen Ryan – Valuing People Partnership George Wright - Humanist |
| Apologies | John Bettridge – Mental Health Forum Becca Cooper – York People First Corry Hewitt – York Interfaith Daryoush Mazloun - York Racial Equality Network Heather Rice – Director of People and Improvement City of York Council Fiona Walker – Valuing People Partnership Paul Wordsworth – Churches Together in York |

15. **Declarations of Interest**

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda. None were declared.

16. Minutes

RESOLVED: That the minutes of the meeting of the Group held on 24 September 2009 be approved as a correct record and signed by the Chair subject to the correct spelling of Mr Hotchkiss's name (minute 12).

In accordance with the Group's request that their recommendations were tracked to ensure that they were being actioned, an update was given on matters arising from the previous minutes:

(i) Representation of Young People on SIWG

The Executive of the Council had approved the recommendation that Higher York be allocated a place as a community representative on SIWG. It was noted that Higher York represented students in higher education and that Steve Rouse also served as a member of SIWG to represent younger people. A Youth Council had recently been established in York and SIWG would also be looking to engage with them.

(ii) Democratic Services Equality Impact Assessment

Information was circulated regarding progress with actions from the Democratic Services Equality Impact Assessment that had been considered by SIWG in March 2009. (Minute Annex A)

17. Public Participation

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

18. Workshop: SIWG Taking Stock and Next Steps

A workshop took place to consider issues arising from discussions at the SIWG Development Day in May 2009 about ways of improving SIWG. Small groups were formed to look at issues including the name of SIWG, objectives, membership, format and frequency of meetings and the budget. The views put forward are detailed in Minute Annex B.

19. Chair's Report

Consideration was given to the Chair's Report which provided information about recent activity in the context of the Social Inclusion Working Group. The report focussed on the following issues:

- SIWG More for York EIAs Day
- SIWG EIAs Fair 2009 (Help Us to Get it Right Day)
- Chair's activity

The Vice-Chair informed the Group that she had spoken to the Chief Executive regarding the concerns that had been raised about council documents not being in plain English. She had been informed that this matter had been raised with directors and arrangements were in place in respect of staff training on this issue.

20. Progress Reports from 2009/10 SIWG Projects

The Group were updated on the 2009/10 SIWG projects:

(i) Children and Inclusion (CANDI)

Representatives from CANDI updated the group on the work that they were carrying out. CANDI was a forum that sought to improve services for disabled children by working in partnership with the local authority and the health service.

Details were given of the training that they provided to staff who worked with children and young people who were disabled. They had put together a fifteen-minute web based introductory training package that could be accessed on www.disabilitytrainingyork.org as well as delivering group training sessions to teams and services. The next step was to train all providers of activities to Schools Out.

CANDI had been allocated funding of £500 from the SIWG budget and this had enabled them to involve parents in delivering the training that they offered to organisations by meeting their travel and childcare costs. A paper was circulated that included details of the training that had been delivered and comments that had been received from participants. The comments included statements

made regarding the benefits that having a parent as a presenter had contributed to the training.

The CANDI representatives were asked how they would fund the training once the SIWG funding came to an end. They explained that the finance was not yet in place but that the training would continue. Discussions were ongoing regarding the possibility of the CANDI training forming part of the YorOK induction training programme. Rita Sanderson offered to meet with the CANDI representatives to advise them on possible funding streams.

Members of the group commented that travel and care costs were a major barrier that prevented people from being active in the community. This was a longstanding issue that had to be addressed.

SIWG members congratulated CANDI on the work that they were carrying out and thanked them for their attendance at the meeting.

(ii) SIWG Diversity Days

Sue Lister tabled a report which gave feedback on the SIWG diversity days (Minute Annex C). Details were given of the Food and Drink Festival that had taken place in Parliament Square on Tuesday 22 September 2009 and of the Bridging the Gap event held at the start of the 50+ Festival on Saturday 26 September 2009. A paper detailing income and expenditure was also tabled (Minute Annex D). Sue was thanked for her report and for the work that she had carried out in respect of the diversity days.

(iii) Display Boards

Rita Sanderson updated the Group on how funding had been used to purchase six display boards which would be used to promote the equality strands. Details were given of how the boards had been assigned to particular organisations for storage and insurance purposes. One board (gender) remained unassigned and volunteers were sought to take responsibility for storing it. There was still some funding remaining which could be used for

photographs and printing to populate the boards. It was suggested some of the board assigned for gender issues could include information relating to International Women's Week that was due to take place in March.

21. SIWG - Work and Equality Impact Assessments Plan for January 2010 to March 2010

Consideration was given to the group's work plan for the period December 2009 to March 2010. The Group's attention was drawn to the "Help us get it right day" that was to be held on 1 February 2010, details of which had been emailed to the group. Any representative who required transport to the event was asked to contact Evie Chandler (telephone 551726).

22. Presentation about Higher York

Representatives from Higher York gave a presentation about the aims, objectives and current work of their organisation. They explained that Higher York was a partnership between Askham Bryan College, York College, York St John University, Craven College (associate member), The University of York and the City of York Council.

The aims of the organisation were:

- To promote a united student community in York
- To act as a channel of communication between current York higher education students and colleagues at the Higher York institutions
- To highlight the benefits of studying higher education in York

Details were given of some of the projects in which Higher York were involved, including finding out about the experiences of different groups of students, developing a website and StudentsYork Facebook group and Twitter account, designing promotional material and researching whether students feel that they are part of the local community. Focus groups had also been conducted with different student groups and recommendations had been reported to senior members of staff. The team was currently researching and preparing for a new community project to open the minds of both the residential and student population as to how they could help one another.

Higher York was looking to work with SIWG to consult on community issues, as well as enabling SIWG members to be informed as to students' views on different topics.

Discussion took place regarding the need to ensure that there was not a division in the community between locals and students. Higher York was keen to improve these relationships and would be carrying out a survey to ascertain the type of concerns that were arising. It was agreed that it would be useful for the feedback to be presented to SIWG at a future meeting.

The representatives were thanked for their presentation.

23. Presentation about More for York

This item was deferred to a future meeting.

24. Hate Incidents

The Group was informed that YREN had recently been supporting a family who had been subjected to a hate incident. It was concerning to note that the mechanisms and procedures in the Hate Incident Reporting Strategy were not working effectively. It was suggested that a review of the strategy needed to be carried out as a matter of urgency.

The Group were also concerned that a Community Cohesion Strategy was not yet in place for the city. Whilst it was recognised that this was not solely the responsibility of the council, it was important that all partners worked together to ensure that a Community Cohesion Strategy was drawn up as soon as possible in order to ensure that members of the community felt safe and secure.

RESOLVED: (i) That the Group recommend that the Hate Incident Reporting Strategy be reviewed as a matter of urgency.

(ii) That the Group recommend that the council works with partner organisations to ensure that a Community Cohesion Strategy is put in place as soon as possible.

REASON: To ensure that appropriate systems are in place to ensure that all members of the community feel safe

and supported and that appropriate reporting procedures are in place.

25. Development of SIWG

Members of the Group commented favourably on how SIWG had developed to become a democratic body which was now working together much more effectively.

Annex A - Democratic Services Equalities Impact Assessment

Annex B - Feedback from Workshop on Review of SIWG

Annex C - Bridging the Gap Feedback

Annex D - SIWG Finances for Bridging Gap and Food and Drink Festival

Cllr Ayre, Chair

[The meeting started at 6.30 pm and finished at 9.25 pm].

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Information note about progress with actions arising from the Democratic Services Equality Impact Assessment, considered by SIWG in March 2009

Written and Verbal Information ·

1. Comic sans is the preferred font for many users. Font size 14 is preferred.

We are working to do this with colleagues who are completing the corporate communications equality impact assessment, because we know it is an important matter for all council communications. We expect this work to be completed by February and we shall let you know of the outcome around then.

2. Improvements need to be made to the Council website as information is not easily accessible.

We have made some temporary improvements. It is now easier to find help with changing the size of text, getting information in other languages etc. We are currently updating our site and we hope to make it much more inclusive in the future.

3. Sometimes organisations prepare written documents in different languages but this tends to get stockpiled and go out of date. It is better for the information to be available electronically and produced on demand. It would be better for documents to be personalised on request in order to meet the specific needs of individuals e.g. large font size, easy-read version or in another language. · When documents are emailed the format can be amended by the reader to meet

Information note about progress with actions arising from the Democratic Services Equality Impact Assessment, considered by SIWG in March 2009

their needs e.g. increasing font size. This is not possible for PDF documents.

We have shared this information with colleagues looking at corporate communications as in item 1 above.

4. Although agenda papers give information about access arrangements this needs to be better promoted.

We have recognised that access to our current buildings is an issue. This will be resolved as soon as we move to new council headquarters. Meanwhile, we have placed extra signs giving information about access to our buildings and are working to make other improvements until we move to the new headquarters. These will soon include: an A-frame outside the Mansion House advising the public how to access the House without having to use the stairs at the main entrance; a bell by the lift that gives level access to the Mansion House so people who need it can let the custodian know that they are waiting at the back.

Procedures

5. Council procedures should be modernised and made easier to understand.

All procedures will be put in plain English and revised accordingly as we revise the Council constitution.

Information note about progress with actions arising from the Democratic Services Equality Impact Assessment, considered by SIWG in March 2009

Members Support and Training ·

6. It needs to be made clear to the public that all strands of the equalities are encouraged to stand for election and that if they have specific needs appropriate support will be in place. · More action needs be taken to raise the profile of the work that councillors carry out. Information should be available in places like the library. The role of the councillor should be more prominent on the Council website. · Careful consideration should be given to the timings of meetings. ·

We had a " Me a councillor? !" event at Mansion House in October 2009. Community groups that represent different communities were invited. This event was intended to demonstrate that everyone can consider becoming a councillor. After Christmas we propose to visit equality community groups to actively promote being a councillor. We shall also put a booklet about how to become a councillor in our public library, in good time for the next Council election.

Mayoralty ·

7. The Group welcomes the proposal that the Lord Mayor's engagements diary will be more formally monitored to ensure that it supports engagements

Information note about progress with actions arising from the Democratic Services Equality Impact Assessment, considered by SIWG in March 2009

and visits to groups representative of the equality strands.

This year the Mayor has visited or plans to visit the following equality community groups and events.:

- **YREN International Meal**
- **Holocaust Memorial Day**
- **Mosque in Bull Lane, Tang Hall**
- **Indian Literary Festival**
- **Festival of Light**
- **Pensioners Civic Event**

More events will be added to the list as the year unfolds.

8. Consideration should be given to The Lord Mayor hosting a reception for representatives of the equality strands on an annual basis.

We shall encourage Mayors who take over after May 2010, to host a reception on an annual basis.

Mansion House and Guildhall Facilities

9. Praying/contemplation facilities should be available.

Given the nature of the buildings and the number of people who work there at the moment, we are finding it difficult to find suitable rooms. However, we shall prioritise this as soon as space becomes available.

SIWG 2 December 2009

ANNEX A

Information note about progress with actions arising from the Democratic Services Equality Impact Assessment, considered by SIWG in March 2009

10. The situation in respect of the bell at the Mansion House should be addressed as soon as possible.

Please see item 4 above

11. The refurbishment of the toilet for disabled people that is adjacent to Committee Room 2 should be treated as a priority to ensure that it is fully accessible.

We have looked at this and the costs are prohibitive for any major refurbishment work, especially given the plan to move to the new headquarters in two years' time. However, the disabled toilet is currently being updated to provide baby changing facilities.

Performance Management

12. Whilst the Group welcomes the proposal to collect data to help understand how effective the measures outlined in the Equality Impact Assessment have been, there are concerns that some people may find the questionnaires to be intrusive. The Group would not wish such arrangements to deter members of the community from attending or participating in council meetings or from using facilities such as the Mansion House and Guildhall. The Group was informed that the questionnaire would be brought to the Group for consideration in due course.

The questionnaire was considered by the SIWG in May 2009

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Workshop: SIWG Taking Stock and the Next Steps

Name of the Group

In order to avoid any confusion with the Inclusive York Forum it was suggested that the Social Inclusion Working Group (SIWG) be renamed the Fair Practice Working Group. Members were asked if they supported this proposal or if they had other suggestions.

These are the comments and alternative names that the Group suggested:

- Fair Practice Working Group is not descriptive enough of what we do
- Equality Voice - Equality Advisory Group
- Equal Access Working Group
- Equality Working Group (suggested 3 times)
- Equalities Advisory Group
- SIWG (keep the same name!) (suggested 3 times)
- All Inclusive Working Group
- Equality and Respect Working Group - "EARWIG"

How do we make sure that we are meeting our objectives?

The Group were reminded of the objectives of SIWG. The role of the Group is to advise the Executive on all matters relating to equalities issues. It seeks to promote awareness of equalities issues and to ensure improved access and facilities for all service users. In that context the Group:

1. Advises the Executive on equalities issues in respect of major projects and initiatives and on equalities issues generally in the City of York Council.

2. Extends and builds contact with groups and individuals in the area in order to facilitate input into equalities and provide opportunities for all citizens in the area.
3. Provides a link with Ward Committees so that equalities issues which are raised can be taken further.

The Group were asked to consider a proposal whereby the Group would advise the Executive primarily through consideration of EIAs and through issues that arise at community surgeries. It was proposed that councillors who served on SIWG would go out to meet with equality organisations. Views were sought as to how many EIAs the Group would wish to consider and whether they would wish to focus on service/process EIAs or ones related to policy.

The Group made the following comments:

- Need to advise the Executive but not just through EIAs
- How will the community surgeries work? What about the capacity of Councillors?
- Delete the reference to ward committees - SIWG is probably not best placed for this
- 6 strands should work on a web-based training session for staff to work through prior to them preparing EIAs. The EIAs should then come to SIWG or a forum using the 6 strand scenarios delivered by group members
- Proper consideration should be given to EIAs - not tokenism
- SIWG should have an input when policies were being drafted and then consider the EIA when the policy was finalised...but does SIWG have the capacity to do this in view of the number of EIAs? - there are 88 to do.

- Could some of the EIAs be circulated to the Group by email for their comments rather than having to wait for a SIWG meeting?
- Support for the suggestion that some EIAs be circulated to relevant outside organisations for their input.
- If SIWG is to truly work there needs to be a more concrete way for us to make an impact. New members should be given a briefing on what the forum does so they don't feel thrown in at the deep end
- Yes - strategy/policy EIAs not all go to SIWG
- Who will organise and promote the community surgeries? By strand/geography?
- Give strands the chance to influence the councillors' training
- Yes - we should advise the Executive through EIAs
- Make sure the officer in charge of submitting EIAs to specialist groups is fully aware of all the groups. Discuss how the decision is made as to who to send the EIA to
- The timing of meetings which aim to speak to the public excludes people who can't attend during the working day - including many of the SIWG members - eg the "Get it Right" days
- Would it be possible for SIWG to put together some web-based training for council staff?

It was agreed that it would be useful for the Group to receive copies of the developing systems and standards for EIAs that had been prepared for council officers.

Meetings

In response to concerns that had been raised regarding the length of meetings the following proposals were put to the Group:

1. There should be 3 SIWG business meetings a year (2 hours in duration). These would focus on a programme of EIAs and would track progress and outcomes.
2. There would be 3 EIA day-long fairs - "Help us Get it Right Days". Half of the places would be allocated to groups represented on SIWG and half would be allocated to groups accessed through CVS.
3. There would be 2 SIWG Development Days.
4. Every 2 years there would be a SIWG Conference focussed on the "Place Survey"

This is what the Group said:

- Meeting times need to be varied. People who work and pupils can't go to day-long "Get it Right" days. I can't afford to take part in them. Meetings should be shorter and not over-run. SIWG meetings should be held every 2 or 3 months.
- CYC to send out to every household a survey to obtain the information and collate findings.
- Too many day meetings - small organisations do not have the capacity to attend - no resources.
- Day meetings are not convenient due to work commitments
- Day time events have their place but no more than 2 a year
- Keep the same number of evening meetings - we're building relationships. Need more effective use of time - SMART meetings!
- Business meetings - more structured. EIA days are good but need plenty of notice. Not certain about workshops.
- It's difficult to get 6 reps to one event - even when there are 20,000 students on hand! Full day events are difficult too. Would prefer shorter and more frequent meetings/consultations
- It's for groups to decide the agenda (including which EIAs to consider) - should not all be decided by the Council
- Youth Council Members - ask them about six friends

- Rather than allocating three working days for EIAs (this precludes working people) say change to 12 evening sessions with known topics so that delegates only attend those of self-interest.
- Day meetings "exclude" working people and sometimes young people
- Ask university and school councils to put items on their agendas to get broader input. Also other strands - make sure we're going to diverse members of the strands - send surveys to go where the people are
- If you want young people to attend you need to have days which are in one of the half-term holidays
- Many interested people work office hours. Can some "days" be on a Saturday - officers can have to do as can voluntary groups officers
- Give the proposed arrangements a try - see how it works out
- Useful - Mansion House meeting with council chiefs on More for York. Tell us we respond
- Council needs to look at **all** groups and membership ie Healthy City, Without Walls, Inclusive York Forum, Learning Disability Forum, CIL, Racial Equality Network. We are all feeding into the same things. All are wanting day workshops.
- To keep our meetings focussed - firm chairing and councillors well briefed before coming to listen to us.

Membership

The Group considered suggestions put forward at the SIWG Development Day about the membership of the Group.

Community Groups

It was proposed that community group representatives should be from umbrella organisations.

Their role should be to scrutinise EIAs.

They should have a job description.

They should be elected by community groups and have a two-year term of office.

They should be entitled to attendance allowance or have the costs reimbursed.

Newsletters/frequent items on their meetings agendas should be used to cascade information to their organisations and to seek their views about issues being considered by SIWG.

Community representatives should receive proper induction and training.

Expert Witnesses

Should be recruited from specific groups that lobby for particular topics (e.g. epilepsy society)

They should be happy to talk about their personal experiences

They should serve no longer than two years

Training would not be required

They would receive expenses

They would not have to cascade information or seek views

They would not be able to make decisions at meetings

Councillors

It was proposed to retain 5 councillors on the Group

How would community groups wish Councillors to contribute to their work?

The Group made the following comments about the proposals:

- Councillors play a vital role and are there to represent whilst adding expertise
- There are the right number of councillors on SIWG
- Expert witnesses need to be streamlined
- It's difficult to get interest for representatives to attend meetings generally

- Rubbish suggestion that there is a two-year term of office - would lose training and expertise. Five years would be useful. Publicise members' names and invite the public to contact them if necessary. Valuing People Partnership Board 2 places co leads ie Fiona Walker and Maureen Ryan. Membership should be whilst on VPP Board
- Need Youth Council representatives and Centre for Independent Living representatives. How do we do this?
- Do we still need the strict gender rules? Do we follow them?
- Representatives should be elected (but why just two years?). Re-election possible?
- Rep on umbrella groups - what happens if cannot get another elected rep?
- Some SIWG budget should be given to strands to publicise to their members how to feedback to the council through their SIWG reps
- Community representatives need to take initiative to feedback and start discussions
- The Humanist expert witness has no formal process for receiving feedback from York Humanists forum
- Need to leave membership "open" for new groups/reps if possible
- I didn't receive induction - it's a very good idea. Strands should be able to feedback their issues (w/management to ensure it doesn't take forever)
- Expert witnesses - should be invited for single meetings - not serve for x number of years
- OK to have a two-year term of office but then eligible for re-election
- Young people from Youth Council and Children's Society.
- Induction a good idea. Need to look at whole membership picture.
- Witnesses should only come when specifically needed for a specific EIA or discussion topic.

- Councillors should be the interpreters of council to us at SIWG. Induction very important for new SIWG members.
- Expert witnesses should only come when their specific expertise is needed.
- Councillors - invaluable because I believe they are listening and taking issues back.
- Are the strands represented by the right people? Needs to be reviewed eg Higher York is unknown to most students, even student unions.

Budgets

The Group were reminded that the SIWG budget was £5000 per year. The principles that had previously been agreed about allocating the funding included:

- it should be used for work that supported the three objectives of SIWG
- it should not be used for running costs
- it should be used for new projects - particularly for hard to reach groups
- it should be used for one-off projects

The Group were asked for their comments on how the budget should be allocated in future and their views as to whether it should be used for inter-strand projects that involved a number of groups.

The Group made the following comments:

- Need to set budget with work plan in mind. Discuss all in advance
- Cross-strand promotion - working with other strands. Publicity budget for each strand to encourage more participation so the SIWG reps are better informed to be reps.

- City wide (city centre) events
- Ask groups how budget should be spent. Invite groups to ask for funding and present a case
- Agree work plan and then allocate budget
- Budget should pay for expenses for inter-group working. No discrete project should be awarded as difficult to monitor and confuse objectives.
- Budgets should be assessed on the needs of the group's work programme in the next twelve months.
- Part of the budget should be used to fund travel/babysitting to allow members to attend.
- Could any of the money be used to help re-establish an overarching group for disabled people?
- Budget should be used to promote equality
- To carry SIWG 6-strand awareness into existing events via displays, events in festivals, city-wide or national TV forum/debate
- Some core running costs need to be addressed. Community group representatives must, where needed, have travel costs to SIWG met to enable them to come to meetings.
- Newsletters for 6 stands
- What happened to the card scheme that received funding from SIWG?

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Feedback to SIWG Wed 2 Dec 09

Sue Lister

SIWG DIVERSITY DAYS
FOOD & DRINK FESTIVAL – Tues 22 Sept 09
YORK 50+ FESTIVAL – Sat 26 Sept 09

1. FOOD & DRINK FESTIVAL in Parliament Street

Our participation was well supported by the festival organisers, Michael Hjort and Debbie Waite and involved display stands by YOPA, the LGBT Forum, Interfaith, Humanists and Age Concern. Michael & Debbie had laid on a chair-based exercise session, an open mic, and a tea dance replete with scones & cream. Hundreds of people passed through the Fountain Café, paused to see what we were up to or stayed to join in. Excellent public relations exercise and good promotion for the 50+ Festival the following week.

2. BRIDGING THE GAP at the Friends Meeting House at the start of the 50+ Festival**a) OVERALL**

A great way to bring people from minority communities together for networking and to inform and engage with the public. About 130 people attended the 14 events and talked to people at the 5 display stands. There was a festive atmosphere with balloons, refreshments, chatter, delicious curry scents wafting from below, and Indian Dance music when the main hall door was open!

b) EVENTS

Creative Writing – Sharon Emery
 Mobile Phone Photos – Future Prospects
 Inspiring Older Women – Centre for Women's Studies, University of York
 Gay Drop In – LGBT Forum
 Laughter workshop – Terry Anne Scholes
 Curries – Sharmini Thomas
 Carers Forum – Kate Smith and Irene Mace
 40-70 Rule – Luke Norbury
 Childhood in War & Peace – Brenda Mackfall
 People First workshop – Sandra
 Ancient Order of Foresters – Enid Webster
 Annapurna Indian Dance workshop – Shantha
 YOPA Public Meeting. Old Age: Who Pay? Who Cares? Organised by Don Derrett
 Poetry Evening – Harry Chambers (Peterloo Poets) and Ann Drysdale

c) DISPLAYS

YOPA display provided by SIWG grant
 LGBT Forum display provided by SIWG grant + their own stand
 YREN York Racial Equality Network
 Interfaith
 York Independent Living Network
 NB The Travellers' Trust were invited and Christine Shepherd hoped to come but couldn't at the last moment.

3. FINANCES

Of the £1,500 SIWG grant, £1,200 was spent on the Bridging the Gap Day and £300 on the Tea Dance and displays at the Food & Drink Festival – see attached sheet.

4. OUTCOME

Both events ensured a presence for minority groups in major festivals and generated a sense of well-being and inclusivity for those who participated as audience, workshop participants or organisers. Money well spent and hopefully this initiative will continue in future years with SIWG having a presence in many other city festivals.

**SIWG DIVERSITY DAYS
Food & Drink Festival; York 50+ Festival
Income & Expenditure**

Income

FUNDING FROM SIWG **1,500**

for Diversity Days at the Food & Drink and York 50+ Festival

Expenditure**FOOD & DRINK** expenses

Tues 22 Sept Staging for Tea Dance in Parliament Street 300

YORK 50+ FESTIVAL: Bridging the Gap expenses

Sat 26 Sept Hire of Friends Meeting House, 4 rooms, 11 am – 4 pm 350
(inc. the evening poetry event)

Laughter toys & fee for Terry Anne Scholes 70

Fee for Sharon Emery 40

Annapurna Indian Dance 200

Peterloo Poets: Harry Chambers & Ann Drysdale 150

Sharmini curry demonstration 20

1130

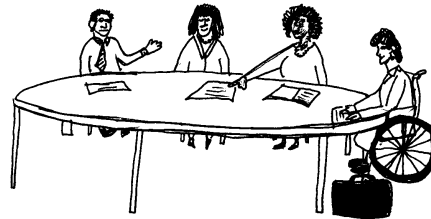
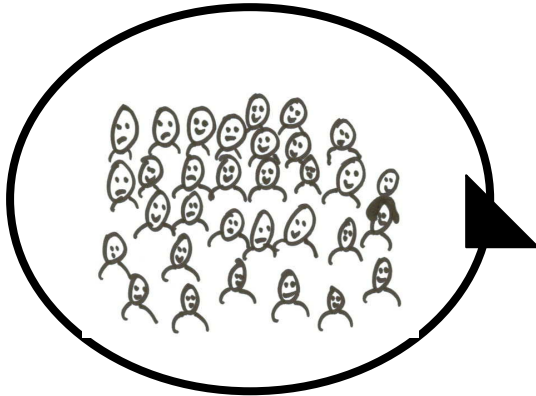
Towards YOPA programme & flyer printing, signage, balloons, admin. 370

1,500

NB Cost of Printing 3,500 York 50+ Festival programmes (4 pages of which were devoted to Bridging the Gap), 100 flyers & 250 posters

£1,650

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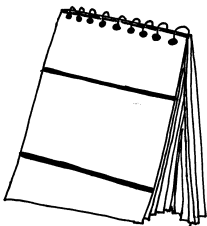


Social Inclusion Working Group

(Social inclusion means including everyone in society. The Social Inclusion Working Group has been set up to look at how all different communities in York can be given the same chances to take part in life and be included)



MINUTES



Date of meeting: 2 December 2009

Members of the Council who were at the meeting



**Nigel Ayre
(Chair)**

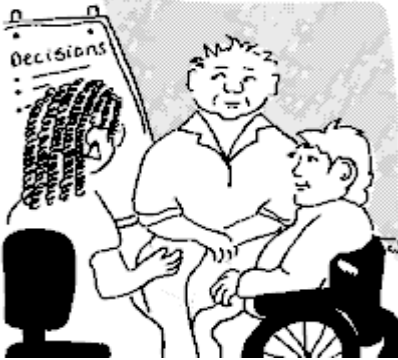
**Sonja Crisp
(Vice-Chair)**

Keith Aspden

Jenny Brooks

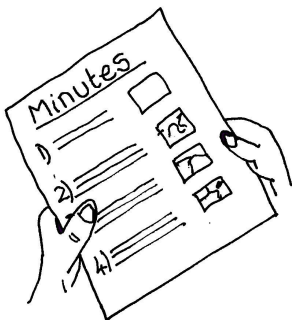
Julie Gunnell

People who were at the meeting representing community groups and as expert witnesses:



- Peter Blackburn (LGBT Forum)
- David Brown (York Access Group)
- Sarah Fennell (LGBT Forum)
- Sue Lister (York Older People's Assembly)
- Claire Newhouse (Higher York)
- Steve Rouse (Diversity Co-ordinator LC&CS)
- Rita Sanderson (York Racial Equality Network)
- Maureen Ryan (Valuing People Partnership)
- George Wright (Humanist)

1. Minutes



It was agreed that the minutes of the meeting of 24 September 2009 were a correct record of what had happened.

Details were given of the actions taken following the last meeting.



It had been agreed that Higher York would become a community representative on SIWG. The Group also said that it would be useful to make contact with the new Youth Council so that the group was aware of the views of younger people.

The Group also received information about the action that the Council had taken after SIWG had looked at the Equality Impact Assessment (EIA) for Democratic Services

2. Workshop: SIWG Taking Stock and Next Steps



Small groups were formed to look at different at questions about the future of SIWG including:

- How can we meet our aims?
- Should we change the name of SIWG?
- Who should attend SIWG meetings?
- How often should we meet?
- How should we spend the SIWG budget?

The views put forward by the Group are attached to these minutes.

3. Chair's Report



The Chair had provided a written report about:

- SIWG More for York EIAs Day
- SIWG EIA Fair 2009
- Chair's activity

The Vice Chair had told the Chief Executive that SIWG members thought that information from the Council was sometimes hard to understand. Training would be arranged for council staff to help improve the situation.

4. Progress Reports from 2009/10 SIWG Projects

The Group heard about how the money from the SIWG budget had been spent over the last year.



Children and Inclusion (CANDI)

CANDI was delivering training to groups who worked with children and young people who were disabled. SIWG had given the group £500. They had used the money to pay the travel and child care costs for parents who helped them with the training. This had been very useful.

Web-based training was also available on www.disabilitytrainingyork.org



The Group said that the costs of travel and care were a big problem for some people and stopped them from taking part in activities.

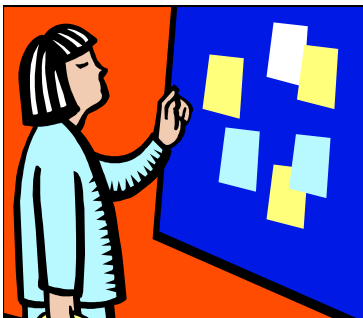


SIWG Diversity Days

The Group heard about the SIWG Diversity Days. The activities at the Food and Drink Festival and the Bridging the Gap event had been fun and had brought people together.

Display Boards

Some of the SIWG money had been used to buy display boards. There was still some money left to be spent on photos and printing. Different groups were looking after the boards when they were not being used. A volunteer was needed to store one of them. One of the boards might be used to display information for International Women's Week in March.



5. SIWG - Work and Equality Impact Assessments Plan



The Group looked at the work they needed to do from December 2009 to March 2010.

They were invited to attend the "Help us Get it Right Day" on 1 February 2010. Anyone who needed help with transport was asked to telephone Evie Chandler (telephone 551726)

6. Presentation about Higher York



The Group heard about the work of Higher York. This is a partnership between colleges and universities in York. One of the students told the group about how Higher York supported students in York and also encouraged people to study in York.



Higher York wanted to improve the links between students and other people living in the community. They would be carrying out a survey to find out what could be done to make things better. They would report back to SIWG on their work.

7. Hate Incidents



The Group were very sorry to hear that the Hate Incident Reporting policy was not working well. It needed to be looked at again. They were also concerned that a Community Cohesion Strategy was not in place for the city. It was important that everyone felt safe. The Group wanted the Council to make sure that the policies were in place and worked well.

8. Development of SIWG



Members of the Group said that they had noticed an improvement in SIWG. It was good that people were working well together.

| | |
|-----------|---|
| Meeting | Social Inclusion Working Group |
| Date | 28 January 2010 |
| Present | Councillors Ayre (Chair), Aspden, Brooks, Crisp (Vice-Chair) and Gunnell Non-voting Co-opted Members: Nicola Bedford - Higher York Sue Lister - York Older People's Assembly Sarah Fennell - LGBT Forum Daryoush Mazloun - York Racial Equality Network Corry Hewitt - York Interfaith Paul Wordsworth - Churches Together in York Carolyn Suckling - York Access Group |
| Apologies | Rita Sanderson – York Racial Equality Network David Brown – York Access Group Steve Rouse – Equalities Team Leader – Youth Service |

26. **Declarations of Interest**

Members were invited to declare at this point in the meeting any personal or prejudicial interests they might have in the business on the agenda. None were declared.

27. **Minutes and Matters Arising**

RESOLVED: That the minutes of the meeting of 2 December 2009 be presented at the next meeting.

In accordance with the Group's request that their recommendations were tracked to ensure that they were being actioned, an update was given on matters arising from the previous minutes:

(i) Display Boards

Discussion took place regarding the possibility of using the SIWG display boards during International Women's Week. Possible venues put forward included Energise or the foyer at York St John University.¹

(ii) Hate Incidents

The Group's recommendations that the Hate Incident Reporting Strategy be reviewed as a matter of urgency and that the council work with partner organisations to ensure that a Community Cohesion Strategy was put in place as soon as possible, had been considered by the Executive at their meeting on 19 January 2010. The Director of Neighbourhood Services informed SIWG that she had been asked by the Chief Executive to put together an action plan to move these issues forward. The action plan would be presented to SIWG for consideration.²

Action Required

1. Evie Chandler to discuss with Sue Lister before the next meeting EC
2. Include as an item on SIWG Workplan EC

28. Public Participation

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

29. Workshop: Council Revenue Budget 2010-11 - Equality Issues

Officers gave a presentation on the Council Revenue Budget. They explained how the council received its revenue and the main areas of expenditure. Details were also given of additional expenditure that would be needed over the next three years and of the ways in which the council consulted with the community regarding the budget.

Officers outlined how the budget EIA process worked and noted that it was developing. They explained that they had examined the revenue savings proposals taken forward to Executive Member Decision Sessions and had identified those that they

thought were likely to have a negative impact on people from the equality strands. They then invited members of SIWG to look at these proposals and consider their impact on people and groups from the equality strands.

Officers summarised each of the service areas concerned, focusing on what they currently do, who their clients are and what could happen if these services were changed as a result of suggested efficiencies. After each summary the Group was asked:

1. What are the effects on the equality strands if this action is taken?
2. What do you see as possible solutions to deal with any negative effects?

The group then worked in small groups, recording their comments on post-it notes. Comments from the post-it notes are summarised below.

Reducing the Mediation Service for private tenants

What are the effects on the equality strands, if this action is taken?

- Will place increased demands on neighbourhood policing and environmental services.
- Could lead to increased criminal damage, due to unresolved neighbour disputes.
- Could have implications for students, as they occupy mainly privately rented properties.
- LGBT people who are subject to harassment, would lose support from this service
- What happens if the issue is with a council tenant and a private tenant – can the service still help?
- Impacts on community cohesion

What do you see as possible solutions to deal with any negative effects?

- Raise awareness of the issue – particularly [amongst] trans and gay men
- Regarding disputes involving students in private accommodation, explore partnership with York St John
- Put the service out to the voluntary sector

- Explore Housing Association links
- Could the police and environment officers help?
- Can voluntary organisations help e.g. a service level agreement with YREN?

Reducing the availability of respite care

What are the effects on the equality strands, if this action is taken?

- Will put more pressure on the voluntary sector, which is also being squeezed, possibly leaving vulnerable people unsupported (see next point)
- Less respite care (especially as it is means tested), may impact on vulnerable people by having a negative impact on the mental health of their carers - as they in turn will have access to less time away from their charges.
- It will impact on all carers, as they will have less time away from their charges. The ability of the carer to care will diminish and therefore vulnerable people that need the care are likely to suffer.
- Means testing – this will affect civil partnerships/marriage
- Will force people who cannot afford it, into the private sector.
- Will lead to deterioration in people's quality of life
- For people with multiple disabilities, support from the council is a key resource.

What do you see as possible solutions to deal with any negative effects?

- Use of individual budgets
- Use of voluntary sectors
- Make cuts elsewhere instead
- Use specific charities for respite care e.g. MENCAP
- Explore other funding sources e.g. funds available from the government for children and young people.
- Council needs to speak to individuals affected and guide them to find solutions - by signposting to respite services offered by the private sector for example.

Reduction in Adult Social Care Assessment posts

What are the effects on the equality strands, if this action is taken?

- It could cost more in the long run if people are not assessed quickly enough.
- Longer waiting lists may mean services/funding is delayed for vulnerable people.
- It will affect LGBT people who are disproportionately likely to have mental health issues (see Stonewall website for statistics) that need speedy support.

What do you see as possible solutions to deal with any negative effects?

- Can other staff/volunteers be trained to support/assist to speed the process?
- Prioritise people who are referred as having urgent mental health needs or ones that GPs or schools ask to be prioritised.
- Have triage assessment of needs when referred and then prioritise based on that – like they do in A&E or CAB.
- Some level of self- assessment?
- Community assessment?

Increase in Warden Call charges

What are the effects on the equality strands, if we take this action?

- This is unlikely to be an increase that makes people stop using the service
- Seems reasonable – only a slight increase
- 5p is negligible

What do you see as possible solutions to deal with any negative effects? None were put forward

Increase in Residential Care charges

What are the effects on the equality strands, if this action is taken?

- £4 a week rise may not work for people already struggling with a limited personal budget

What do you see as possible solutions to deal with any negative effects? None offered

Whilst discussing Residential care, community representatives noted that there is a risk of homophobia and transphobia in current residential care arrangements, as care is organised based on assumed straightness. For example, a trans person may wish to live on a male wing if they identify as male but may have female bodied health issues e.g. cervical cancer. It is important to ensure that LGBT issues are part of regular training, both in terms of health and also diversity.

Reducing support for Community Arts

What are the effects on the equality strands, if this action is taken?

- Will have a disproportionate effect on young people and people from BME groups
- There would be less arts and cultural provision for young people – the community arts service currently offer a huge number of projects
- Would impact on community cohesion and hence impact on prejudice and crime
- It will adversely affect people with mental health and disability issues, who access community arts for therapeutic issues

What do you see as possible solutions to deal with any negative effects?

- More volunteering opportunities for students (students are seeking volunteering opportunities to enhance their CVs etc)
- Look at other sources of funding – schools or voluntary groups?

Views were put forward by community representatives that the proposals would have the greatest impact on the sick, the disabled and the poor and that these were the people who may be least able to make representation about the proposals. Community representatives suggested that, if implemented, the

proposals would be a lessening of investment in care and compassion in the city.

It was noted that the information that had been presented to the group had focussed only on proposed savings and therefore members of the group may not be aware of areas of investment, for example in children's social care.

The group was informed that the consultation with SIWG formed part of the wider consultation that the council had carried out, which included a budget questionnaire sent to residents and meetings with businesses and the public. Findings from all consultation would inform the budget EIA.

Concerns were expressed regarding the way in which the consultation with SIWG had taken place. The following recommendations were identified for future consultation with SIWG on the council budget:

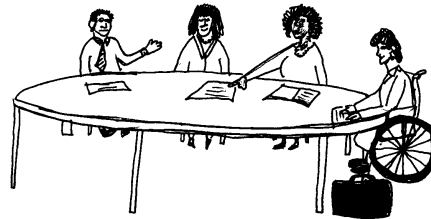
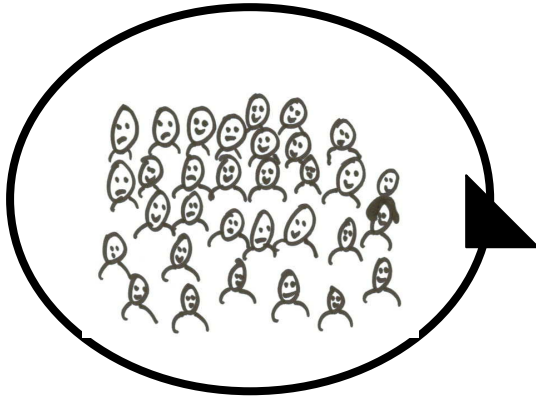
- Consultation should take place at an earlier stage in the budget setting process. The short timescale from specific proposals entering the public domain to the time at which decisions were taken made meaningful consultation very difficult.
- More detailed information on the proposals was required – in writing as well as verbally. The proposals should be circulated before the meeting to enable full consideration of the issues.
- An overall picture of the budget was needed (including areas of proposed investment as well as cuts to expenditure).
- A representative from each of the services affected should be present at the meeting to provide more information and answer questions.
- Different options should be put to the group to enable them to comment on which of the proposals would have the most severe impact and to enable them to suggest priorities for expenditure.
- Consideration should be given to holding two meetings – one in the daytime and one in the evening. This would enable greater representation from SIWG members.
- Consideration should be given as to whether it would be more appropriate for Members not to be present when the consultation took place, in view of the restrictions placed

upon them when issues in respect of the budget were discussed.

- RESOLVED:
- (i) That the feedback from the workshop be circulated to members of SIWG for further and final comment, before it is passed to the Executive.
 - (ii) That the findings from the workshop be forwarded to the Executive when they meet on 16 February 2010 to consider the budget.
 - (iii) That the recommendations made regarding improvements to the consultation process be taken on board when future consultations on the budget take place.

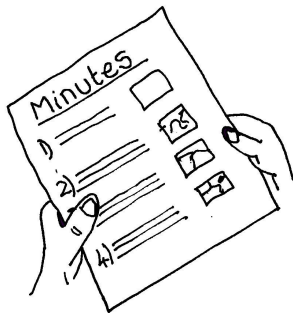
- REASONS:
- (i) To consider issues arising from the Equality Impact Assessment of the Council draft revenue budget for 2010-11, and to assist officers in completing the relevant Equality Impact Assessment.
 - (ii) To ensure effective and informed consultation on the budget.

Councillor N Ayre, Chair
[The meeting started at 7.45 pm and finished at 10.00 am].

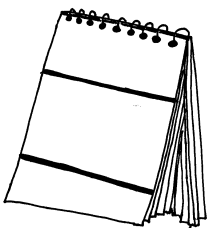


Social Inclusion Working Group

(Social inclusion means including everyone in society. The Social Inclusion Working Group has been set up to look at how all different communities in York can be given the same chances to take part in life and be included)



MINUTES



Date of meeting: 28 January 2010

Members of the Council who were at the meeting



**Nigel Ayre
(Chair)**

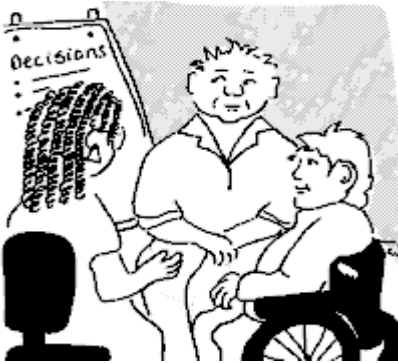
**Sonja Crisp
(Vice-Chair)**

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Sarah Fennell (LGBT Forum)

Corry Hewitt (York Interfaith)

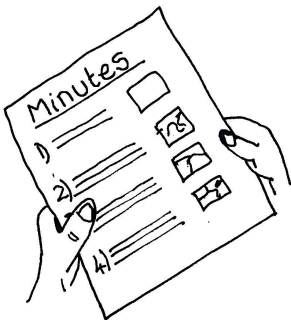
Sue Lister (York Older People's Assembly)

Daryoush Mazloum (York Racial Equality Network)

Carolyn Suckling (York Access Group)

Paul Wordsworth (Churches Together in York)

1. Minutes



The Group decided that they would look at the minutes of the meeting of 2 December 2009 when they next met.

Details were given of the actions taken following the last meeting.



SIWG Display Boards

The Group agreed that it would be a good idea to use the SIWG display boards during International Women's Week. Evie would talk to Sue after the meeting to agree the best place to put the boards.



Hate Incidents

At the last meeting the Group said that improvements should be made to the way hate incidents were reported. A Community Cohesion Strategy was also needed as soon as possible. This is about respect fairness and inclusion for everyone who lives in York.

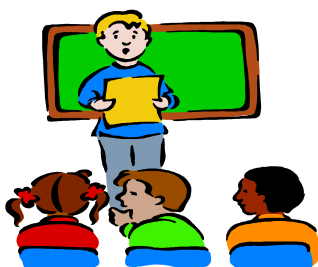


Sally Burns - the Director of Neighbourhood Services for the Council was now working on an action plan to improve the situation. Sally would ask SIWG for their views about the plan.

2. Workshop: Council Budget 2010-11 - Equality Issues



The Group heard about how the Council's revenue. Revenue is money for people. The Council gets its money from businesses, residents and grants.



The Council spends over $\frac{3}{4}$ of its revenue on:

- Children and young people
- Adults needing social care
- Housing benefit



Over the next three years the council will need a lot more money for:

- Adults and children
- The waste we produce
- Helping people through the recession

The council had sent questionnaires to residents to ask for their views about how the council should decide on where the money should be spent.

SIWG were asked for their views on the following budget proposals:



- Reducing the mediation service for private tenants
- Reducing the availability of respite care
- Reduction in Adult Social Care Assessment posts
- Increase in warden call charges
- Increase in residential care charges
- Reducing support for community arts



SIWG worked in small groups and recorded their comments on post-it notes. Comments from the notes would be taken into account with the Equality Impact Assessment on the budget was written. The Executive of the Council would also look at the comments that SIWG had made.



Some members of the group said that they were not happy with the way in which SIWG had been consulted. They wanted more information about the proposals and more time. The group gave ideas about how things could be improved.



Meeting of the Social Inclusion Working Group 17 February 2010

Report of the Director of People and Improvement

City of York Council Workforce Plan 2010-12

Summary

1. This report summarises key information about the Plan that will be presented by officers and discussed at the meeting.
2. SIWG will be requested to offer feedback about diversity issues in the Plan.

Background

What is workforce planning?

3. Workforce planning helps the council make sure it has the right people with the right skills in the right places at the right time to deliver the right services to our customers. It is about ensuring our workforce can deliver what we want it to do now, and planning so that it will be able to deliver what we want it to do in the future
4. The starting point for workforce planning is to understand the workforce of today then anticipate the workforce required in the future and plan the actions that will help bridge the gap.

Why do we need it now?

5. The Council, often working with its partners, needs to deliver convenient, personalised, cost-efficient services to its customers. The Workforce Plan identifies the 'council of tomorrow' and what it is likely to mean for the workforce, and sets out actions to support and develop the workforce to deliver the changes required.
6. The Council needs a workforce plan so that it can respond to:
 - a. An ageing population that will need more personalised services

- b. An initiative called “Total Place”, the purpose of which is to pool resources including staff with partners working to deliver services in the City.
- c. The More for York improvement programme that will help the council do its job better, although with fewer resources including people

What is in the Plan?

- 7. The Plan has five objectives and each of those have actions to achieve them. The objectives are:
 - a. **Transformation and culture change**, to support staff through the More for York
 - b. **Efficiency**, to control staff costs and help managers develop a culture of efficiency and effectiveness in response to tight budgetary pressures
 - c. **Customers**, to make sure that everyone focuses on the best outcomes for our customers
 - d. **Diversity**, to build a culture in which all are treated with dignity and respect as identified in the Fairness & Inclusion Strategy.
 - e. **Partnerships**, to help managers and staff work better with our partners

What will happen at the meeting?

- 8. Officers will make a presentation about the Plan and focus on the Diversity objective. They will discuss proposed actions under this objective with the Group in detail, so that they can make sure that the plan delivers fairness and inclusion for current and future staff.

Consultation

- 9. Before starting to develop the plan, officers from Human Resources talked to the Staff Equality Reference Group and also looked at the results of the Staff annual survey for 2009/10

Options

- 10. N/A

Analysis

11. N/A

Corporate Priorities

12. The Plan supports the Effective Organisation priorities of the Corporate Strategy.

Implications

13. **Financial** – None

14. **Human Resources (HR)** – None

15. **Equalities** – The Plan contributes to fairness and inclusion in employment as well as helps the Council meet the objectives of the corporate Fairness and Inclusion Strategy and the single corporate equality scheme 2009-12.

16. **Legal** - Community engagement in planning and delivering council policies and plans is a requirement under equality legislation.

17. **Crime and Disorder** - None

18. **Information Technology (IT)** - None

19. **Property** - None

20. **Other** - None

Risk Management

21. None

Recommendations

22. Following a presentation by officers, SIWG is requested to offer feedback about diversity issues in the Plan. These will be used to help finalise the actions under the Diversity objective of the plan

Reason: To help officers put in place a fair and inclusive Workforce Plan

Contact Details

Author: Evie Chandler
Corporate Equality and
Inclusion Manager
Tel: 551704
Jenny Parkin
HR Corporate Advisor
Tel: 551727

Chief Officer Responsible for the
report:
Heather Rice
Tel: 551000

Report
Approved



Date

Wards Affected:

All



For further information please contact the author of the report

Meeting of the Social Inclusion Working Group 17 February 2010

Report of the Director of People and Improvement

City of York Council – Community Cohesion approach and plans

Summary

1. This report summarises the council's proposed approach to Community Cohesion.
2. SIWG is requested to consider the approach and provide feedback about it.

Background

3. In simple terms, community cohesion is about respect fairness and inclusion for everyone who lives in York.
4. The national definition of Community Cohesion, also used by the Inclusive York Forum, is:

“Community Cohesion is activity that enables different groups of people to get on well together.

It has three foundations:

- o People from different backgrounds having similar life opportunities
- o People knowing their rights and responsibilities
- o People trusting one another and trusting local institutions to act fairly

And three key ways of living together:

- o A shared future vision and sense of belonging
- o A focus on what new and existing communities have in common, alongside a recognition of the value of diversity
- o Strong and positive relationships between people from different backgrounds.”

5. The Council's Fairness and Inclusion strategy makes a commitment to develop a Community Cohesion Strategy/Action Plan by July 2010.

6. Community cohesion is very important, if we are to sustain the quality of life currently experienced by York residents. As results council officers are currently developing a plan of action to embed community cohesion in everything the Council and its partners do. They aim to share the plan with local partners for them to agree the approach and identify their contribution to the plan.

7. During the meeting officers will present further details, and seek the Group's view so that SIWG can influence the council's approach to community cohesion.

Consultation

8. Over the coming months the approach will be widely consulted upon, starting with the SIWG and Inclusive York Forum.

Options

9. N/A

Analysis

10. N/A

Corporate Priorities

11. The Plan will contribute and underpin every aspect of the Corporate Strategy.

Implications

12. **Financial** – None

13. **Human Resources (HR)** – None

14. **Equalities** – The Plan will enhance fairness and inclusion in the city.

15. **Legal** - None.

16. **Crime and Disorder** – The Plan will incorporate activity that aims to prevent and minimise crime and disorder in the York,

especially where it is likely to impact on people from the strands negatively.

17. **Information Technology (IT)** - None

18. **Property** - None

19. **Other** - None

Risk Management

20. None, at this stage.

Recommendations

21. Following a presentation by officers, SIWG is requested to offer feedback about the approach to the plan.

Reason: To help officers put in place a fair and inclusive community cohesion plan and to give SIWG the opportunity to influence the plan at the earliest opportunity possible.

Contact Details

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Chief Officer Responsible for the report:
Heather Rice
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Report Approved

Date

Wards Affected:

All

For further information please contact the author of the report

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Meeting of the Social Inclusion Working Group 17 February 2010
Report of the Director of People and Improvement

Progress with More for York Equality Impact Assessments and next steps

Summary

1. This report is for information. It outlines progress with More for York EIAs in 2009/10.
2. During the meeting officers will talk about More for York future developments as these are being finalised currently.
3. SIWG is asked to note this report.

Background

4. More for York is a four year programme of changes needed so that in future the council spends less without affecting the quality of services it delivers.
5. The programme will last 4 years, from 2009 to 2013. The current year (2009-10) is "Year 0".
6. Officers working to deliver the programme, examine areas of council business, looking for ways to improve whilst spending less and having as little impact on people from the equality strands and the environment as possible.
7. Following the discussion of the programme and its approach to EIAs at the SIWG workshop which took place on 12 October 2009, as well as representations from UNISON (one of the unions that represents council staff), on 20 October 2009 the Council's Executive approved the 4-year programme subject to full Equality Impact Assessments (EIAs) being undertaken of areas likely to affect people from the equality strands-both customers and staff. As a result a programme of EIAs was put in place for Year 0.
8. So far in 2009-10, SIWG has considered the following More for York EIAs:

- a. Council debt collection policy and practice (workshop on 12/10/2009)
 - b. Customer services (workshop on 12/10/2009)
 - c. Council income collection using Allpay (EIAs Fair 1.2.10)
 - d. Council e-recruitment (EIAs Fair 5.11.09)
 - e. Accessibility of information (EIAs Fair 5.11.09)
 - f. Elderly Persons Homes Review (EIAs Fair 5.11.09) Kerb-side recycling (workshop on 12/10/2009)
 - g. Move the various Council city-centre reception points to one location EIAs Fair 1.2.10)
 - h. York Customer Centre (EIAs Fair 1.2.10)
 - i. Warden Call Review (EIAs Fair 1.2.10)
9. Action resulting from the EIA process has informed or will inform improved policies and practices in the areas listed above. Changes to policies and practices are to be found in documents called “blueprints”.

Consultation

10. N/A

Options

11. N/A

Analysis

12. N/A

Corporate Priorities

13. More for York supports all priorities of the Corporate Strategy.

Implications

14. **Financial** – None
15. **Human Resources (HR)** – None
16. **Equalities** – None arising from this report which is about progress with the Equality Impact Assessments done in the context of the programme.
17. **Legal** - None.

- 18. **Crime and Disorder** - None
- 19. **Information Technology (IT)** - None
- 20. **Property** - None
- 21. **Other** - None

Risk Management

- 22. None

Recommendations

- 23. The SIWG is requested to note the contents of the report

Reason: To inform SIWG on progress with More for York EIAs and to present next steps as the programme progresses.

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**Chief Officer Responsible for the
report:
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**Report
Approved**

Date

Wards Affected:

All

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Meeting of the Social Inclusion Working Group 17 February 2010

Report of the Director of People and Improvement

Social Inclusion Working Group Development Day – March 2010

Summary

1. This report informs SIWG members about the purpose and content of the next group Development Day
2. SIWG is requested to note the report. Members of the group are invited to attend.

Background

3. Development days started in February 2008 to offer members of the group the opportunity to get to know each other, assess the way we work and improve it, look at achievements in the past year and set a work programme for the coming year.
4. Development days are open to members of the group including expert witnesses, only. They are made up of facilitated workshops.
5. This is the third SIWG Development Day to take place on Monday 29 March, 10:00 to 16:00 at the National Centre for Early Music.
6. Workshops on the day will include:

Morning session

- a. Finalising “Taking stock of SIWG and next steps”
- b. SIWG budgets

(Both of these items were to be considered and finalised at the meeting in January 2010 but were deferred because the meeting started later for reasons relating to supporting the Overview and Scrutiny process)

Networking lunch

With displays/information about each of the groups involved in SIWG.

Afternoon session

- c. Council equality systems and standards – Approach to equality impact assessments
- d. Work programme for 2010-11

Recommendations

- 7. SIWG is requested to note the report and attend the day.

Reason: To help the Group finalise the improvement work it started in 2009/10 and put in place a work programme for 2010-11.

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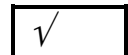
**Report
Approved**



Date

Wards Affected:

All



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