



Notice of a public meeting of

Corporate and Scrutiny Management Committee

- To:** Councillors Galvin (Chair), Burton, Fraser, Horton, Jeffries, King, Potter, Runciman (Vice-Chair) and Steward
- Date:** Monday, 14 July 2014
- Time:** 5.30 pm or at the close of the Corporate and Scrutiny Management Committee (Calling In) meeting, whichever is the earlier
- Venue:** The Thornton Room - Ground Floor, West Offices (G039)

AGENDA

1. **Declarations of Interest**

At this point, Members are asked to declare:

- any personal interests not included on the Register of Interests
- any prejudicial interests or
- any disclosable pecuniary interests

which they may have in respect of business on this agenda.

2. **Minutes** (Pages 1 - 6)

To approve and sign the Minutes of the last meeting of the Committee held on 23 June 2014.

3. **Public Participation**

At this point in the meeting members of the public who have registered to speak can do so. The deadline for registering is **5.00pm on Friday 11 July 2014**. Members of the public can speak on agenda items or matters within the remit of the committee.

To register to speak please contact the Democracy Officer for the meeting, on the details at the foot of the agenda.

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http://www.york.gov.uk/downloads/download/3130/protocol_for_webcasting_filming_and_recording_of_council_meetings

4. 2013-14 Finance and Performance Year End Report (Pages 7 - 12)

This report outlines the 2013/14 finance and performance outturn for the services falling under the responsibility of the Corporate Scrutiny Management Committee.

5. Procurement Scrutiny Review - Scoping Paper (Pages 13 - 20)

This report presents information to assist Members in deciding whether to proceed to review with a proposed scrutiny topic on procurement, in light of debate at previous meetings.

6. Single Equality Scheme Year End Update and Emerging Single Equality Scheme Priorities (Pages 21 - 176)

This report provides highlights on progress of the Single Equality Scheme which was launched December 2012 and identifies recurring and emerging priorities for inclusion in the refresh of the scheme to be completed October 2014.

7. Work Plan 2014/15 (Pages 177 - 178)

To consider the Committee's work plan for the 2014/15 municipal year.

8. Any Other Business

Any other business which the Chair decides is urgent.

Democracy Officer:

Name: Jill Pickering

Contact details:

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- E-mail – jill.pickering@york.gov.uk

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

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

Contact details are set out above.

This information can be provided in your own language.

我們也用您們的語言提供這個信息 (Cantonese)

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

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

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

یہ معلومات آپ کی اپنی زبان (بولی) میں بھی مہیا کی جاسکتی ہیں۔ (Urdu)

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City of York Council

Committee Minutes

Meeting	Corporate and Scrutiny Management Committee
Date	23 June 2014
Present	Councillors Galvin (Chair), Burton, Fraser, Horton, Jeffries, Potter, Runciman (Vice-Chair) and Steward
In attendance	Councillor Simpson-Laing (agenda items 1 to 4) Councillor Semlyen (agenda item 6)
Apologies	Councillor King

Part A - Matters Dealt With Under Delegated Powers

1. Declarations Of Interest

At this point in the meeting, Members were asked to declare any personal interests not included on the register of interests, any prejudicial interests or any disclosable pecuniary interest which they might have in respect of the business on the agenda. No additional interests were declared.

2. Minutes

Resolved: That the minutes of the last meeting of the Committee held on 12 May 2014 be approved and signed by the Chair as a correct record.

3. Public Participation

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

4. Attendance Of Deputy Leader

The Deputy Leader presented her report on her priorities and challenges for the forthcoming year.

Members raised a number of points to which the Deputy Leader provided the following information:

- The possibility of using palantypists to enable meetings to be streamed with captioning had been explored. However, there were a number of reasons why this would not be possible.
- Details were given of the consultation that had taken place in respect of the restoration programme for the Mansion House. The Deputy Leader was asked to consider further ways in which accessibility could be improved, including improving the position of the doorbell and improving the stair lift in the Guildhall. It was noted that, although not within the Deputy Leader's portfolio, the situation in respect of the stair lift would be considered as part of the Guildhall Project.
- Members stressed the importance of ensuring that, during the closure of the Mansion House, everything possible was done to maintain civic dignity, including the use of alternative venues as appropriate.
- In response to questions as to whether more could be done to engage Members in training and development, details were given of the planned training opportunities for this municipal year. In conjunction with the Workforce Development Unit, consideration was also being given to the synergies between Member training and officer training to identify further training opportunities. The development of E-Learning opportunities was also an area which could be further explored.
- Referring to the ongoing review of the Council's Constitution, Members stressed the importance of ensuring that, as part of the process, the proposed changes were considered by the Audit and Governance Committee.

The Cabinet Member was thanked for her report and attendance at the meeting.

Resolved: That the Deputy Leader's report be received and noted.

Reason: To update the Committee on ongoing work in this area and provide scrutiny of the portfolio.

5. Supporting Elderly People - Briefing On Key Issues For Potential Corporate Review

Consideration was given to a report which presented a briefing paper on the key issues for consideration by Members in developing 'Supporting Elderly People' as a potential theme for a corporate scrutiny review. Development of this theme had arisen from the annual work planning event held in May.

It was noted that, arising from York's Health and Wellbeing Strategy 2013-16 and the Joint Strategic Needs Assessment 2012 (JSNA), a scrutiny review on elderly people would support the first priority of the Assessment. Following a refresh of the JSNA a number of in depth studies were to be carried out, one of which would relate to the frail and elderly and this review may highlight any issues worthy for scrutiny review.

In line with their individual terms of reference a number of suggested areas for possible review had been set out for the four Overview and Scrutiny Committees in the report.

The Chair asked if Lead Officers had been asked for their input regarding the proposed corporate review. He was informed that the Lead Officers had been asked to contribute although it was not clear if all had responded.

Some Members expressed concern regarding the use of the word "elderly" and stated that this should be replaced with "older people".

Discussion took place regarding potential remits. Whilst it was agreed that it was for the committees themselves to determine their choice of topic, Members suggested that work regarding preventative or early intervention would be useful. Other suggestions included housing for older people, social isolation and perceptions of security/fear of crime.

Resolved: That a corporate scrutiny review be carried out on "Supporting Older People" and all Scrutiny Committees be asked to consider their suggested remits and undertake their reviews for report back to this Committee.

Reason: In order to ensure effective scrutiny of key Council priorities.

6. Request For Change Of Scrutiny Committee Terms Of Reference

[See also Part B minute]

Members considered a report which advised of requests made to amend the terms of reference of two Scrutiny Committees in order to address the balance of work between the Committees. Members' comments were also requested on a proposal for an inherent way of scrutiny working which was outcome based to enable the success of review recommendations to be more easily measured.

Proposed Change to Remits

Members considered the request to move the housing landlord and stock portfolio from the Economic and City Development Overview and Scrutiny Committee (ECDOSC) to the Community Safety Overview and Scrutiny Committee, whilst leaving ECDOSC with the housing strategy elements under the Local Plan. Members expressed their support for the request and commented that, as part of the wider ongoing review of scrutiny, consideration should be given to ensuring the name of the committee reflected its broader remit.

"Success Matrix" (or evidence and outcome based) Approach to Scrutiny

Councillor Semlyen had been invited to attend the meeting and gave details of her proposed approach to the way Council might wish to undertake its scrutiny reviews, so that it ensured that its recommendations were evidence and outcome based, as well as measurable.

Officers drew Members' attention to the Centre for Public Scrutiny's recommendations of good practice for delivering effective scrutiny recommendations, as outlined in paragraph 9 of the report. These guidelines were broadly in line with Councillor Semlyen's aims.

Members expressed their support for ensuring that measurable and evidence based targets were set, but felt it was important to recognise that some recommendations from scrutiny reviews would take time to embed and that the focus should not always be on short-term outcomes. Members also commented on

other ways in which scrutiny could be developed, including giving consideration as to whether the choice of scrutiny topics could be better linked to the corporate performance of the Council and encouraging Members to play a greater role in research. It was suggested that discussion take place with the Chairs and Vice-Chairs of scrutiny committees regarding these matters. It was also noted that the review of the Constitution would also consider issues in respect of scrutiny.

Resolved: That the cultural approach towards evidence and outcome based scrutiny reviews, outlined in paragraphs 8-11 of the report, be endorsed subject to any change being made in scrutiny procedure rules being considered by the Audit and Governance Committee.

Reason: To enable the work of Scrutiny Committees to progress efficiently and deliver effective outcomes.

7. Work Plan 2014/15

Consideration was given to the Committee's work plan for the 2014/15 municipal year.

Resolved: That the Committee's work plan for 2013/14 be received and noted.

Reason: To assist in the formulation of the Committee's work plan for the remainder of the municipal year.

Part B - Matters Referred To Council

8. Request For Change Of Scrutiny Committee Terms Of Reference

[See also Part A minute]

Further to Minute No. 6 above, under which Members considered a report seeking advice on amending the terms of reference of two Scrutiny Committees, Members discussed the benefits of these slight revisions whilst awaiting the outcome of the wider ongoing scrutiny review. It was then

Recommended: That Council approve the slight change to the remits of Economic and City Development and

Community Safety Committees, as detailed in paragraph 7 of the report, to redress the balance of responsibilities between the two.

Reason: To enable the work of Scrutiny Committees to progress efficiently and deliver effective outcomes.

Councillor J.Galvin, Chair

[The meeting started at 5.00 pm and finished at 6.10 pm].



Corporate and Scrutiny Management Committee14th July 2014**Report of the Director for Customer & Business Support Services****2013-14 Finance and Performance Year End Report****Purpose**

1. This report outlines the 2013/14 finance and performance outturn for the services falling under the responsibility of the Corporate and Scrutiny Management Committee.

Financial Analysis

2. The Council's overall net General Fund budget for 2013-14 is £127,778k and the net budget for the areas covered by this report is £8,035k. The draft outturn shows an under spend on these areas of £322k, which is a £222k improvement from the Monitor 3 report. The main areas of underspend relate to vacant posts in procurement and finance, along with a range of other minor underspends.

Performance Analysis

3. The performance delivery is analysed against the key delivery priorities of the Council Plan and the cross-cutting organisational priority themes. This report therefore covers
 - Create jobs and grow the economy
 - Core competencies

Jobs & the Economy

4. The value of York's economy grew to £4.31 billion in 2012, up from £4.17 billion in 2011. Percentage growth between 2008 and 2012 and 2011 and 2012 outstripped that of national and regional growth. York's economic growth was the third highest growth in the region in the last recorded year.
5. In 2012, York's economy supported 117,000 jobs, the same as 2011. York is the second least affected city for job loss in the region with Leeds losing 2.2% of total jobs between 2011 and 2012.

6. The number of people out of work has fallen over the last year to better than pre-recession levels for Job Seekers Allowance Claimants, and the proportion of the population on Out-of-Work benefits is at the lowest point since 2001. This represents just 1.3% of the working age population. The region stands at 3.4% and GB at 2.6%. However, the proportion of York's population in 2013 in full-time employment, 65.8%, was near historic lows while the region has 74.0%.
7. York has the 10th highest proportion of its working age population in part-time employment out of 378 Local Authorities which has an impact on productivity in the city. Youth Unemployment (Job Seekers Allowance Claimants aged 18-24) has decreased by 50% in the last year, one of the lowest proportions on record and has returned to pre-recession levels.
8. Developers of Terry's, Henry Boot and David Wilson Homes are now working with the council to deliver approved schemes agreed in December 2013. The first homes are expected to go on sale later this year. Planning for the Hiscox offices has been approved bringing 500 jobs to the city. The Nestle site is being actively marketed and the council is working with partners to bring forward development. The Hungate plans approved in January 2014 are progressing and work will commence this summer on the development of 195 new apartments, including 31 affordable homes. The British Sugar site is progressing and following a public exhibition in November 2013 a planning submission is expected later this year. The Council is currently working closely with Network Rail to develop York Central. Funding has been identified to facilitate access to the site and development of new housing is anticipated in 2015. An application for housing and retail on the White Swan Hotel site was approved in December 2012 and work has begun, including improvements to the public realm as part of the Reinvigorate York initiative.

The Digital Economy

9. Sky and Talk Talk have joined forces with CityFibre to create a new company to deliver ultra-fast broadband in the city. It will build a city wide pure fibre network with broadband speed of 1 gigabit direct to homes and businesses. This will transform the city's digital connectivity making York the most digitally connected city in the country.

Living Wage

10. As part of the largest living wage alliance York is the first council in the region to pay a 'Living Wage', working to encourage public and private employers in the city to pay the same so we can become a Living Wage city.

The Skills Economy

11. York achieved its best ever GCSE results in 2013 with 67% of pupils achieving 5+A* - C including English and Maths. This places York as one of the top (16th out of 152) Local Authorities in England and demonstrates high quality teaching in York's secondary schools. In primary schools, the assessment process changed in 2013 and, based on a new set of performance indicators, York results for the most part are in line with or above national figures.

Core competences

Rewiring Public Services Programme

12. Local Government is undergoing radical change. Resident demand for services and community expectation continues to increase. Council finances have reduced nationally by an average of 33% and so in order to balance these interests radical change is required. The council needs to:
- Be more flexible and responsive to changing needs.
 - Listen and constantly learn.
 - Adapt to changing environments and pressures
 - Support the most vulnerable.
 - Be modern in the way we use ICT, data and processes to enable greater efficiency and effectiveness.
 - Be an excellent communicator
13. The Rewiring Programme pulls together a series of projects and programmes, driven by engagement with residents, voluntary and community organisations and businesses, to establish what York, as a place, wants. Already together with its partners, the council has:
- established new operating models including mutuals and wholly owned companies, but more can be done to understand the options in other areas of the council enabled residents to provide innovative solutions to challenges in the City and to collaborate and design services as a community (GeniUS Innovation application).
 - started working with Leeds Data Mill to better use real-time data which is allowing us to target our resources more effectively.
14. Increasingly we want communities to use this data and make decisions on the outcomes they want and how resources are used.

Customer Service

15. This year has been dominated by a number of related priorities in the Customer and Administration Accommodation strategies relating to the

completion of the consolidation of Council offices and services, with the finalisation of the refurbishment of and moves to Hazel Court and West Offices. This incorporated a fully centralised Facilities Management operation and a single Customer Centre for access to all Council services in a single modern environment.

16. The new Customer Service centre at West Offices is the focal point of the building, replacing the original thirteen receptions across the city and bringing them all together in one convenient location in the heart of the city. This prompted an overhaul in the way face-to-face services were managed and delivered by the council. The objective was to create a friendly, professional and efficient environment to deliver seamless access to all council services. The centre would need to provide for a weekly footfall of 2,500 people visiting for pre-arranged one to one appointments, group meetings and ad hoc visits for information or face to face interactions. The objective for the council was to deliver on their Customer Strategy aim of “delivering the right service, at the right time, in the right way, at the right cost for our customer”. From 1st April 2013 – 31st March 2014 the Customer Centre provided a service to 124,541 customers/visitors.

Our workforce

17. Our younger workforce is not representative of the York community where 15.5% of those in employment are aged 16 to 24. We have developed an integrated approach to internships, apprenticeships and work experience placements, with enhanced training allowances for apprentices and for student and graduate interns which reflect our commitment to the employment of greater numbers of young people.
18. Work to support the Council’s Workforce Strategy included:
 - embedding the Living Wage into its pay structures.
 - undertaking an Equal Pay Audit demonstrating fair pay and addressing any areas of concern by harmonising pay structures.
 - the completion of plans to centralise all Learning and Development funding and activity.
 - a review and strengthening of Health & Safety governance structures across the council.
 - the negotiation of a new Trade Union Engagement Framework to be launched in Summer 2014.

An open council

19. Engagement with our communities is at the heart of the council’s Rewiring programme. The Community Conversations allow residents to meet

Councillors and Council staff to tell the council their concerns. As well as streaming council meetings the council also publishes all of its travel expenses online and produces a one page summary of consultations. We have begun working with the Leeds Data Mill project, so that data about the Council and its partners will become available online for residents so that they can make more informed decisions. It will also mean that the Council and its partners become more accountable and reduce the need for Freedom of Information (FOI) requests

ICT Services

20. As the world turns digital, customer expectations around how they access services shift. Our ICT services are gearing-up to meet the challenge of the digital age, making best use of the Super Connected Cities programme and significant private sector investment to deliver an ICT infrastructure that supports the Council in meeting its priorities to deliver customer driven services across multiple channels.

Consultation

21. There has been consultation with Trade Union groups on the ongoing implications of the council's financial situation and performance improvement issues.

Council Plan

22. The information and issues included in this report demonstrate progress on achieving the priorities set out in the Council Plan.

Implications

23. The financial implications are covered within the body of the report. There are no significant human resources, equalities, legal, crime and disorder, information technology, property or other implications arising from this report.

Risk Management

24. The risk management processes embedded across the council continue to contribute to managing the risk issues associated with major projects and key areas of service delivery.

Recommendations

25. As this report is for information only there are no specific recommendations.

Reason: To update the Committee on the finance and performance position for 2013/14.

Authors:	Chief Officer Responsible for the report:		
Jayne Venables Head of Performance	Kersten England Chief Executive		
Debbie Mitchell Corporate Finance Manager	Ian Floyd Director for Customer & Business Support Services		
	Report Approved	√	Date 2 July 2014
Wards Affected: <i>All</i>			
<i>For further information please contact the authors of the report</i>			

Annexes - None



Corporate & Scrutiny Management Committee

14 July 2014

Procurement Scrutiny Review – Scoping Paper**Purpose of Report**

1. This report presents information to assist Members in deciding whether to proceed to review with a proposed scrutiny topic on procurement, in light of debate at previous meetings.

Background

2. In January 2014 the Committee received an overview of the strategic approach being taken by City of York Council regarding procurement and commissioning to ensure the Council gets best financial, social economic and environmental value from its spend on goods and services.
3. The strategy, agreed in 2012, was based on the following vision:

“To work together with partners and suppliers to develop imaginative commissioning and procurement solutions that deliver quality, value for money goods and services and deliver broader economic social and environmental outcomes”
4. The Committee learnt that the approach taken to procurement within CYC is a hub and spoke one with the vast majority of procurement and commissioning activity taking place within the individual business areas, with advice support and commercial challenge being provided by a modestly scaled Commercial Procurement Team.
5. Information was provided on a series of Toolkits developed by the Commercial Procurement Team to proceduralise an organisation wide approach, with the aim of improving the effectiveness of the Council’s procurement across all spending areas.
6. The Commercial Procurement Team have:

- Introduced Category management - a new and more challenging approach that will ensure that the Commercial Procurement Team have earlier involvement of Procurement in the scoping phase of commissioning.
 - Commenced a review of Contract Procedure Rules to incorporate Category Management Plan and Procurement Plans within the rules and requirements for each Service Area to understand and manage its commissioning requirements.
 - Supported the 'Procure to Pay' programme to improve processing efficiency and controls
 - Implemented a new Supplier and contract management system which will give greater internal and external transparency and control of existing contracts and forthcoming tenders.
 - Begun a programme of workshops for suppliers and client teams focusing on "making equalities real", to look at who we invite to tender and on-going ways we can improve equalities through contracts.
7. Further information on all of the above was provided at the meeting of this Committee in January 2014. In addition the Committee received information on the new Transformation programme which has picked up the work done to date as part of the Business Support review regarding the future operating model for procurement and commissioning activities. This will eventually feed into a refresh and development of the Council's Procurement & Commissioning Strategy for 2014 – 2018, and will reflect progress made in delivering both the ethical and efficiency agenda.
8. With the scale of the Council spend on goods and services for 2012/13 in the region of £120m, the Committee agreed that procurement was a priority area when looking to reduce costs and deliver effective services at a time of severe financial constraint, and with this in mind questioned whether procurement may be worthy of scrutiny review.
9. Having recognised that the introduction of Category Management would help the Council to achieve a better mix of social economic and environmental benefits for the city, the Committee requested a further report on the work being undertaken to engage local businesses in procurement activity for the Council.

10. In May 2014 the AD Finance Property & Procurement provided information on the Council's commitment to use its own procurement spend to support the local economy (as detailed in the Procurement and Commissioning Strategy). The Strategy commits the Council to a tailored approach to achieve local economic development, through a range of engagement mechanisms with local companies and through tailored tendering.
11. If the Procurement Team believes that a tender could result in local jobs or there is a potentially strong and competitive local market, the assessment criteria is shaped to give weighting to the use of local labour/creation of local jobs. Local small and medium size enterprises are targeted in invitations to tender (below European Union limits) or made aware of the EU tender for larger pieces of work – for further information see May 2014 Report.
12. However, the report also highlighted that the Commercial Procurement team were only involved in approx 18% of the Council's total spend. Whilst the Committee acknowledged that not all procurement activity was complicated and therefore requiring of the Team's expertise, they were concerned that 82% of procurement was happening outside of their periphery.
13. In addition, whilst the Committee had previously expressed interest in considering a scrutiny review of 'procurement activities of health and voluntary services and their relationships, to assist with their preventative works', the Committee received no evidence to suggest there were any particular procurement issues in that area. They therefore asked officers to provide a further report for this meeting, suggesting how the Committee could add value to procurement activity, by way of scrutinising either:
 - i) Procurement activity around health and voluntary services
 - ii) The 82% of procurement activity in which the Procurement Team was not currently involved

Analysis

14. Officers have provided the following information in relation to both aspects of procurement previously raised:
 - (i) **Procurement activity around Health and Voluntary Services:** Currently the Rewiring Public Services programme has a number

of work streams, including integration with health and the voluntary sector and York Council for Voluntary Services has seconded a member of staff to the Rewiring team to facilitate further effective engagement. The Integration with Health work stream is about to start a period of engagement to acknowledge that the private, independent, voluntary and community sector will need to play a greater role in some aspects of service delivery.

- (ii) **Procurement Activity Not Currently Involving Procurement Team:** A programme of work has just commenced to review commissioning and procurement activities across the council as well as considering alternative options for controlling the other 82% of spend. This work is also being considered as part of the Rewiring Public Services programme.

15. At this early stage in relation to both aspects, Officers are concerned that any scrutiny review into either of these would be premature and might duplicate time and resources spent supporting and contributing to the Rewiring strands. It might be more appropriate for the Committee to receive an overview report at a later date when some further options and alternatives have been identified by the Rewiring Public Services Programme.

Council Plan 2011-15

16. The Procurement and Commissioning Strategy sets out how procurement can be central to delivering the Council Plan 2011-15 through:
- Focussing expenditure on priorities and avoiding spend on things which are inessential or merely “nice to have”, whilst ensuring that all specifications are driven by customer requirements
 - Protecting vulnerable people through sourcing appropriate levels of quality goods and services.
 - Delivering excellent value for money
 - Supporting the local economy
 - Building strong communities by encouraging innovation, providing opportunities for local people to be engaged in designing and delivering services

- Collaborating with other public sector organisations to ensure maximum benefit for York
- Protecting our local environment by ensuring we source sustainable goods and services and build carbon reduction targets into our contracts

Implications

17. **Financial** – Effective procurement is a prerequisite to delivering the Councils Financial Strategy. There are no financial consequences arising from this report, however.
18. **Equalities** – The issue of how equalities issues are addressed through procurement were set out in the January 2014 report. However, there are no specific equalities implications associated with the recommendations in this report. If Members were to undertake a specific ‘procurement’ review, then any such implications would be drawn out as part of that review.
19. **Legal** - All legal implications from individual procurements are dealt with on a project by project basis and there is close working relationship between the Commercial Legal Team and the Commercial Procurement Hub. However, there are no specific Legal implications associated with the recommendations in this report.
20. There are no HR, ITT, Property or other implications associated with the recommendations in this report.

Risk Management

21. Failure to manage procurement activity effectively could give rise to the risk of legal challenge from poor procurement practices under EU law. Poor procurement practices are also likely to be highly inefficient and could waste money. Whilst there are no specific risks associated with the recommendations in this report, were Members to proceed to undertake a review, given the comments of Officers in paragraph 15 above, there is a risk that Council resources would be duplicated and work could conflict whilst procurement aspects are under review as part of the Rewiring Programme.

Recommendations

23. Having considered the information provided in this report and specifically in paragraphs 14-15, Members are asked to agree whether or not this Committee should proceed with a procurement related scrutiny review during this municipal year.
24. If a decision is taken to proceed with a Procurement Review, the Committee are recommended to:
- i. Be clear about the aim and outcomes in undertaking such a review at this time;
 - ii. Set up a Task Group to carry out the review on their behalf
 - iii. Agree a timeframe for completion of the review
 - iv. Instruct the Task Group to identify a suitable review remit and methodology for progressing the work on the review, based on the information provided in paragraphs 14-16 above.

Reason: To progress the work of the Committee in line with scrutiny procedures and protocols.

Authors:

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Chief Officer Responsible for the report:

Andrew Docherty
AD Governance & ITT

Dawn Steel
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Report Approved



Date 4 July 2014

Implications:

Wards Affected: All

For further information please contact the authors of the report

Background Papers:

Scrutiny Reports dated 13 January 2014 & 12 May 2014

Annexes: None

Abbreviations:

EU – European Union
CYC – City of York Council
AD – Assistant Director

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**Corporate and Scrutiny Management
Committee****14th July 2014**

Report of the Director of Communities and Neighbourhoods

**Single Equality Scheme Year End Update and Emerging Single
Equality Scheme Priorities****Introduction**

1. This report provides highlights on progress of the Single Equality Scheme which was launched December 2012 and identifies recurring and emerging priorities for inclusion in the refresh of the scheme to be completed October 2014. **Appendix 1** provides detailed information concerning achievements and emerging priorities.
2. In addition to the headline priorities identified from the review of the existing scheme consideration will also be given to priorities emerging from the Joint Strategic needs Assessment and Rewiring Public Services Transformational Programme.
3. The refreshed Equality Scheme will be further strengthened to reflect partner organisations equality priorities identified through the Fairness Equalities Board and the refreshed scheme will be a partnership document.
4. Equality score cards following recommendations from the mock inspection have been developed for each of the priority themes included in the Single Equality Scheme and are attached in Appendices as follows:
 - Access to Advice and Services Appendix 2
 - Affordable Childcare Appendix 3
 - Community Engagement Appendix 4
 - Educational Attainment Appendix 5

- Employment, Unemployment, Apprenticeships Appendix 6
- Income Inequality Appendix 7
- Poverty Appendix 8
- Health and Wellbeing Appendix 9
- Housing, Independence, Homelessness Appendix 10
- Procurement Appendix 11
- Respecting and Celebrating Diversity and Community Safety Appendix 12
- Transport Appendix 13
- CYC Workforce Appendix 14

Summary

5. Overall good progress has been made in implementing the scheme. The process status of the SES Action Plan is attached at Appendix 15. Actions to address the priorities are in development or are still to be developed.

Recurring and Emerging Priorities

6. Listed below are the headlines of the key areas of focus for the refreshed Single Equality Scheme.
 - a. Improve the satisfaction of customers who have dealings with the council in that they have been treated fairly and with respect.
 - b. Meet the target to increase the number of affordable childcare spaces and increase the percentage of childcare settings that are good or outstanding
 - c. Improve satisfaction with engagement and involvement in decision making particularly for those living in deprived wards
 - d. Increase educational attainment of Looked after Children, SEN Children and children on Free School Meals.
 - e. Work to improve access to better quality full-time well paid jobs.

- f. Increase Employment Opportunities for people with disabilities and learning difficulties
- g. Increase Apprenticeship starts particularly for those aged 19 to 24
- h. Improve the % of Year 12 who are LDD who are in Employment, Education or Training.
- i. Reduce York's gender pay gap between males and females
- j. Continue to mitigate the effect of Welfare Reform and lead on Financial Inclusion
- k. Continue the work on Child Poverty and increase the number of children eligible for free school meals
- l. Continue to reduce the number of looked after children
- m. Reduce the incidences of winter deaths for those aged 85+
- n. Support food poverty initiatives
- o. Reduce childhood obesity
- p. Develop initiatives to deal with the increase and predicted increase in people suffering from dementia
- q. Deal effectively with the increase in people presenting with Autism
- r. Increase the % of older people and carers who are receiving self directed support including the % of people via a direct payment.
- s. Reduce smoking amongst young people, pregnant women and routine and manual occupational groups.
- t. Reduce the number of adults drinking alcohol at increasing and at risk levels.
- u. Increase the % of people with a long term disability in sport
- v. Improve quality of life outcomes for Gypsy and Travellers
- w. Improve health outcomes for the LGBT Community
- x. Increase the number of homes especially affordable homes.
- y. Increase access to housing for disabled people and those suffering mental illness

- z. Raise standards in the private rented sector. Increase the number of Landlords signing up to the Landlord Accreditation Scheme to improve housing conditions in the Multiple Occupation sector.
- aa. Improve homeless prevention for those with a disability and those suffering from a mental illness
- bb. Reduce the incidents of Hate Crime particularly racially motivated crime
- cc. Deal effectively with Anti Social Behaviour
- dd. Improve satisfaction that people feel part of their local community particularly for people living in deprived areas and BaME residents
- ee. Improve satisfaction with local areas as a place to live in particularly for Carers, people living in deprived wards and people with disabilities.
- ff. Improve satisfaction with people living in deprived areas, young people, BaME and carers that people from different backgrounds get on well together.
- gg. Diversify CYC workforce to reflect York's working age community i.e. men, BaME, young people and people with a disability
- hh. Improve satisfaction with staff engagement particularly for disabled and LGBT staff
- ii. Continue to reduce the incidences of bullying in the workforce.
- jj. Improve the Health and Wellbeing of Staff
- kk. Increase the % of staff declaring their sensitive information.

Consultation

- 7. As this is a progress report on implementation of the Single Equality Scheme no consultation has been undertaken.

Council Plan

- 8. These proposals relate to the Council's corporate priorities of building strong communities and protecting vulnerable people, as set out in the Council's Plan 2011-15.

Implications

9. As a progress report there are no implications as this stage.

Recommendations

10. The Scrutiny Committee are requested to note progress and identify any other equality issues in relation to Community of Identify for consideration in the refresh of the Equality Scheme.

Reason: To help ensure that relevant equality issues are reflected in the revised Equality Scheme.

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Wards Affected:			√
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Background Papers: None

Annexes

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List of Abbreviations used in the report:

BaME – Black, Asian and Minority Ethnic

LDD - Learning Difficulties and Disabilities

LGBT - Lesbian, Gay, Bisexual, and Transgender

NEET - Not in Education, Employment, or Training

SES – Single Equality Scheme

SEN – Special Educational Needs

Appendix 1: Single Equality Scheme Highlights and Priorities

Access to Advice and Services

1. Actions within the Single Equality Scheme focused on operating a customer centre from West Offices, redeveloping the web and investing in various apps , websites, and digital technology to make it easier for customers to access council services and whilst doing so ensuring that they are treated fairly and with respect.

Highlights

- CYC opened its customer service centre at West Offices in 2012 and rationalised the number of offices.
- CYC's website has been redeveloped making it more accessible.
- Various apps and websites have been developed enabling easier access to council services including The My Life, My Choice website makes it easier for vulnerable people to find out about support available to them. Yor-zone.org.uk, a new website for 11-18 year olds.
- York is the only local authority to receive CLG funding (£47k) to become one of 15 national partners to work with First Stop Advice offering housing advice and information to older people
- To improve and increase access for disabled children to Out of School Clubs (OOSC), the Childcare Strategy Service has been delivering their Disabled Children's Access to Childcare programme and has supported the OOSC sector to enhance and develop skills around working and caring for disabled children and young people.
- High quality internet access is being installed in York and will be available to all York communities by 2015.
- York has been chosen as the first UK location to get a state of the art, city-wide, pure fibre-to-the-premise (FTTP) network to deliver superfast broadband services. This will make York the first UK city to be connected with such high speeds on a city-wide basis.
- To support members of the public to 'Get on Line' York Explore is a Champion Centre for UK Online and provides free help to anyone wanting to get online through a network of cascade centre libraries

Priorities

- Work to have one single number to call when accessing council services will continue
- There a low levels of customer satisfaction with service users thinking they have been treated fairly and with respect. Only 52% of respondents to the Big York Survey 2013 thought this was the case. When analysing results for York's Community of Identity Carers at 49% and people living in York's deprived neighbourhoods at 45% where least satisfied.

Affordable Childcare

2. The Single Equality Scheme for Affordable Childcare focused on increasing the number of good quality flexible child care provision.

Highlights

- A quality assurance and improvement framework for all private and voluntary sector organisations including childminders has been implemented as has protocols for new settings
- The % of Good or Outstanding Childcare settings continues to increase and at year end stood at 81%.
- The Council's Childcare Service will take part in a two-year government trial to help other areas develop childcare hubs.

Priorities

- The target to increase affordable childcare places by 300 in 2013/14 is short at 279. This is a two year programme with an overall target of 1000.

Community Engagement

3. The aim of Community Engagement Actions was to increase satisfaction of York residents in their ability to engage and influence council decisions. In particular to strengthen engagement mechanisms with Communities of Identify particularly with the Gypsy and Traveller Community and the LGBT Community.

Highlights

- As part of our Neighbourhood Working model, Residents' Forums have been established in every ward comprising elected members, groups, organisations and other partners active in the ward. They have developed improvement action plans informed by ward profiles and local intelligence to tackle local issues.
- A programme of Community Conversations is underway. The sessions offer residents, community groups and local traders a chance to find out more about what's going on in their ward and the city, and put their questions and comments to the Leader of the Council.
- Engagement mechanisms with Gypsy and Travellers and the LGBT community have been strengthened. Gypsy and Traveller engagement has led to the production of the Gypsy and Traveller Strategy. Gypsy and Travellers are represented on the Gypsy, Roma and Traveller Strategic Board who oversee delivery of the strategy.
- The Council has embarked on its Transformational Programme 'Rewiring Public Services' the aim is to enable residents to help themselves and helping those that need help to have a better quality of life. The Customer Service and Resident Engagement programme is working to better engage and unlock the resource and potential within neighbourhoods.

Priorities

- Overall customer satisfaction with engagement and the ability to influence decisions is low. Results of the Big York Survey 2013 show that satisfaction with the ability to influence decisions affecting your local area is 24% reducing from 29% in 11/12. Analysis of Community of Identity highlights that satisfaction is low across the board particularly with those living in deprived areas at 19%. The highest satisfaction levels (although still low) is 33% for 65-74 year olds at 33% and BaME at 31%.

Educational Attainment

4. The Single Equality Scheme focused on improving educational attainment for children on free school meals, children with special educational needs, children who are looked after and for children from the Gypsy and Traveller Community.

Highlights

- Educational attainment results show significant and tangible improvement over the previous year putting York in a strong position regionally and nationally. Overall York's children are achieving good and improving results. But there remains work to do in some of York's schools. York has achieved its best GCSE results with 67% of pupils achieving 5+A*-C including English and mathematics. This places York as one of the top (16th out of 152) Local Authorities in England.
- Work has taken place with schools to develop targeted strategies to accelerate progress of Free School Meal pupils in English and Maths. It has been an encouraging year in terms of educational attainment with an increasing trend of children eligible for FSM achieving 5+ A*-Cs GCSE (or equivalent) including English & Maths at Key Stage 4.
- To drive up educational attainment of SEN pupils the School Improvement Service have worked with external consultants who are registered Ofsted inspectors to provide training sessions for school leaders and governors which has developed their understanding of their responsibilities towards closing the gap between SEN and their peers. Latest figures show that SEN pupils without a statement achieving 5+ A*-C including English and Maths has continued to increase at 23.2% and those with a statement increased to 9.8%.
- Latest figures show that the % of Looked after Children achieving 5+ A*-C has increased from the previous year at 13% to 21.7%.

Priorities

- Whilst attainment of children eligible for free school meals and SEN pupils has increased performance is below that achieved nationally. Improving educational attainment of FSM pupils, Looked after Children and those with SEN will remain a priority.

Employment, Unemployment, Apprenticeships

5. The Single Equality Scheme focused on providing opportunities for people to gain access to employment and training especially for people from the Black, Asian and Minority Ethnic communities, women, lone parents, young people, young disabled people including those with learning difficulties, and people suffering from mental health issues.

Highlights

- To better connect York residents to economic opportunity An Economic Infrastructure Fund (EIF) totalling £28.5m over a five-year period to 'kick start' initiatives that support York's economy, create jobs and secure investment has been created. This has helped support job Fairs in the City attracting over 1800 attendees.
- Work has been undertaken with the Gypsy and Traveller Community. Training courses are continuing for Traveller women in conjunction with the Travellers Trust, to develop 'employability' skills in literacy, self confidence and communication skills. The Traveller Literacy group in St Lawrence's children centre was very well attended and women gained qualifications at the end of last year and are continuing to attend. Over the last 18 months 26 Gypsy and Traveller Women have gained employment, 16 of these since March 2013.
- Working in partnership with Higher Education in York internship and mentoring programmes have been established for undergraduates.
- Progress pathways into employment for those recovering from mental health problems have been developed. The Umbrella Café, an employment project led by the Community Recovery Team at Sycamore House (a community resource centre for people recovering from mental health conditions) has won an award from Leeds and York Partnership Foundation Trust for 'Positive Experience' the Café offers specialist support to develop vocational skills enabling progression to enter or return to the work environment.
- Youth Unemployment (Job Seekers Allowance Claimants aged 18-24) has significantly decreased over the last year reducing from 2.6% to 1.6% . Whilst nationally the figure is 4.9% and regionally 6.3%.
- Work continues to improve the apprenticeship offer for young people with learning difficulties. Work is underway in partnership with Blueberry Academy who provides specialist support for people with learning difficulties and the Council to provide work experience opportunities and links to pre apprenticeship programmes.
- 53 young people high level SEND are participating at York College and Askham Bryan College in facilities supported by funding bid. This is up by 22 participants

- Yorkcraft supported employment services provide 35 full time supported employment placements for adults with a disability and/or mental health, under DWP's Work Choice Programme.
- The latest figure Dec – Jan 2013 shows that the employment rates of females have increased to 70.9%.
- The average earnings of residents are above the national and regional average.
- % of Care leavers in employment education or training at 19 has increased from 74% to 79%
- The number of the working age population 16-64 claiming Job Seekers Allowance has decreased. There has also been a reduction in young people 16-24, females, and BaMe applicants claiming.

Priorities

- The % of part time working for both males and females has increased. Whilst the % of males in full time employment has decreased. Work will continue to improve access to better quality full-time, well paid jobs.
- The number of Apprenticeship starts has decreased with lower levels for those aged between 19-24
- % of Year 12-14 age young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement) did not reach its target of 33% and achieved 26.7%
- % of young people ending their YOT supervised order who are NEET has increased from 27% to 28%
- The proportion of adults with learning disabilities in paid employment has reduced from 8.4% to 7.9%.
- Adults with learning difficulties in supported employment has decreased from 38.5% to 28.5%
- Disabled benefit claimants have increased from 0.7% to 0.8% since November 2010. Although it's below both the National and Regional figures at 1.2%.

Income Inequality

6. The Single Equality Scheme focused on reducing income inequalities across the city and minimising the impact of the Welfare Reform Act 2012.

Highlights

- City of York Council has introduced the 'Living Wage' and a number of private sector organisations have also done so.
- A welfare reform working group is taking proactive measures to mitigate the impacts of welfare reform. Housing Services have created two Money and Employment Advisors posts who have visited over 800 affected tenants providing advice to secure their financial stability.

Priorities

- The gross weekly pay for females residence based has decreased by £17.60 from £462.80 to £445.2
- The gender pay gap residence based has increased by £19 from £77.9 to £96.9
- Number of adults and older people and carers receiving self directed support and those receiving this via direct payment needs to improve.
- Despite two Money and Employment Advisors to support council house tenants and help mitigate the impact of Welfare reform the % of council tenant rent arrears has increased and the % of council rent collected has reduced

Poverty

7. The Single Equality Scheme focused on reducing child poverty and fuel poverty.

Highlights

- York has lower proportions of workless households and children in poverty that the regional and nationally. However it remains a significant issue in the city as some areas of the city are above regional and national averages. Partnership work is underway to tackle poverty in the city. The council together with Joseph Rowntree Foundation, York Press, York CAB, South Yorkshire Credit Union, the

York Economic Partnership and the York Community chaplaincy have formed the Poverty Action Steering group and are implementing the poverty action plan.

- A Child Poverty local needs assessment has been undertaken and the Child Poverty strategy has been refreshed which has been rated as outstanding by NCB.
- Localities with the greatest poverty are targeted through the Citizens Advice Bureau 'Small Change Project' on family budgeting.
- A new integrated family support service (IFS) has been established and also the Troubled Families Partnership Board. During 12/13, 112 newly identified families engaged with support and for the first three quarters of 2013/14 this has increased to 309 families.
- The % of lone parents out of work has decreased.
- The council received funding to pilot an innovative community energy switching scheme.
- A new Home Energy Support Coordinator is now in place to offer practical, simple advice on fuel and money saving actions.

Priorities

- The number of pupils eligible for free school meals and claiming them will remain a priority. The % of Primary School children claiming has reduced from 11.5% to 11.1% whilst Secondary School children has remained stable at 8.5%
- Excess winter deaths for those aged 85+ has increased from 27.6% to 29.6% (latest figure 12/13)
- Whilst there is no data available it has been reported that the number of people suffering food poverty accessing food banks is increasing.

Health and Wellbeing

8. The Single Equality Scheme focused on improving the health outcomes for people with mental health issues, looked after children, young people leaving care, the BAME community and the Gypsy and Traveller Community. Improving the Health and Wellbeing amongst young people, pregnant women and manual workers by reducing smoking. Reducing the reliance on drugs and alcohol especially for

ex-offenders, young people, young parents and those living in care and for people suffering from mental health problems. Increasing support for carers so they can continue in their caring role and also maintain employment.

Highlights

- Overall life expectancy in York has increased for both men and women and is higher than both the national and regional average.
- Smoking prevalence in York is lower than the national average.
- The number of Looked after Children has decreased. Specialist services are helping to safely reduce the number of children who are looked after, which at the end of March 2014 had fallen to 222, the lowest since 2009.
- The council and city partners have commissioned a national charity to launch England's first Recovery College to support people overcoming alcohol and substance misuse. Modelled on a successful community project in Glasgow, the Wired into Recovery charity trains people who are successfully recovering from addiction to support others going through the recovery process
- To meet the forecast predictions for the increase in the number of people who are/will be suffering from dementia a steering group has been established to oversee and promote York's aspiration to become a 'Dementia Friendly' community working with businesses, shops and services to support them to become more 'dementia friendly' and accessible. The Council has launched itself as a local action alliance. York has registered as an early adopter for the national recognition process and has made links with colleagues in Bruges who are also working to become a Dementia Friendly City.
- Sport and Active Leisure have continued to recognise and respond to the needs of those with Dementia in their programme of leisure activities and have worked with Sports UK to develop a Dementia Awareness course for coaches, instructors and providers of sports clubs across the city. A project has also been undertaken.
- Progress on the Healthy schools programme has been undertaken. York has 100% of Schools with Healthy Schools Status and two schools with Enhanced status.

- The Council joined forces with national charity Relate to give additional support to parents of teenagers in York. The move follows an increase in requests for information to the Council's Family Information Service from parents with issues relating specifically around teenagers. Teenage pregnancy in York continues to reduce.
- The Youth Offending Team received a good design award from the Youth Justice Board for its Child and Adolescent Mental Health service model outlining how they and partners can assess and support high risk young people with complex mental health needs.
- The Council's Keeping Families Together initiative is continuing to deliver an overall reduction in the number of children in public care. This initiative seeks to safely support more children at home in the care of their parents or extended family members. It also helps those children who are already looked after to move more quickly on to alternative permanent care. To support these arrangements, the Council has developed a 'new deal' for local foster carers to ensure that there is a sufficient supply of high quality local placements available for those children who do need to become looked after. A separate Adoption and Fostering Service has been created.
- The Council launched its Springboard Project to recruit volunteer mentors to support young people aged 16 and over who are leaving or have left care. Springboard helps young people with a range of issues such as raising self esteem, employability and independent living. Recent figures show that 20 mentors have signed up to this project and 16 young people have been linked up with a mentor.
- Targeting of bespoke work for substance misuse to care leavers and the development of care packages to ensure safe transition to adult services is now being overseen by a transitions worker situated in Atlas the young peoples service.
- York's Family Information Service has been awarded the National Association of Families Information Services (NAFIS) Family First Award for quality. York Family Information Service is a key service for mums, dads and carers of 0-19 year olds (or up to 25 years for disabled children and young people). The award credits the quality of practice provided by the team.
- A Carers Strategy is being implemented
- We work closely with the LGBT forum who are developing a Health and Wellbeing document. The strategy is based on a four year plan

and outlines the needs of York's LGBT population and the actions considered necessary to lead to equality. The work will be led by sub-groups within the LGBT Forum.

Priorities

- Health is substantially worse in York's deprived area men will die on average 9.9 years earlier than their least deprived counterparts. Similarly, women in the most deprived communities in York will die on average 3.6 years earlier than those in the least deprived communities.
- Smoking by manual workers has increased
- Alcohol consumption continues to present a challenge with 29.7% of adults (over 18) drinking at increasing and at risk levels. York differs from England's worst authority by only 1%. The best LA is 15.7%, regionally the level is 24.5% (nationally it is 22.3%)
- People suffering from dementia is increasing
- Social isolations of adults who use social care services have increased.
- The % of adults and carers receiving self directed support has increased slightly to 33.8% .However the figures are still low
- The % of adults and carers receiving self directed support via direct payments has decreased from 12.4% to 9.39%
- Continue to reduce the number of looked after children
- Childhood Obesity is increasing
- A recent study of the Gypsy and Traveller Community has revealed that the health and wellbeing of this community needs to be improved.
- Continue working with the LGBT community to improve equality outcomes.
- There has been a decline in the % of people with a long term disability participating in sport.

- Young people presenting with autism has been increasing. York's Autism Strategy was launched in February 2013 at a highly successful conference attended by 250 delegates.

Housing, Independent Living and Homelessness

9. The Single Equality Scheme focused on increasing the number of new homes being built (particularly affordable homes) and increasing the housing provision for young parents, people with learning difficulties, those with mental health issues and people suffering from dementia. Finding ways for older and disabled people to remain in their homes for as long as possible. Improving housing conditions in the private sector. Meeting the housing need of Black, Asian and Minority Ethnic communities including Gypsy and Traveller Communities.

Highlights

- To increase the number of homes in York particularly affordable homes and to reduce numbers on the housing register the council has committed £7m to its Get York Building initiative. By 2015 we expect almost 100 new affordable new homes to be completed and around 200 to start on site, including up to 60 new council homes.
- To make best use of existing council housing stock Council tenants have been actively encouraged to downsize through the Councils 'Homeswapper' scheme.
- An incentive scheme that provides tenants with financial assistance to downsize up to £2,500 has been introduced.
- The policy on Direct Exchanges and transfer concerning rent arrears has been relaxed. If tenants' have low level arrears they will be considered for a move if they are affected by the bedroom tax providing they demonstrate a commitment to reducing their debt. The number of direct exchanges has increased.
- Numbers on the council housing waiting list have reduced including applicants aged between 16-24.
- 82.6% of adults with learning disabilities know to social care services were supported to live independently. To support independent living and increase housing provision for those with learning difficulties and disabilities Dentdale independent living facility joint funded by the College and the Department for Education as part of a bid secured by

City of York Council is used to provide independent living and work training for students aged 16-24 with severe learning difficulties and disabilities.

- Birch Park Extra Care Scheme for people with Learning Disabilities also opened. The scheme has 12 apartments benefiting 14 individuals.
- To improve housing accommodation for those people with dementia , as part of the Council's care home modernisation programme, two modern, built for purpose care home facilities providing specialist residential care for people with dementia care and high dependency care needs is underway.
- A priority has been to improve the housing conditions of the Gypsy and Traveller community. The Travellers' Choice programme is being implemented to improve site conditions. Funding has also been awarded by the Homes and Communities Agency to provide an additional six pitches to the Osbaldwick site

Priorities

- Increasing the number of homes built in York especially affordable housing will remain a priority
- The numbers on the council housing waiting list of disabled applicants and BaME applicants has increased. Increasing access to housing for Communities of Identity will remain a priority.
- The % of people with a physical disability accepted as homeless has increased from 12% to 16% and those suffering from a mental illness have increased from 8% to 17%.
- Raise standards in the private rented sector. The target to sign up Landlords to the Landlord Accreditation Scheme has not been achieved. Increasing private sector landlords to the Landlord accreditation with remain a priority.

Procurement

10. The Single Equality Scheme focused on promoting equality and diversity through our procurement and commissioning activity and opening up market opportunities to the voluntary and community sector for delivery of inclusive services.

Highlights

- The council's Procurement Management Strategy provides a consistent and corporate approach to commissioning and procurement. The strategy is supported by the procurement team's use of standard documents and the council's terms & conditions which are issued with every purchase order.
- A procurement toolkit has been developed which provides guidance and templates for officers to run their own small procurements compliant with public sector procurement rules, the council's contract procedure rules and financial regulations. The toolkit incorporates the council's equality requirements thereby ensuring all contractors abide by these requirements when undertaking work on behalf of CYC.
- All contractors who are successful in obtaining work from the council are asked to sign up to the principles in CYC's Procurement Equality Charter.
- York has worked hard to include living wage provisions into all new contracts, where appropriate, in order to ensure a fair wage for lower paid workers.
- The procurement team to encourage more SMEs to bid for council work have undertaken a number of 'meet the bidder' events to demystify the process. Focus group sessions with existing contractors and SMEs have been held to establish how the contracting procedures have been improved to enable more employment opportunities for vulnerable people.
- The procurement team have been working with officers in the libraries and archives service and warden and Telecare service to develop social enterprise models (SME).

Respecting and Celebrating Diversity and Community Safety

11. The Single Equality Scheme focused on respecting and celebrating diversity and tackling hate crime.

Highlights

- A programme of high profile events takes place to celebrate diversity.

- Work is underway for York to become a Human Rights City. York's Human Rights City Project held its first Open day festival for social justice and human rights organizations in York
- Results of the Big York Survey 2014 show that although satisfaction with York as a place to live has gone down from 92% to 89% satisfaction remains high.
- York is a safe City with overall crime figures are reducing. This aspect of York is well recognised by those who reside here; with the 2013 Big York Survey showing the percentage of residents who feel York is a safe place to live as increasing and the percentage of residents who think their local area is safe being stable.
- Overall ASB recorded by North Yorkshire Police has reduced by 3,591 cases since last year from 13,012 to 9,421
- The numbers of Young People recorded as causing ASB has decreased by 3,591 since 2009/10 from 13,012 to 9,421.
- To further deal with ASB, working together, the council, NYP and the Police and Crime Commissioner have agreed a ground-breaking approach to tackling ASB and nuisance in the city. Through the creation of an ASB Hub, resources, powers and expertise from NYP and CYC will be merged, bringing a more efficient, timely and appropriate response to ASB in the city.
- Hate Crime has reduced by 71 cases since 2009/10 from 169 to 98. There are now 31 Hate Crime reporting centres
- Although the number of incidents of domestic violence have increased from 2,476 to 2,823 the percentage of repeat incidents of Domestic Violence has decreased by 2% from 34% to 32%. York has recently received White Ribbon Status for dealing with Domestic Violence.

Priorities

- There are low levels of satisfaction that the council treat people fairly and with respect. Results of the Big York Survey 2013 show low levels of satisfaction with respondents agreeing that they have been treated fairly and with respect at 52%. People living in deprived wards are least satisfied at 49%
- There are low levels of satisfaction by York residents with local areas as a place to live. Big York Survey 2013 results have gone down by

8% from 91% to 83% with Carers being the least satisfied at 74%, then people living in deprived wards at 77% followed by people with disabilities at 78%.

- Respondents to the Big York Survey 2013 show that in general people do not feel part of their local community. Whilst people feel it's important to belong to their local community just over half at 54% agree that they belong. 18-24 year olds are least likely to agree at 29%, those living in deprived area at 39%, people from BaME communities at 43% and those aged 25-34 at 45%
- Improve satisfaction with people living in deprived areas, young people, BaME and carers that people from different backgrounds get on well together.
- There are lower levels of satisfaction with disabled people and Carers agreeing that York is a safe City relatively free from crime. Results from the Big York Survey 2013 show that the % of people who think York is a safe City relatively free from Crime has increased form 74% to 80%. However disabled people are less likely to agree at 69% and Carers at 72%.
- Anti Social Behaviour is seen as a greater problem by certain Community of Identity than others. In particular only 49% of respondents living in deprived wards agreed that Anti Social Behaviour is not a problem, also only 53% of Carers and 56% of disabled people compared to the overall response of 62%.
- Whilst hate crime has been reducing the number of recorded racial incidents is the highest cause of this crime with 82 cases recorded 2013/14 and increase of 1 on last years figures.
- The number of domestic violence cases has increased on last year. The % of repeat incidents of domestic violence has decreased.

Transport

12. The Single Equality Scheme focused on providing more affordable and flexible transport opportunities so that disabled people and young people in particular can travel across the city to health appointments, training, employment, and social activities.

Highlights

- The Youth Council have worked with the council and the Quality Bus Partnership lobbying for discounted travel for young people. Discounted travel already available to 11 to 16 years olds has been extended now covering 11 to 18 year olds
- The Council's scheme that promotes travel independence for young people with disabilities has won a second prestigious national award. The York Independent Living Travel Scheme (YILTS) enables people with special educational needs to travel independently to school and college using public transport, or by walking or cycling. The scheme won a Guardian Public Services Award in 2010 in the Transport and Mobility category and was awarded its second award September 2013 by the Association for Public Service Excellence (APSE).

Workforce

13. The Single Equality Scheme focused on diversifying the council workforce and enabling Communities of Identity to access council employment opportunities.

Highlights

- More staff would speak positively about working for the council. Results of the staff Health and Wellbeing survey 2013 show an increase from 59% to 54%.
- An Equal Pay Audit has been undertaken. It shows that pay is generally equally and fairly spread across the key characteristics of gender, disability, ethnicity and age within the evaluated posts. There are no immediately serious issues that need to be addressed.
- There were no significant pay gaps between men and women in any of the grades. November 2012 Office for National Statistics data showed a gender pay gap of 19.7% for all employees nationally. At 13.2%, the gap for CYC employees is well below the national figure.
- The Council's Bullying and Harassment Policy has been replaced by the Dignity at Work Policy.
- Overall the % of staff who feel that they receive the respect they deserve from work colleagues has increased from 67% to 69% (Health and Wellbeing Results)

- The numbers of people subjected to bullying has decreased from 139(11/12) to 130 (13/14)

Priorities

- Although low percentages the results of the staff Health and Wellbeing Survey 2013 show that Carers (25%) White Irish (25%) White Other (22%) and Disabled staff (21%) have experienced verbal/physical abuse/bullying from work colleagues compared to the overall % at 17% for all respondents.
- There are a larger number of women at 72.6% compared to males at 27.4% who work for the council.
- The % of females working full time has reduced whilst the numbers working part time have increased (male full time and part time working has remained stable).
- To reflect York's working age population CYC need to employ more men, disabled people, and people from BaME communities and young people.
- The % of CYC workforce providing sensitive information needs to improve
- Satisfaction with engagement whilst good when compared with other organisations in percentage terms it is relatively low at 31% (Health and Wellbeing staff survey results 2013). However White Irish are least satisfied at 8%, White Other at 25%, Disabled staff at 25% and LGBT staff at 27%.

Access to Services

Single Equality Scheme Priorities (Green: Achieved; Red: Not Achieved)

Operate our customer centre at West Offices from Spring 2013.

When developing our website or printed information ensure that it is accessible to customers, whatever their background or level of need.

Give customers greater choice in how they access services using new technologies. Use new digital technology, including mobile applications (apps) and social media, to bring our services into homes and businesses for the convenience of customers.

Work closely with other organisations to provide greater access to web-based services by improving the city-wide network of cabling.

Expand the number of free Wi-Fi areas within the city and within council-owned buildings.

Provide free access to the internet from within all our Explore centres/Libraries and at Energise.

Provide free training and support for residents to get online – part of our Race Online 2012 commitment to make York a digitally inclusive

Ensure services are accessible for customers with disabilities and for those customers who do not speak English.

Have one single number to call when contacting CYC by telephone.

Ensure high levels of satisfaction that people accessing our services feel that they have been treated fairly and that their human rights have been respected

Achievements Access to Services

Areas of Focus: Access to Services

The Council completed the consolidation of council offices and services, with the finalisation of the refurbishment of and moves to Hazel Court and West Offices. This incorporated a fully centralised Facilities Management operation and a single Customer Centre for access to all council services in a single modern environment. A major benefit for customers is one-stop access to a joined-up service from the council, Citizens Advice Bureau and Credit Union. This builds on the Customer Service Excellence award achieved by phone and face to face teams in October 2012. West Offices provides access to information for all customers, including those who require hearing and visual impairment support such as use of translation, interpreters, British Sign Language, Makaton, board widgets and hearing loops. The building offers access to specialist IT equipment for customers, including those with epilepsy and a contemplation space with private washing facilities. Several different services work out of community-based hubs, helping residents access all the information they might need whilst reflecting the needs of the individual communities.

There a low levels of customer satisfaction with service users thinking they have been treated fairly and with respect. Only 52% of respondents to the Big York Survey 2013 thought this was the case. When analysing results for York's Community of Identity Carers at 49% and people living in York's deprived neighbourhoods at 45% where least satisfied. A key priority is to improve the whole customer service experience.

The council's website following consultation with service users has been refreshed to provide a more interactive and informative experience for users.

Work to have one single number to call when accessing council services will continue

Various apps and websites to improve access including the SMARTER YORK hotline and app which allow residents to report environmental issues have been introduced. The My Life, My Choice website makes it easier for vulnerable people to find out about support available to them. Yor-zone.org.uk, a new website for 11-18 year olds designed by young people, acts as a one-stop shop enabling young people to find information, activities, support and advice on a variety of issues.

High quality internet access is being installed in York and will be available to all York communities by 2015. Funded from the council's Delivery and Innovation fund, WFI has been installed in York's parks. Free WFI is to be extended across the city centre and to all six Park & Ride sites

York has been chosen as the first UK location to get a state of the art, city-wide, pure fibre-to-the-premise (FTTP) network to deliver superfast broadband services. This will make York the first UK city to be connected with such high speeds on a city-wide basis.

The council supported the launch of StreetLink, a new telephone line and website to help connect those sleeping on the street with local advice and services. StreetLink allows a member of the public to alert the Salvation Army Early Intervention and Prevention Team who will then assess the person and, if appropriate, offer emergency accommodation in a place of safety.

York is the only local authority to receive CLG funding (£47k) to become one of the 15 national partners to work with First Stop Advice offering housing advice and information to older people. From October 2013 a new Older People Housing Advisor will offer targeted advice on 3 levels over an eighteen month contract. The first level target is to provide general housing advice to 1000 older people; the second level target is for detailed advice to 250 older people and the target for the third level is significant interventions to 150 older people. Over the first three months we have exceeded our targets and the advisor is working closely with LGBT older people and also single homeless older people in York.

SPACE 217 is a new community hub based in Lindsey Avenue, Holgate. The redeveloped former shop is available for use by community groups from 21 April 2014. Housing Services will be operating a new housing drop in service with the local Estate Managers. advice on a wide range of services such as rent arrears, tackling anti-social behaviour, local engagement opportunities, general housing advice support and advice on how to deal with debt, seeking employment and improving opportunities and help with practical advice on downsizing and moving home will be available

Yor-Zone, a website for young people (aged 11-18) in York, has been operating for a year. The site enables young people in York to access information about local services and opportunities. In its first year, Yor-zone has had over 20,000 visits, rising from 600 each month initially to around 2,000 a month more recently. Yor-zone also engages with young people on face book and twitter- providing information and updates through social media. Work to develop and improve the site continues with the Young Web Designers' Group (young people aged 11-18) meeting monthly to oversee and suggest improvements to the site

To improve and increase access for disable children to Out of School Clubs (OOSC), the Childcare Strategy Service has been delivering their Disabled Children's Access to Childcare programme and has supported the OOSC sector to enhance and develop skills around working and caring for disabled children and young people. The Framework for Inclusion, a self-review process supports OOSCs to improve good practice within their settings. Once a group has completed the standards they receive a gold award to display in their setting. Two settings have already completed the standards with a further four currently working towards their certificates.

In the last 12 months do you think the council has treated you fairly and with respect						Target	Trend	
	09/10	10/11	11/12	12/13	13/14			
All			Not asked		52%			
Deprived Areas			Not asked		49%			
18-24			Not asked		62%			
25-34			Not asked		59%			
35-44			Not asked		52%			

45-54			Not asked	53%		
55-64			Not asked	55%		
65-74			Not asked	54%		
75+			Not asked	64%		
BaME			Not asked	56%		
Disabled			Not asked	52%		
Carer			Not asked	45%		
LGBT (not statistically significant)			Not asked	47%		

Affordable Childcare

Single Equality Scheme Priorities (Green: Completed; Amber: In Progress)

Develop and implement a quality assurance and improvement framework for all private and voluntary sector locations including child minders and increase the % of organisations who achieve good or outstanding Ofsted inspections. Develop protocols in conjunction with the planning department and Ofsted for new settings.

Implement our Early Year delivery plan to increase the number of additional free childcare places by 1000 for 2 year olds by September 2014

Achievements - Affordable Childcare

Area of Focus - Affordable Childcare

A quality assurance and improvement framework for all private and voluntary sector organisations including childminders has been implemented

To deliver phase 2 of the Affordable Childcare Places programme and meet the target of 1000 spaces by September 2014.

Protocols for new settings have been implemented

During the Spring Term 2014 239 (79%) applications have been approved against the target of 300. All eligible two year olds have been offered a childcare place in their local area. Data on eligible two year olds who have not taken up early education places is shared with Children’s Centre to further engage parents. Marketing materials updated to include information on broader criteria for Phase 2 and information/briefing sessions held with relevant key partners and agencies

City of York Council has been chosen to help develop childcare across the country because of its expertise in the area. The Council's Childcare Service will take part in a two-year government trial to help other areas develop childcare hubs. York was chosen because of the success of its award-winning 'Shared Foundation Partnerships' - childcare networks across the city made up of schools, childminders, private nurseries and playgroups – which have been running for a number of years and are similar to the childcare hubs the government is encouraging authorities to set up.

									York's Performance status compared to others Green Better - Red Worse		
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators	
% of Early Years Childminders, attaining 'Good or Outstanding' Ofsted inspections (based on Overall Effectiveness)		65%	73%	74%	81%	80%	Increased				
Free childcare places for 2 year olds					279	300					
% Take up of early education places by eligible two year olds					78%	100%					

Community Engagement

Single Equality Scheme Priorities (Red: Not Completed; Amber: In Progress)

Increase satisfaction of Communities of Identity in how well they feel informed about how they can get involved in local decision making and their ability to influence decisions affecting their local areas.

Ensure all residents, especially those from Communities of Identity who are hard to reach and consult, have the opportunity to suggest how council services can be designed and improved.

Develop evidence-based Community of Identity Plans by 2015, as agreed with the relevant Communities of Identity.

Develop preferred methods of communication for everyone so they can 'have their say' on CYC services.

Achievements	Areas for Improvement
<p>In 2011, the Council joined the Cooperative Councils network. The Co-operative Councils Network is a group of local authorities connected by their common commitment to implementing cooperative policies and ways of providing services. In so doing they give communities power and a real say over the ways they are run</p>	<p>Overall customer satisfaction with engagement and the ability to influence decisions is low. A key priority will be to develop proposals to better engage and empower communities in the co design and delivery of services.</p>
<p>The Council is supporting the creation of social enterprises to deliver key services, such as the libraries and archives service and the Community Equipment Loan and Warden Call/ Telecare Service.</p>	<p>The Council has embarked on its Transformational Programme 'Rewiring Public Services' the aim is to enable residents to help themselves and helping those that need help to have a better quality of life. The Customer Service and Resident Engagement programme is working to better engage and unlock the resource and potential within neighbourhoods. Community Hubs are being established</p>
<p>As part of our Neighbourhood Working model, Residents' Forums have been established in every ward comprising elected members, groups, organisations and other partners active in the ward. They have developed improvement action plans informed by ward profiles and local intelligence to tackle local issues.</p>	
<p>A Programme of Community Conversations are underway. The sessions offer residents, community groups and local traders a chance to find out more about what's going on in their ward and the city, and put their questions and comments to the Leader of the Council</p>	
<p>A "one stop" page has been developed on the new Council Intranet, providing guidance on what good consultation looks like. This includes DisabledGo, how to produce easy read guides, how to complete a Community Impact Assessment and a consultation checklist.</p>	

York is one of the first local authorities to use community-powered, open innovation through the award-winning GeniUS! initiative. Launched in 2011, the GeniUS! web forum seeks to crowd-source ideas from residents, businesses and the academic community to solve the city's key challenges, particularly those around health, economy, social care.

Engagement mechanisms with Gypsy and Travellers and the LGBT community have been strengthened. Gypsy and Traveller engagement has led to the production of the Gypsy and Traveller Strategy. Gypsy and Travellers are represented on the Gypsy, Roma and Traveller Strategic Board who oversee delivery of the strategy. The LGBT forum who are developing a Health and Wellbeing document. The strategy is based on a four year plan and outlines the needs of York's LGBT population and the actions considered necessary to lead to equality.

Following consultation with young people the Young People's Website for 11-18 year olds in the city was launched. Yor-zone.org.uk is a place where young people in the city can find support and advice on a variety of issues such as jobs, money, health, drugs, alcohol and disabilities. Designed by young people, it's a one-stop shop for information about activities and events around the city.

Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber
How important is it that you can influence decisions affecting your local area?									
All			75%		86%				
Deprived Areas			75%		83%				
18-24			58%		83%				
25-34			73%		86%				
35-44			86%		89%				
45-54			74%		86%				
55-64			82%		89%				
65-74			74%		92%				
75+			76%		78%				
BaME			71%		83%				
Disabled			83%		85%				
Carer			84%		87%				
LGBT (not statistically significant)					88%				

Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend		
Do you agree or disagree that you can influence decisions affecting your local area?									
All			29%		24%				
Deprived Areas			26%		19%				
18-24			30%		29%				
25-34			26%		22%				
35-44			36%		28%				
45-54			30%		29%				
55-64			25%		27%				
65-74			30%		33%				
75+			31%		24%				
BaME			34%		31%				
Disabled			31%		26%				
Carer			19%		25%				
LGBT (not statistically significant)			Not available		19%				

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Educational Attainment

Single Equality Scheme Priorities (Green: Achieved; Amber In Progress)

Increase the educational attainment for children on free school meals (FSM), Looked after Children, those children with Special Educational Needs (SEN) and Gypsy and Traveller Children.

Develop targeted strategies to accelerate progress of FSM pupils in English and Maths.

Ensure that looked after children and young people have timely individual Personal Educational Plans developed with the involvement of social care professionals focusing on the young persons educational needs to drive up standards.

Overall -Achievements

Educational attainment results show significant and tangible improvement over the previous year putting York in a strong position regionally and nationally. Overall York's children are achieving good and improving results but there remains work to do in some of York's schools. York has achieved its best GCSE results with 67% of pupils achieving 5+A*-C including English and mathematics. This places York as one of the top (16th out of 152) Local Authorities in England

Overall - Area of Focus

Following learning from City Challenges (London and Greater Manchester) and the Kent Every Lesson Counts initiative, York has launched York Challenge. This aims to empower the city's schools to achieve excellence in the four key areas of leadership; curriculum; teaching and narrowing the gap to accelerate the progress of under-achieving children. Focusing on partnership working in geographical groups known as school improvement clusters, the emphasis will be on ensuring that all schools become 'good' or 'outstanding'.

Whilst attainment of children eligible for free school meals and SEN pupils has increased performance is below that achieved nationally. Improving educational attainment of FSM pupils, Looked after Children and those with SEN will remain a priority.

Educational Attainment	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
% of pupils achieving 5+ A*-Cs GCSE (or equivalent) including English & Maths at Key Stage 4		59%	62%	63%	67%		Increased			16 out 152 Local Authorities in England

Key Stage 2 English (was tests from 2013 assessments)	81.0%	84.0%	82.0%	85.0%	87.0%		Increased	87.00%	85.00%	87.73%
Key Stage 2 Maths	80.0%	83.0%	83.0%	85.0%	84.0%		Decreased	85.00%	83.00%	86.53%
Key Stage 2 Level 4 English and Maths Combined - Discontinued	74.0%	78.0%	77.0%	80.0%			Increased	79.00%	77.00%	81.07%
GCSE 5+ A* to C (End of Key Stage 4)	73.1%	80.7%	84.3%	88.1%	87.4%		Decreased	81.80%	84.70%	83.90%

Achievements - Free School Meals

Area of Focus - Free School Meals

Work has taken place with schools to develop targeted strategies to accelerate progress of FSM pupils in English and Maths. It has been an encouraging year in terms of educational attainment.

Work will continue to focus on increasing the educational achievement for pupils on FSM

Green Status : York Perform Better Red Status : York Perform Worse

Education Free School Meals	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
Achievement of KS2 level 4 pupils eligible for free school meals	-	-	-	52.0%	55.0%		Increased	60.00%	55.00%	58.60%
Difference in % points between pupils eligible for FSM and those not, achieving L4 E&M at KS2	-	-	-	27.0%	25.0%	20%	Decreased	19.00%	22.00%	22.07%

Achievement of KS4 5A*-C GCSE pupils eligible for free school meals	27.9%	20.3%	31.0%	36.2%	40.2%		Increased	38.10%	33.60%	34.02%
% of pupils eligible for FSM achieving 5+ A*-Cs GCSE (or equivalent) including English & Maths at Key		20.0%	31.0%	36.0%	40.0%	40.0%	Increased			
Difference in % between pupils eligible for FSM and those not, achieving 5+A*-C or (equivalent) Inc E&M at KS4	-	-	33.5%	28.9%	29.5%	25%	Increased	26.70%	30.60%	32.36%
Achievements - Children in Care							Area of Focus - Children in Care			
Education Children in Care	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
Children in Care reaching level 4 in English at Key Stage 2	-	-	-	54.0%				60.00%	58.00%	63.00%
Children in Care reaching level 4 in Maths at Key Stage 2	-	-	-	69.0%	-			59.00%	57.00%	66.29%
% of Looked after children achieving 5 A*-C including English and Maths		5.6%	23.5%	13.0%	21.7%	10.0%	Increased			
% of looked after children who have timely individual Personal Educational Plans		72.0%	84.0%	62.0%	86.0%	75.0%	Increased			

Achievements - SEN (Special Educational Needs)

In order to drive up educational attainment of SEN pupils the School Improvement Service have worked with external consultants who are registered Ofsted inspectors to provide training sessions for school leaders and governors which has developed their understanding of their responsibilities towards closing the gap between SEN and their peers. This training has been followed up with bespoke in-school support provided by the secondary and primary SEN consultants. This work has involved work with SENCOs and senior leaders to ensure that SEN has been correctly identified in school tracking data, the training of teaching assistants to deliver specific interventions to raise attainment in English and Maths. This work is continuing with identified schools where there is a wide gap in attainment and progress between SEN and their peers.

Area of Focus - SEN (Special Educational Needs)

Educational attainment of SEN pupils will remain a priority. SEN consultants are producing a strategic plan for 2013-14. A strategic group has been formed to look at developing a BESD strategy.

% of SEN (non-statemented) pupils achieving Level 4+ in Reading, Writing and Maths at Key Stage 2 is 18%. There has been no variance over three years.

The % of SEN children (non statemented) achieving 5+ A*-Cs GCSE (or equivalent) including English & Maths at Key Stage 4 was 23% compared to 20% for the previous year.

Education SEN	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
KS2 attainment in Reading for SEN pupils without a statement	-	-	-	54.0%	44.0%		Decreased	63.00%	56.00%	65.60%
KS2 attainment in Writing for SEN pupils without a statement	-	-	-	35.0%	36.0%		Increased	51.00%	46.00%	50.71%
KS2 attainment in Grammar for SEN pupils without a statement	-	-	-	-	19.0%			35.00%	29.00%	35.71%

% of SEN pupils without a statement achieving 5+A*-C inc English & Maths GCSE.	16.1%	-	16.7%	-	23.2%		Increased	26.60%	23.50%	28.31%
% of SEN pupils with a statement achieving 5+A*-C inc English & Maths GCSE.	-	-	8.7%	-	9.8%		Increased	9.50%	9.30%	10.04%
Achievements - BAME pupils							Area of Focus- BaME pupils			
Education BaME	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire	Comparators
KS2 attainment in English for White pupils	81.0%	84.0%	83.0%	85.0%			Increased	86.00%	84.00%	87.13%
KS2 attainment in English for Mixed race pupils	85.0%	83.0%	91.0%	90.0%			Decreased	87.00%	83.00%	87.29%
KS2 attainment in English for Asian pupils	78.0%	75.0%	-	88.0%				86.00%	82.00%	85.57%
KS2 attainment in English for Black pupils	-	-	-	-				85.00%	81.00%	80.80%
KS2 attainment in English for Chinese pupils	100.0%	100.0%	100.0%	100.0%			Stable	90.00%	87.00%	97.25%
KS2 attainment in Maths for White pupils	80.0%	83.0%	82.0%	85.0%	84.0%		Decreased	85.00%	83.00%	86.60%
KS2 attainment in Maths for Mixed race pupils	89.0%	73.0%	89.0%	69.0%	83.0%		Increased	85.00%	81.00%	85.53%
KS2 attainment in Maths for Asian pupils	87.0%	83.0%	-	-	82.0%			85.00%	80.00%	86.57%
KS2 attainment in Maths for Black pupils	-	-	-	-	-			83.00%	75.00%	80.17%

KS2 attainment in Maths for Chinese pupils	-	-	100.0%	100.0%	-			95.00%	95.00%	100.00%
KS2 attainment in E&M for White pupils	74.0%	78.0%	77.0%	80.0%			Increased	80.00%	78.00%	81.60%
KS2 attainment in E&M for Mixed race pupils	85.0%	70.0%	83.0%	69.0%			Decreased	80.00%	75.00%	79.86%
KS2 attainment in E&M for Asian pupils	74.0%	71.0%	-	84.0%				80.00%	75.00%	80.53%
KS2 attainment in E&M for Black pupils	-	-	-	-				77.00%	72.00%	69.18%
KS2 attainment in E&M for Chinese pupils	-	-	100.0%	100.0%			Stable	89.00%	85.00%	97.25%
KS4 attainment 5A*-C for White pupils	58.6%	59.2%	84.3%	88.1%	87.4%		Decreased	82.60%	84.60%	83.89%
KS4 attainment 5A*-C inc E&M for Mixed race pupils										
KS4 attainment 5A*-C inc E&M for Asian pupils	65.2%	68.2%	58.8%	51.6%	73.3%		Increased	64.90%	54.80%	63.74%
KS4 attainment 5A*-C inc E&M for Black pupils	-	-	-	62.5%	-			58.70%	51.20%	54.18%
KS4 attainment 5A*-C inc E&M for Chinese pupils	88.9%	-	100.0%	-	-			80.10%	77.80%	67.93%

Employment, Unemployment, Apprenticeships

Equality Scheme Priorities (Green: Achieved; Amber : In Progress)

Better connect all residents to economic opportunity, in particular York's female claimants, lone parents in poverty and the Gypsy and Traveller community. Promote and target education and training opportunities for Gypsies and Travellers. Continue to provide training courses to Traveller women in conjunction with the Travellers Trust, to develop 'employability' skills in literacy, self confidence, and communication skills.'

Develop more work placements opportunities, attached to training to build young people's skills, confidence and attitude to become work ready.

Work in partnership with Higher Education in York to offer mentoring opportunities to undergraduates and work with them to pilot internships for unemployed graduates.

Secure funding through City Deals to support apprenticeship recruitment activity for 2013-2016 to include working with BAME community.

Continue to build the York Apprenticeship offer for young people with Learning Disabilities.

Support more young people with Special Education Needs and Disability (SEND) into flexible working packages and work with mainstream providers of post education to improve the retention and progression of 16 and 17 year olds.

Increase the number of businesses offering apprenticeships

Strengthen employment support and employee assistance programmes for people with mental health issues and provide more flexible opportunities so older people, adults with learning difficulties or disabilities can move back into employment on a part time basis.

Achievements

An Economic Infrastructure Fund (EIF) totalling £28.5m over a five-year period to 'kick start' initiatives that support York's economy, create jobs and secure investment has been created. This has helped support job Fairs in the City attracting over 1800 attendees.

York attracted 800 new jobs to the city, a key highlight being a deal with Hiscox to bring 300 – 500. In supporting the distinctiveness of the city a new brand for independent retailers, "Proudly in York" was developed.

Areas to Address

Recent data suggests that public sector cuts are beginning to bite in York. The city is highlighted in new ONS data as the most affected local authority in the region for the percentage loss in public sector jobs. Since 10/11 the overall trend for the proportion of those in full time work has decreased. Whilst those working part time has increased. York has the 10th highest proportion of its working age population in part-time employment out of 378 Local Authorities.

Training courses are continuing for Traveller women in conjunction with the Travellers Trust, to develop 'employability' skills in literacy, self confidence and communication skills. The Traveller Literacy group in St Lawrence's children centre was very well attended and women gained qualifications at the end of last year and are continuing to attend. Over the last 18 months 26 Gypsy and Traveller Women have gained employment, 16 of these since March 2013.

The % of part time working for both males and females has increased. Whilst the % of males in full time employment has decreased.

York's Performance status compared to others Green Better - Red Worse

Indicator	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
Employment	Jan-09 Dec-09	Jan-10 Dec-10	Jan-11-Dec-11	Jan-12 Dec-12	Jan-13 Dec-13				
Number of working age population in employment (16- 64)	100,700	99.5	105,000	111,000	107,400	Decreased			
% of working age population in employment (16- 64)	72.90%	71.00%	74.60%	78.20%	73.30%	Decreased	71.50%	69.80%	
% in full time work	72.70%	73.40%	69.50%	67.30%	65.80%	Decreased	73%	74%	
% in part time work	27.30%	26.50%	30.50%	32.60%	33.90%	Increased	25.50%	26.40%	York is the 10th highest for part-time employment out of 378 Local Authorities
Employment rates of Males	73.80%	73.80%	74.50%	80.90%	75.70%	Decreased	76.50%	74.50%	
Employment rates of Females	71.90%	68.30%	74.70%	75.50%	70.90%	Decreased	66.40%	65.20%	
% of males part time working	11.10%	11.00%	11.70%	13.70%	14.40%	Increased			
% of females part time working	43.20%	42.70%	49.10%	52.50%	54.10%	Increased			
Earnings	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators

Average earnings of residents - Gross weekly pay	479.1	481.7	492.3	523.1	523.0	Stable	518.1	479.1
Average earnings of residents - (% difference York & Region)	5.5%	4.0%	5.4%	11.1%	8.4%	Decreased		8.4%
Average earnings of residents - (% difference York & GB)	-2.4%	-4.2%	-2.2%	2.8%	0.9%	Decreased	0.9%	

Achievements Apprenticeships

Areas of Focus - Apprenticeship

An apprenticeship programme has given a large number of people the chance to learn new skills within the Council's teams and the city as a whole supports over 1600 apprentice positions. The Council has also revised its strategy for apprenticeships to provide a clearer career pathway for apprentices at the Council. Apprenticeships are offered for a fixed term and apprenticeships are considered for vacancies allowing career progression.

York's apprenticeship hub funded through the Leeds City Region Partnership who secured £4.6m in government funding to support proposals to boost apprenticeships in the area will seek to increase apprenticeships for 16-24 year olds over the next three years, primarily with small and medium sized enterprises (SMEs). Under the plans, York will be home to one of eight 'Apprenticeship Hubs' to be created in the region. The hubs will work to persuade and inform smaller businesses of the benefits of employing young apprentices and reduce the bureaucracy involved in taking them on as well as improving the information available

To encourage applications from young people in minority groups for the Council's apprenticeship programme contact was made with Refugee Action York, the Traveller and Ethnic Minority Support Service, York Race Equality Network, Future Prospects, Bull Lane Mosque and York Pride (LGBT).

The number of Apprenticeship starts has decreased with lower levels for those aged between 19-24

The Council's Learning York team in partnership with Jobcentre plus offer 'Head Start' training – intensive two-week courses to help unemployed 18-24 year olds get into work or apprenticeship placements.

Apprenticeship	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
Apprenticeship start		951	1492	1668	1580	Decrease			

Apprenticeship start programme (16-18 yr olds)		301	318	355	352	Decrease			
Apprenticeship start programme (19-24 yr olds)		460	559	591	516	Decrease			
Apprenticeship start programme (25+)		190	615	722	712	Decrease			

NEET Achievements	Areas of Focus NEETs
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Working in partnership with Higher Education in York internship and mentoring programmes have been established for undergraduates with 7 undergraduates receiving placements January 2013.	Continued issues with sustaining young people with behavioural problems in provision. Progression to level 2 provision is still a challenge.
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Work streams around retention of Year 12 students on A level programmes are underway with all 5 school sixth forms and York College.	Number of people in Education, Training and Employment will remain a key priority for York's Community of Identity.
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An additional Transitions and Participation Adviser in Youth Support Services is being provided through DfE project funding in 2012/13 to support the progression of young people with Learning Difficulties	% of Year 12-14 age young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement) did not reach its target of 33% and achieved 26.7%
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	53 young people high level SEND are participating at York College and Askham Bryan College in facilities supported by funding bid. This is up by 22 participants
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	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
% of young people ending their YOT supervised order who are NEET (New definition from 2013/14 - cumulative)		27%	23%	27%	28%	Increased			
Care leavers at 19 in Education, Employment, Training		50.0%	74.0%	71.0%	79.0%	Increased			

Not in Education, Employment, Training	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
% of Year 12-14 age young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement)	N/A	N/A	N/A	N/A	26.70%				
Employment for Communities of Identity - Achievements						Areas of Focus - Employment for Communities of Identity			
<p>Progress pathways into employment for those recovering from mental health problems have been developed. The Umbrella Café, an employment project led by the Community Recovery Team at Sycamore House (a community resource centre for people recovering from mental health conditions) has won an award from Leeds and York Partnership Foundation Trust for 'Positive Experience' the Café offers specialist support to develop vocational skills enabling progression to enter or return to the work environment</p>						<p>The proportion of adults with learning disabilities in paid employment has reduced from 8.4% to 7.9%. Adults with learning difficulties in supported employment has decreased from 38.5% to 28.5% Disabled benefit claimants have increased from 0.7% to 0.8% since August 2010. Although it's below both the National and Regional figures at 1.2%.</p>			
<p>Café West located in Council offices at West Offices is run by the charity United Response which is a training centre for adults with learning disabilities, providing on the job training that teaches different skills and expertise needed in the service sector.</p> <p>Work continues to improve the apprenticeship offer for young people with learning difficulties. Work is underway in partnership with Blueberry Academy who provides specialist support for people with learning difficulties and the Council to provide work experience opportunities and links to pre apprenticeship programmes.</p> <p>Yorkcraft supported employment services provide 35 full time supported employment placements for adults with a disability and/or mental health, under DWP's Work Choice Programme.</p>									

IFS Families meeting the Troubled Families criteria for being out of work have action plans supporting them to make progress into work. Six families have achieved this since the service was launched in January; a number of others are well on the way to being employed.

Indicator	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
% of Disabled Benefit Claimants		0.70%	0.70%	0.80%	0.80%	Increased	1.20%	1.20%	
		Nov-10	Nov-11	Nov-12	Nov-13				
The proportion of adults in contact with secondary mental health services in paid employment		11.50%	11.90%		Awaiting data				
The proportion of adults with learning disabilities in employment		10.30%	8.70%		7.74%				
Adults with Learning disabilities in employment includes Supported employment (less than Min. Wage)	2.65%	8.35%	20.66%	38.58%	45.4%	Increased			

Unemployed /Benefit Claimants	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber	Comparators
% Unemployed in York	6.4%	6.4%	6.1%	5.7%	5.1%	Decreased	7.5%	9.0%	
	Jan09-Dec 09	Jan10-Dec 10	Jan 11-Dec 11	Jan12-Dec 12	Jan13-Dec 13				
York unemployment rate below the national	1.3%	1.3%	1.9%	2.2%	2.4%	Increased			
	Jan09-Dec 09	Jan10-Dec 10	Jan 11-Dec 11	Jan12-Dec 12	Jan13-Dec 13				
Number of lone parents out of work	1.0%	0.9%	0.8%	0.7%	0.6%	Decreased	1.2%	1.3%	
	01/11/2009	01/11/2010	01/11/2011	01/11/2012	01/01/2013				
% of children living in worklessness households	6.8%	10.0%	9.6%	10.1%	6.1%	Decreased	14.9%	16.9%	
	Jan-Dec 2008	Jan-Dec 2009	Jan-Dec 2010	Jan-Dec 2011	Jan-Dec 2012				

Benefit Claimants								
	Nov-9	Nov-10	Nov-11	Nov-12	Nov -13			
Total benefit claimants (Work	8.7%	9.7%	9.2%	9.0%	7.9%	Decreased	13.3%	14.8%
JSA Claimants								
	Mar-10	Mar-11	Mar-12	Mar-13	Mar-14			
JSA Claimants % of Working Age Population (16-64)	3.1%	2.7%	2.7%	2.3%	1.6%	Decreased	2.9%	3.8%
JSA Claimants 16 -64 Over one year % of Working Age population	0.4%	0.4%	0.5%	0.5%	0.4%	Decreased	1.2%	0.8%
JSA claimants 18- 24 year olds	4.3%	3.6%	3.5%	2.6%	1.6%	Decreased	4.9%	6.3%
Reduce 18 - 24 numbers out of work for less than 6 months	3.4%	3.0%	2.5%	1.9%	1.2%	Decreased	3.3%	4.0%
Reduce 18 - 24 numbers out of work (between 6-12 months	0.7%	0.5%	0.7%	0.3%	0.1%	Decreased	0.8%	1.0%
Reduce 18 - 24 numbers out of work for 12 months plus	0.2%	0.1%	0.3%	0.4%	0.2%	Decreased	0.8%	1.3%
16-24 JSA Claimants	3.5%	3.2%	3.3%	2.4%	1.4%	Decreased	3.9%	5.1%
16-24 JSA Claimants over 1 year	No Data	No Data	0.3%	0.3%	0.2%	Decreased	1.1%	0.7%
Reduce Females claiming Job Seekers Allowance	No Data	No Data	No Data	1.3%	1.5%	Decreased	1.4%	2.0%
Reduce Males claiming Job Seekers Allowance	No Data	No Data	No Data	3.1%	2.2%	Decreased	2.5%	3.4%
Number of Ethnic Minorities claiming JSA	80	60	75	75	50	Decreased	No Data	No Data

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Income Inequality

Equality Scheme Priorities (Green: Achieved; Red Not Achieved)

York to become a 'Living Wage' City

Together with partners will implement an awareness campaign for those identified as being affected by the welfare reform changes.

Appoint staff to support those adversely affected by welfare reforms and assist in finance and budget management

Reduce the impact of Welfare Reform as much as possible and ensure people claim the benefits they are entitled to.

Make sure that those eligible are offered a Personalised Budgets (PB) and for those in receipt of PB increase the numbers receiving direct payments

Achievements

CYC has been accredited as a Living Wage Employer by the Living Wage Foundation. April 2013, living wage introduced benefiting 570 staff. Living wage has also been implemented by Aviva, Joseph Rowntree Foundation, Joseph Rowntree Housing Trust, York, CAB and York CVS. 'York is the first city outside London to have such a concentration of Living Wage employers and a commitment to tackling the problems of low pay across the city' (Rhys Moore, Director of the Living Wage Foundation).

A welfare reform working group is taking proactive measures to mitigate the impacts of welfare reform. Housing Services have created two Money and Employment Advisors posts who have visited over 800 affected tenants providing advice to secure their financial stability.

Areas to Address

Continue to promote the ' Living Wage ' within the City
 Work to mitigate the impacts of welfare reform.
 Continue to tackle Child Poverty, Fuel Poverty and the increasing emergence of Food Poverty within the city.

The gross weekly pay for females residence based has decreased by £17.60 from £462.80 to £445.2

In terms of income inequalities for the first time since 2007, average earnings for full time workers resident in York have risen above the national average. Average earnings for those working in jobs in York have also increased and York now sits second highest in the region for workplace pay, which shows significant progress in this area.

All strands of work across the council that support financial inclusion have been brought together under a Financial Inclusion steering group with funding to support new work. Advice hubs have been established in community settings located in schools, libraries and children's centres. The Tang Hall Hub, one of nine weekly, community-based advice sessions recently celebrated its first anniversary. During its first twelve months it helped customers claim £43,000 of new benefits and manage debts of nearly £250,000.

Working with the Salvation Army, a £27k DWP grant was used to target advice and support to private tenants affected by Local Housing Allowance changes.

A 'Gateway' service along with drop in and telephone advice services provided by CAB and partners are up and running.

The policy on direct exchanges and transfers has been relaxed enabling council tenants with low level arrears to move if they are affected by the spare room subsidy providing they demonstrate a commitment to reducing their debt. This has resulted in a 70% increase in completed direct exchanges.

Under-occupying council tenants are actively encouraged and supported to downsize and an incentive scheme providing flexible financial assistance up to £2,500 has been introduced.

The gender pay gap residence based has increased by £19 from £77.9 to £96.9

Number of adults and older people and carers receiving self directed support and those receiving this via direct payment needs to improve.

York's Performance status compared to others Green Better - Red Worse

Earnings	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber
Average earnings of residents - Gross weekly pay	479.1	481.7	492.3	523.1	523.0	Stable	518.1	479.1
Average earnings of residents - (% difference York &Region)	5.5%	4.0%	5.4%	11.1%	8.4%	Decreased		8.40%
Average earnings of residents - (% difference York & GB)	-2.4%	-4.2%	-2.2%	2.8%	0.9%	Decreased	0.9%	
Gross Weekly Pay Full time Female Residence Based	430.2	461.7	451.4	462.8	445.2	Decreased	459.8	414.5
Gross Weekly Pay Full Time Male Residence Based	502.8	495.3	515.8	541.6	542.1	Stable	558.8	519.4
Difference in gender pay gap residence based - £	72.6	33.6	64.4	77.9	96.9	Increased		

Number of adults, older people and carers receiving self-directed support in the year to 31 March as a percentage of all clients receiving community based services and carers receiving carer specific services		31.50%	31.50%	31.50%	33.85%	Increased	56.20%	53.80%
Number of adults, older people and carers receiving self-directed support via a direct payment in the year to 31 March as a		14.40%	14.40%	14.40%	9.39%	Decreased	16.80%	15.20%
Rent arrears								
Council House Tenants				2012/13 full year	April to Mar (Year End)			
Current council tenant arrears as % of annual rent due				1.62%	1.31%	Decreased		
% of rent collected (including current arrears brought forward)				98%	98.04%	Increased		

Poverty

Equality Scheme Priorities (Green: Achieved; Amber: In Progress)

Make child poverty everyone’s business.

Reduce the proportion of children in child poverty and eliminate child poverty by 2020.

Decrease the number of lone parents out of work.

Work with Troubled Families over the next 3 years to reduce children’s absences from school, increase adults working and help reduce anti-social behaviour and youth crime.

Support the registration for, and take-up of, free school meals.

Reduce the number of households in fuel poverty by increasing the number of properties benefiting from improved energy efficiency measures.

Child Poverty: Achievements

Child Poverty : Areas to Address

Partnership work is underway to tackle poverty in the city . The council together with Joseph Rowntree Foundation, York Press, York CAB, South Yorkshire Credit Union, the York Economic Partnership and the York Community chaplaincy have formed the Poverty Action Steering group and are implementing the poverty action plan.

Encourage take up of Free School Meals. The % of primary pupils eligible for free school meals at year end as 11.1% a decrease on last years figure of 11.5%. The % of secondary pupils has remained stable at 8.4% for the last two years. However for both primary and secondary school pupils take up of free school meals in York is low compared to England, statistical neighbours and Yorkshire and The Humber.

Along with partners, we have also agreed to two innovative work programmes to address poverty in the city: Financial inclusion (£300k) – to help individuals access appropriate financial services enabling them to maximise their income, manage their money on a day-to-day basis, plan for the future and deal effectively with financial distress. Economic inclusion (£200k) – to help individuals gain the skills and knowledge to take advantage of the job opportunities available to them in the city and the region.

Tackling poverty in the city will remain a priority. Priorities with focus on take of free school meals, undertaking a campaign on affordable eating, building on the generosity of York’s Residents and businesses and explore options in partnership with the faith and businesses in the city to develop a York Poverty Action fund. This fund could be used to supplement funding to York Consortium and support anti poverty through a Call to Action. The potential to set up a York Giving/Fairer York accreditation scheme for local businesses that support the York Poverty fund with an optional extra charge on their goods/services will be explored.

A Child Poverty local needs assessment has been undertaken and the Child Poverty strategy has been refreshed which has been rated as outstanding by NCB.

An extra £50k of Council funding was added to the DWP funding to create the York Financial Assistance Scheme and £80k EIF funding was pledged to support the successful joint Big Lottery bid with CAB to develop closer partnership working with information and advice partners and increase the level of skilled benefits and money advice in the city.

Localities with the greatest poverty are targeted through the Citizens Advice Bureau 'Small Change Project' on family budgeting.

Following representation from the Youth Council to increase uptake of free school meals, a campaign has been implemented. The application process has been revised to make it easier for parents to claim and a cashless system for paying for meals in schools has been introduced to remove the stigma associated with claiming free school meals.

A new integrated family support service (IFS) has been established and also the Troubled Families Partnership Board. During 12/13, 112 newly identified families engaged with support, of these 99 are eligible for Payment by Results on achieving the agreed outcomes set by government.

IFS Families meeting the Troubled Families criteria for being out of work have action plans supporting them to make progress into work. Six families have achieved this since the service was launched in January; a number of others are well on the way to being employed

York's Performance status compared to others Green Better - Red Worse

	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber
Number of lone parents out of work	1.0%	0.9%	0.8%	0.7%	0.6%		Decreased	1.2%	1.3%
	01/11/2009	01/11/2010	01/11/2011	01/11/2012	01/01/2013				
% of children living in worklessness households	6.8%	10.0%	9.6%	10.1%	6.1%		Decreased	14.9%	16.9%
	Jan-Dec 2008	Jan-Dec 2009	Jan-Dec 2010	Jan-Dec 2011	Jan-Dec 2012				
% in Child Poverty - national definition	13.3%	12.9%	12.5%				Decreased	20.10%	21.10%

	2009/10	2010/11	2011/12	2012/13	13/14	Trend	Trend	GB		
% of children who are eligible for a free school meal in the primary sector - exc Danesgate (% of those eligible taking a free meal shown in brackets)		12% (76%)	11.6% (76.3%)	11.2% (75.4%)	10.3% (76.8%)		Decreased	18.10%	18.60%	
% of children who are eligible for a free school meal in the secondary sector exc Danesgate (% of those eligible taking a free meal shown in brackets)		8.5% (79%)	8.7% (80.4%)	8.75% (76.3%)	8.6%(76.3%)		Decreased			
Number of families identified (since the start of the programme) who meet the criteria for Troubled Families as set out in the Financial Framework (government estimate)				112	309		Increased			
Number of those identified troubled families started to work with (government target across the 3 years = 263).				99.00	251		Increased			
Fuel Poverty : Achievements							Fuel Poverty: Areas to Address			
The Council received funding to pilot an innovative community energy switching scheme in the city. The scheme is targeted in particular to areas experiencing fuel poverty although it will be open to anyone in York. £447k of DECC funds was awarded to install heating and insulation in the homes of fuel poor vulnerable residents.							Excess Winter deaths in those aged 85+			
Photovoltaic panels have been installed on over 400 Council homes with a target for a further 380 homes.										
CERT funding has also helped residents receive over 1200 energy efficient measures within their homes worth £341,000 and the Council has also received £123,000 to trial insulations for solid walls										

A new Home Energy Support Coordinator is now in place to offer practical, simple advice on fuel and money saving actions.

	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber
1.17 - Fuel Poverty			11.0%		Awaiting Information			10.90%	10.97%
4.15i - Excess Winter Deaths Index (Single year, all ages)		19.2%	23.5%	14.6%	Awaiting Information			16.12%	15.47%
4.15ii - Excess Winter Deaths Index (single year, ages 85+)		28.4%	27.6%	29.6%	Awaiting Information			22.85%	23.69%

Food Poverty : Achievements

Food Poverty : Areas to Address

Residents suffering food poverty has been increasing. As part of the poverty strategy, cabinet have agreed funding for an affordable food campaign. The Council are working with York Press to deliver this campaign in the city in autumn 2013. This will consist of a leaflet delivered to target residents, in the press and at York food festival.

Tackling food poverty will remain a priority

A second food bank has been set up in Tang Hall with support from the Council. The first food bank was set up at The Gateway Centre in Acomb last year, run by registered charity The Trussell Trust and York Food bank. The Council provided £15,000 in funding towards fitting out the store, staff training and running the food bank

Teaming up with The Press in the crusade against poverty the York Harvest campaign took place during September. People across the city donated food to ensure that the city centre charity, Carecent were able to stock their shelves for a further 12 months. Additional collection points included Council offices at West Office and Hazel Court and The Press office.

City of York Council also support Edible York encouraging communities to establish edible community gardens across York one of which is located within the grounds of West Office the Council building.

Health and Wellbeing

Single Equality Scheme Priorities (Green: Achieved; Amber: In Progress; Red : Not Achieved)

Increase proportion of people who use social care who have control over their daily life.
Continue to operate mental health drop-ins.
Reduce smoking amongst young people, pregnant women and routine and manual occupational groups.
Reduce reliance on drug and alcohol especially in the Gypsy and Traveller Community, offenders, young parents, young people living in care and people with mental health problems.
Offer a specific family and carer support service delivered alongside generic provision for substance misuse.
Reduce the number of teenage pregnancies.
Work with York St John University to develop accredited training package for foster carers around the impact of attachment and trauma.
Involve Young People and Looked after Children in the You're Welcome health initiative to make health provision more accessible and user friendly to these groups
Develop Health Passports for Care Leavers.
Through the Pathways Team provide effective emotional and mental health support to Care Leavers aged 18 and above.
Improve support for people with mental health issues living in deprived wards and meet the health needs of 'looked after' children and young people leaving care.
Work with schools and partners to target 'Shine' funding to provide activities for children and young people from low income families.
Improve the health outcomes for BAME and Gypsy and Traveller people.
Undertake bespoke publicity campaigns with the Gypsy and Traveller Community promoting drug and alcohol treatments.
Increase the number of carers receiving a needs assessment or review.
Review Financial Assistance for Carers, target those most in need and develop a consistent assessment process.

Achievements - Adults Health and Wellbeing	Area of Focus- Adults Health and Wellbeing
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<p>Life expectancy in York for both men and women is higher than the national average at 79.6 years for men (England 78.3) and 83.2 years for women (England 82.3).</p>	<p>Health is substantially worse in York's deprived area men will die on average 9.9 years earlier than their least deprived counterparts. Similarly, women in the most deprived communities in York will die on average 3.6 years earlier than those in the least deprived communities.</p>
<p>In the last year the Health and Wellbeing Board has been established and the Health and Wellbeing Strategy is being implemented.</p>	<p>Increase the % of people with a long term disability in sport</p>

City of York Council's HEAL (Health, Activity, Exercise and Lifestyle) Programme has recently been expanded to enable more people with medical conditions to live a more active lifestyle.	Reduce smoking by manual workers
The exercise referral scheme has been extended to a further venue. A cancer specific exercise class has also been introduced and a fully trained instructor with specialist cancer qualifications gives patients who are having, or who have had, cancer treatment a personal screening assessment. Based on this a personal exercise programme is developed which includes aerobic, functional and resistance exercises. The classes aim to reduce the side effects of treatment, improve recovery and help minimise symptoms of the condition such as fatigue. Referrals to this class are made from the Cancer Care Centre in York, through specialist clinical nurses as well as from the majority of GP Practices in York.	Reduce the percentage of adults (over 18) drinking at increasing and at risk levels
The number of people with a long term limiting disability taking part in sport and active leisure declined to 9.3% from 15.4%. The Council successfully secured £252,705 of National Lottery funding from Sport England's Inclusive Sport fund to maintain targeted sport and health provision for disabled people in York. The funding will help maintain a three-year programme to extend sport and exercise activities across the city for residents with a medical condition and for those with a physical, sensory and/or learning disability.	
The council and city partners have commissioned a national charity to launch England's first Recovery College to support people overcoming alcohol and substance misuse. Modelled on a successful community project in Glasgow, the Wired into Recovery charity trains people who are successfully recovering from addiction to support others going through the recovery process	

Green Status : York Performs Better

Red Status: York Performs Worse

	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber
Life Expectancy at Birth Male	79.60	79.80			Awaiting Information			78.58	77.70
Life Expectancy at Birth Female	83.20	83.00			Awaiting Information			82.57	81.80
Over 50 in sport (3 x 30 mins a week)	13.6% (2008/10)			16.8% (2010/12)	Awaiting Information		Increase		
People with a long term disability in sport (3x30 mins a week)	15.4% (2008/10)			9.3% (2010/12)	Awaiting Information		Decrease		

2.13i - Percentage of physically active and inactive adults - active adults				61.5%	Awaiting Information			56.03%	54.53%
2.13ii - Percentage of active and inactive adults - inactive adults				23.7%	Awaiting Information			28.51%	30.42%
2.14 - Smoking prevalence - routine & manual			24.0%	26.2%	Awaiting Information			29.70%	33.31%
Reduce the % of Over 18's drinking at increasing and at risk levels.				29.7%	Awaiting Information			22.30%	24.50%

Mental Health - Achievements	Area of Focus Mental Health
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To meet the forecast predications for the increase in the number of people who are/will be suffering from dementia a steering group has been established to oversee and promote York's aspiration to become a ' Dementia Friendly' community working with businesses, shops and services to support them to become more 'dementia friendly' and accessible. The Council has launched itself as a local action alliance. York has registered as an early adopter for the national recognition process and has made links with colleagues in Bruges who are also working to become a Dementia Friendly City.

York's library service is working with Dementia Forward on awareness raising, dementia related reading lists and appropriate books for the library. York's libraries are launching a scheme to help residents tackle mental health issues. Books on Prescription is an innovative, mental health self-help initiative being run in partnership with GPs.

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Sport and Active Leisure have continued to recognise and respond to the needs of those with Dementia in their programme of leisure activities and have worked with Sports UK to develop a Dementia Awareness course for coaches, instructors and providers of sports clubs across the city. A project has also been undertaken.

People suffering from dementia is increasing

Mental Health	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber
York population aged 65 and over predicted to have dementia (POPPI)	35,100	36,900	38,100	39,400	40,600		Increased		
	2012	2014	2016	2018	2020				
1.18i - Social Isolation: % of adult social care users who have as much social contact as they would like			45.8%	42.7%	43.1%		Increased	43.20%	45.03%
2.23iii - Self-reported well-being - people with a low happiness score			11.1%	8.4%	Awaiting Information		Awaiting Information	10.36%	11.15%
2.23iv - Self-reported well-being - people with a high anxiety score			22.6%	20.8%	Awaiting Information		Awaiting Information		
4.10 - Suicide rate		9.6%	8.3%	7.8%	Awaiting Information		Awaiting Information	8.49%	8.59%

Achievements - Children and Young People Health and Wellbeing	Area of Focus- Children and Young People Health and Wellbeing
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<p>Progress on the Healthy schools programme has been undertaken. York has 100% of Schools with Healthy Schools Status and two schools with Enhanced status.</p>	<p>Results from the national child measurement programme for childhood obesity shows the percentage of reception children recorded as being obese has increased marginally to 8.53% from 7.5%. The percentage of children in year 6 recorded as being obese has also increased to 16.13% from 14.7%. New initiatives are currently being considered to assess what further options families have to help reduce the number of overweight children in York.</p>
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The Council joined forces with national charity Relate to give additional support to parents of teenagers in York. The move follows an increase in requests for information to the Council's Family Information Service from parents with issues relating specifically around teenagers.

The Romance Academy a new project was launched in Clifton earlier this year. The Academy gives young people a chance to talk openly about relationships and sex, and consider questions like 'what is love.'

Workshops on preventative measures to reduce teenage pregnancy were undertaken at the 'No wrong door' conference. This is a conference for the children and young people's workforce from partners across York.

Youth Support Services were awarded one of twelve Youth Innovation Zone Grants to establish a new Youth Sector Partnership in the city to improve the local offer for young people. Learning from this will be shared with others.

The Youth Offending Team received a good design award from the Youth Justice Board for its Child and Adolescent Mental Health service model outlining how they and partners can assess and support high risk young people with complex mental health needs.

Young people presenting with autism has been increasing. York's Autism Strategy was launched in February 2013 at a highly successful conference attended by 250 delegates.

Work has been undertaken to support the increased numbers of children and young people with autism in mainstream schools. Specialist teaching assistance work with children and young people and their families and schools to promote increased understanding and skill in supporting children with autism.

Work to support the number of people presenting with Autism will continue and proposals for developing a hub for Autism/complex need day activity facility are being explored.

	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber
% of reception year children recorded as being obese	5.5%	7.5%	8.5%	8.0%	Awaiting Information	5.5%		9.27%	8.94%
% of children in year 6 recorded as being obese	14.0%	14.7%	16.1%	16.4%	Awaiting Information	15.1%		18.92%	19.01%
2.02i - Breastfeeding - Breastfeeding initiation		73.7%	73.4%	74.0%	Awaiting Information			73.86%	66.93%
2.03 - Smoking status at time of delivery		13.7%	13.9%	13.7%	Awaiting Information			12.69%	17.37%

2.04 - Under 18 conceptions: conceptions in those aged under 16	6.5%	7.3%	3.4%		Awaiting Information			6.08%	7.12%
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Achievements - Health and Wellbeing Looked After Children **Area of Focus - Health and Wellbeing Looked After Children**

The Council's Keeping Families Together initiative is continuing to deliver an overall reduction in the number of children in public care. This initiative seeks to safely support more children at home in the care of their parents or extended family members. It also helps those children who are already looked after to move more quickly on to alternative permanent care. To support these arrangements, the Council has developed a 'new deal' for local foster carers to ensure that there is a sufficient supply of high quality local placements available for those children who do need to become looked after. A separate Adoption and Fostering Service has been created.

A Looked After Children's Support Service has been implemented. These arrangements have delivered a sustained month on month reduction in the overall number of children who are looked after. Between 2011 and 2013 York achieved adoption of 19% of children in care compared with a national average of 13%, which ranks York 16th out of 152 local authorities in England

The Council launched its Springboard Project to recruit volunteer mentors to support young people aged 16 and over who are leaving or have left care. Springboard helps young people with a range of issues such as raising self esteem, employability and independent living. Recent figures show that 20 mentors have signed up to this project and 16 young people have been linked up with a mentor.

Targeting of bespoke work for substance misuse to care leavers and the development of care packages to ensure safe transition to adult services is now been overseen by a transitions worker situated in Atlas the young peoples service.

To continue to reduce the number of Looked After Children

Looked after children	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber
Number of Looked after children		237	256	243	220		Decreased		
Children Looked after rate per 10,000	58	64	66	72	68		Decreased	60	66
2.08 - Emotional well-being of looked after children		13.5%	14.2%		Awaiting Information			13.80%	12.33%

% of health needs assessments undertaken for LAC for more than 1 year		80%	84%	82%	79%	90.0%	Decreased	85%	80%
% of LAC Substance misuse	-	-	5.9%	4.0%	-		Increased	3.50%	1.90%
% of children adopted from care	-	-	19.0%	18.0%	19.0%		Increased	13.00%	-
Percentage of children in the same placement for at least 2 years or placed for adoption- NI63	64.2%	78.2%	70.7%	60.0%	61.0%		Increased	67.00%	-
Proportion of children leaving care over the age of 16 who remained looked after until their 18th birthday	27.0%	44.0%	56.0%	53.0%	46.0%		Increased	68.00%	69.00%
Care Leavers at 19- Suitable accommodation	100.0%	92.3%	100.0%	100.0%	100.0%	100.0%	Stable	88.00%	89.00%
Care Leavers at 19- Education, Employment or Training		50.0%	74.0%	71.0%	79.0%	80.0%	Increased	58.00%	58.00%

Achievements - Health and Wellbeing Disabled Children and Young People **Area of Focus - Disabled Children and Young People**

The strategy to increase the access of disabled young people to positive activities and volunteering through extended services and in youth clubs is also progressing.

York's Family Information Service has been awarded the National Association of Families Information Services (NAFIS) Family First Award for quality. York Family Information Service is a key service for mums, dads and carers of 0-19 year olds (or up to 25 years for disabled children and young people). The award credits the quality of practice provided by the team.

Carers - Achievements

Carers Strategy has been developed and is being implemented

The city's Health and Wellbeing Board has also adopted the national Carers' Charter with a commitment to empower and support carers and has invited a number of carers to share their experiences with the Board.

The Council has helped develop a national toolkit to support health and social care professionals plan services for carers.

A specific family and carer service has also been commissioned from the generic carer's service provider

A BME Carers' survey has recently been completed and results are being analysed.

Following consultation with the Carers Strategy Group a new process has been established to ensure that Carers who are in receipt of means tested benefits will be given priority for the receipt of the Flexible Carers Grant. .

Areas of Focus - Carers

Increase the % of older people and carers who are receiving self directed support including the % of people via a direct payment.

	09/10	10/11	11/12	12/13	13/14	Target	Direction of Travel	GB	Yorkshire & Humber
Carer-reported quality of life score			#N/A	#N/A	Awaiting Information			8.10%	8.30%
Overall satisfaction of people who use services with their care and support, expressed as a percentage			64.00%	65.80%	67.40%	65%	Increased	64.10%	65.40%

Overall satisfaction of carers with social services, expressed as a percentage				54.50%	Awaiting Information			42.70%	45.40%
The proportion of carers who report that they have been included or consulted in discussion about the person they care for, expressed as a percentage				83.80%	Awaiting Information			72.90%	76.30%
The proportion of People who use services who have control over their daily life expressed as a %			78.20%	80.50%	80.31%	80.50%	Stable		
Number of adults and older people and carers receiving self directed support in the year to 31st Mary as a % of all clients receiving community based services and carers receiving carer specific services				31.50%	33.85%	30%	Increased		

<p>Number of adults and older people and carers receiving self directed support via a direct payment in the year to 31st Mary as a % of all clients receiving community based services and carers receiving carer specific services</p>			14.40%	12.40%	9.39%	20%	Decreased		
Achievements LGBT Health and Wellbeing							Areas of Focus - Health and Wellbeing LGBT		
<p>We work closely with the LGBT forum who are developing a Health and Wellbeing document. The strategy is based on a four year plan and outlines the needs of York's LGBT population and the actions considered necessary to lead to equality. The work will be led by sub-groups within the LGBT Forum.</p>							<p>Continue to work with the LGBT forum to improve equality outcomes</p>		
<p>Engagement with LGBT young people is through LGBT Youth York. This project is specifically for young people aged 15-21 who either identify as lesbian, gay, bisexual or transgender or are questioning their sexuality. It was established following representations from young people themselves. These young people are able to meet, relax, talk, listen to music and participate in games and organised social and educational activities in a safe and supportive environment.</p>									
Achievements Gypsy Roma Travellers Health and Wellbeing							Areas of Focus - Gypsy Roma Travellers Health and Wellbeing		
<p>A Health and Wellbeing Needs Assessment has been undertaken of the Gypsy and Traveller Community</p>							<p>Improve Health and Wellbeing of the Gypsy and Traveller Community</p>		

Housing, Independent Living, Homelessness

Single Equality Scheme Priorities (Green : Achieved; Amber : In Progress)

Increase the number of new homes built in York, particularly increasing the number of affordable homes.

Improve housing conditions for the Gypsy and Traveller Community.

Improve housing conditions in multiple occupation accommodation.

Enable older and disabled people to remain in their own homes for as long as possible

To mitigate the impacts of the bedroom subsidy tax make best use of council housing stock.

Where possible instigate preventative measures for people becoming homeless especially for young people and those with a physical or mental health disability

Increase the housing provision for those people suffering from dementia.

Increase the number of BAME, young people, people with learning disabilities, teenage parents accessing housing accommodation.

Widen CYC Telecare programme to enable elderly and disabled people to remain in their own homes for as long as possible.

Achievements

To increase the number of new homes built in York ,in particular affordable housing, and to reduce numbers on the housing register the council has committed £7m to its Get York Building initiative.

By 2015 we expect almost 100 new affordable new homes to be completed and around 200 to start on site, including up to 60 new council homes.

Achievements

Targets to increase housing provision and the number of affordable homes in this economic climate have not been met. However key development schemes have been agreed and the first homes are expected to be available later this year. The Hungate plans approved in January 2014 are progressing and work will commence this summer on development of 195 new apartments, including 31 affordable homes

We will continue to drive up our promotion of self-directed support to all customer groups.

<p>To meet the housing needs of the Gypsy and Traveller Community the Travellers' Choice programme is being implemented to improve site conditions. Funding has also been awarded by the Homes and Communities Agency to provide an additional six pitches to the Osbaldwick site.</p>	<p>Year end performance has shown that the number of people with a learning disability and mental health needs living in settled accommodation has decreased from 73.1% to 63.19%. Work is taking place in the development of the Mental Health action plan with commissioners to develop supported living options.</p>
<p>The Council have invested £1.2m over a five year period to increase telecare provision enabling more people to live independently in their own homes for as long as possible .</p>	<p>The numbers on the council housing waiting list of disabled applicants and BaME applicants has increased</p>
<p>The completion of 124 new student homes on Brownfield sites on Hull Road in September 2012 has had a significant positive effect on the net additional homes provided in the city and helps meet the accommodation of young people.</p>	<p>Increasing access to housing for Communities of Identity will remain a priority</p>
<p>A Landlord accreditation scheme was agreed and is being developed to improve housing conditions in the private sector.</p>	<p>Target to sign up Landlords to the Landlord Accreditation Scheme has not been achieved. Increasing private sector landlords to the Landlord accreditation will remain a priority</p>
<p>Council tenants have been actively encouraged to downsize through the Councils 'Homeswapper' scheme which allows the system to match those under occupying with tenants who are overcrowded and wishing to move. An incentive scheme that provides tenants with financial assistance to downsize up to £2,500 has been introduced.</p>	
<p>The policy on Direct Exchanges and transfer concerning rent arrears has been relaxed. If tenants' have low level arrears they will be considered for a move if they are affected by the bedroom tax providing they demonstrate a commitment to reducing their debt. With any new build scheme opportunities to promote downsizing particularly those affected by the bedroom tax are considered as a priority.</p>	

Green Status: York performs better
performs worse

Red Status : York

Housing	09/10	10/11	11/12	12/13	13/14	Target	Trend	English authorities	Yorkshire & Humber	Comparators
Net additional homes provided		514	321	482	345		Decreased			
Number of new affordable homes delivered in York	130	282	151	115	47	126	Decreased			
Number of council homes let by direct exchange	116	164	199	216	248		Increased			
Number of active applicants on North Yorkshire Home Choice who are registered with CYC (Waiting List)	3060	3308	3972 (definition changed)	4692	2420		Decreased			
% of white British on waiting list			90.4%	89.7%	88.0% (March 2014)		Decreased			
% of BAME on waiting list			8.6%	9.3%	11.0% (March 2014)		Increased			
Number BAME accessing council housing and %			33/628	36/562	28/614		Decreased			
			5.3%	6.4%	4.60%					
% of people on the waiting list with a disability			14.7%	17.6%	25.1% (March 2014)		Increased			
Number of disabled people accessing council housing			Data not available	Data not available	Data not available					

% of Young People on the waiting list 16-24			20.9%	17.4%	16.3% (March 2014)		Decreased			
Number of 16-24 year olds accessing council housing			Data not available	Data not available	Data not available					
Members of Landlord Accreditation Scheme					25	50				

Achievements - Supporting Independent Living	Areas of Focus - Supporting Independent Living
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To improve housing accommodation for those people with dementia , as part of the Council's care home modernisation programme, nine 'urgent Elderly Persons' Homes (EPHs) are to be replaced with two modern, built for purpose care home facilities providing specialist residential care for people with dementia care and high dependency care needs. The two new homes will provide 162 places.

Dentdale independent living facility joint funded by the College and the Department for Education as part of a bid secured by City of York Council is used to provide independent living and work training for students aged 16-24 with severe learning difficulties and disabilities

Birch Park Extra Care Scheme for people with Learning Disabilities opened. The scheme has 12 apartments benefiting 14 individuals.

Latest figures show that the % of care leavers in settled accommodation is 100%

The number of customers accessing the Telecare programme has decreased this was due to a price increase for the service

Supporting Independence	09/10	10/11	11/12	12/13	13/14	Target	Trend	English authorities	Yorkshire & Humber	Comparators
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The proportion of adults with learning disabilities who live in their own home or with family, expressed as a percentage		73.10%	73.10%	73.10%	82.63%	80%	Increased	73.50%	77.90%	75.99%
% of care leavers in suitable accommodation		100%	95.00%	100.00%	100.00%	100%	Stable			
The proportion of adults in contact with secondary mental health services living independently, with or without support				65.00%	Awaiting Information	65%		58.50%	63.10%	64.53%
Total number of customers (Warden Call and telecare)					2982		Decreased			
The proportion of people who use services who have control over their daily life, expressed as a percentage		78.20%	78.20%	78.20%	80.31%	80.50%	Increased	76.10%	77.10%	76.28%
Number of adults, older people and carers receiving self-directed support in the year to 31 March as a percentage of all clients receiving community based services and carers				31.20%	33.85%	33%	Increased	56.20%	53.80%	57.48%

Number of adults, older people and carers receiving self-directed support via a direct payment in the year to 31 March as a percentage of all clients receiving community based services and carers receiving carer specific services			14.40%	12.40%	9.39%	20%	Decreased	16.80%	15.20%	
People supported to live independently through social services PREVENTION				2822	2570		Decreased			
People supported to live independently through social services PACKAGES OF CARE				1751	1753		Increased			

Homelessness - Achievements	Areas of Focus Homelessness
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Following several stakeholder consultation events, the new Homelessness Strategy 2013-18 was agreed by Cabinet March 13. In addition £279k CLG funds were awarded to York and North Yorkshire to tackle rough sleeping, with delivery to be overseen by York.

The No Second Night Out rough sleeper scheme was formally launched January 13.

92 Holgate Road hostel underwent extensive redevelopment which will save £260k in bed & breakfast costs a year.

£2m funds were identified for the redevelopment of Ordnance Lane hostel.

Howe Hill Young People Resettlement Service opened in January 2012, providing intensive supported accommodation for young homeless people aged 16-21. Since opening a total of 63 young people have moved on to a more permanent accommodation. Of these, 25 young people have achieved their own permanent tenancy and currently 100% have sustained their tenancy.

A new specialist service to help York's homeless young people into work and prepare them for independent living opened. An existing hostel in Acomb has been adapted by Housing and Children's Social Care Services to provide expert support for young people aged 16-21 who are vulnerable and homeless so they can begin to build their lives and find work as well as manage a home of their own.

	09/10	10/11	11/12	12/13	April to Mar (Year)	Target	Trend	English authorities	Yorkshire & Humber	Comparators
Number of homeless households in temporary accommodation	79	94	93	99	80	85	Decrease			
Number of homeless households with dependent children in temporary accommodation SNAPSHOT	39	51	53	47	44	N/A	Decrease			
Number of households for whom positive action has prevented homelessness	1076	631	993	746	683	696	Decrease			

Number of 16-17 year olds accepted as homeless	31	40	20	2	1	0	Decrease			
Number formally presenting as homeless	207	247	215	218	180		Decrease			
Number of Households accepted as homeless	130	183	151	146	109		Decrease			
	09/10	10/11	11/12	12/13	April to Mar (Year End)	Target	Trend			
Numbers of Households accepted as homeless where the main priority need category is:										
- Dependent children	58	72	63	74	54					
- Pregnancy	15	17	16	27	14					
- Young Person (16-17 or care leaver 18-20)	32	49	22	2	1					
- Vulnerable due to Old Age	1	0	0	6	0					
- Vulnerable due to Physical disability	9	19	22	18	17					

- Vulnerable due to Mental illness or disability	9	18	13	11	19					
- Domestic violence	2	4	6	7	4					
Other	4	4	9	1	0					
	09/10	10/11	11/12	12/13	April to Mar (Year End)	Target	Trend			
Numbers of Households accepted as homeless - Ethnicity										
White	126	167	145	134	87					
African Caribbean	3	3	0	2						
Indian Pakistani Bangladeshi	0	3	0	0						
Other Ethnic Origin	1	1	3	0						
Ethnic Origin Not Known	0	9	0	10	15					
Black					1					
Asian					0					

Mixed Other	Change of Defination				6					
	09/10	10/11	11/12	12/13	April to Mar (Year End)	Target	Trend			
Numbers of Households accepted as homeless - age of applicant:										
16-24	73	107	77	46	36					
25-44	40	56	53	69	42					
45-59	12	17	11	30	27					
60-64	3	3	7	0	3					
65-74	2	0	2	0	0					
75+	0	0	1	1	1					

Procurement

Single Equality Scheme Priorities (Green: Achieved; Amber: In Progress)

- Ensure equalities is embedded within CYC's commissioning and procurement framework through the implementation of equality checklists.
- Develop mixed markets by ensuring access to tender activities are created and supported by the use of pre-tender market engagement activities. These may take the form of individual meetings or workshops where CYC will discuss our requirements to make sure there are no barriers to suppliers bidding for business.
- Strengthen market capacity where it is weak by working with potential suppliers to understand the reasons and create a plan to address the situation.
- Increase the number of voluntary and private sector suppliers of goods and services for CYC.
- Require tenderers to demonstrate if awarded the contract how the contract award will benefit Communities of Identity when submitting tender details.
- Establish an Equality Charter that commits our suppliers to promote equality when delivering services on behalf of the council and when employing people.
- Support our suppliers to deliver the Equality Charter commitments.
- Use our pay structures, terms and conditions and procurement policies to reduce income differentials encouraging business partners to move towards a 'Living Wage'.

Achievements - Procurement

Area of Focus - Procurement

CYC's Procurement Management Strategy provides a consistent and corporate approach to commissioning and procurement. The strategy is supported by the procurement team's use of standard documents and the council's terms & conditions which are issued with every purchase order

A procurement toolkit has been developed which provides guidance and templates for officers to run their own small procurements compliant with public sector procurement rules, the council's contract procedure rules and financial regulations. The toolkit incorporates the council's equality requirements thereby ensuring all contractors abide by these requirements when undertaking work on behalf of CYC. All contractors who are successful in obtaining work from the council are asked to sign up to the principles in CYC's Procurement Equality Charter.

York has worked hard to include living wage provisions into all new contracts, where appropriate, in order to ensure a fair wage for lower paid workers.

The procurement team have been working with officers in the libraries and archives service and warden and Telecare service to develop social enterprise models (SME).

The procurement team to encourage more SMEs to bid for council work have undertaken a number of 'meet the bidder' events to demystify the process. Focus group sessions with existing contractors and SMEs have been held to establish how the contracting procedures have been improved to enable more employment opportunities for vulnerable people. The procurement of West Offices cafe illustrates how the procurement process supports community-led businesses or social enterprises. The contract was awarded to United Response, a third sector organisation that provides on the job training for people with learning and physical disabilities and mental health needs. The trainees are involved in most areas of the cafe from working in the kitchen preparing food, running the coffee machine and operating the tills. An additional vending service is provided by F&T Vending, a Yorkshire based SME.

Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend	York's Performance status		
								GB	Yorkshire & Humber	Comparators
Not Applicable										

Respecting and Celebrating Diversity and Community Safety

Single Equality Scheme Priorities (Green: Achieved;Amber : In progress)

Develop initiatives that celebrate and respect York's Diversity.

Ensure students (not from York) feel welcome.

City of York to achieve Sanctuary status.

City of York to become the first Human Rights City in the UK.

Reduce hate crime

Support victims of domestic violence.

Ensure children feel safe at school.

Achievements - Celebrate and respect York's Diversity

A number of high profile events have taken place to celebrate diversity including: York's International Festival a celebration of faith and culture, Holocaust Memorial day , International Women's Week, Black History month, Domestic Abuse awareness week and York's Lesbian Arts Festival.

A new student plan and guide developed with City of York Council are being put into action. York's students' unions Student Strategy and Student Community Guide have been launched to build on and develop better relationships between students and neighbours in the city.

Work is underway towards York's ambition to become a Human Rights City. York's Human Rights City Project held its first Open day festival for social justice and human rights organizations in York. The aim of this event was to give the community the opportunity to interact with a range of different social justice organisations and groups that are active in York. York Human Rights City project is a network that aspires to promote a community, based on social justice and human rights.

Celebrate and Respect York's Diversity - Area

Results of the Big York Survey 2013 show low levels of satisfaction with respondents agreeing that they have been treated fairly and with respect at 52%. People living in deprived wards are least satisfied at 49%

Results of the Big York Survey with satisfaction with local areas as a place to live has gone down by 8% from 91% to 83% with Carers being the least satisfied at 74%, then people living in deprived wards at 77% followed by people with disabilities at 78%.

In general although people feel its important to belong to their local community just over half at 54% agree that they belong. 18-24 year olds are least likely to agree at 29%, those living in deprived area at 39%, people from BaME communities at 43% and those aged 25-34 at 45% Improve satisfaction with people living in deprived areas, young people, BaME and carers that people from different backgrounds get on well together.

York's Performance status compared to others Green Better - Red Worse										
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
In the last 12 months do you agree that the council has treated you fairly and with respect?										
All					52%					
Deprived Areas			Not asked		49%					
18-24			Not asked		62%					
25-34			Not asked		59%					
35-44			Not asked		52%					
45-54			Not asked		53%					
55-64			Not asked		55%					
65-74			Not asked		54%					
75+			Not asked		64%					
BaME			Not asked		56%					
Disabled			Not asked		52%					
Carer			Not asked		45%					
LGBT (not statistically significant)			Not asked		47%					
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			

How satisfied or dissatisfied are you with York as a place to live?										
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
All			92%		89%		Decrease			
Deprived Areas			92%		90%		Decrease			
18-24			95%		94%		Decrease			
25-34			96%		92%		Decrease			
35-44			92%		93%		Decrease			
45-54			92%		89%		Decrease			
55-64			91%		89%		Decrease			
65-74			91%		91%		Stable			
75+			94%		95%		Increase			
BaME			92%		91%		Decrease			
Disabled			80%		86%		Increase			
Carer			87%		85%		Decrease			
LGBT (not statistically significant)			Not available		93%					
How satisfied or dissatisfied are you with your local area as a place to live?										
All			91%		83%		Decrease			

Deprived Areas			84%		77%		Decrease			
18-24			78%		86%		Increase			
25-34			89%		86%		Decrease			
35-44			89%		86%		Decrease			
45-54			91%		80%		Decrease			
55-64			90%		86%		Decrease			
65-74			95%		85%		Decrease			
75+			98%		85%		Decrease			
BaME			89%		82%		Decrease			
Disabled			88%		78%		Decrease			
Carer			Not available		74%					
LGBT (not statistically significant)			Not available		88%					
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			
How important is it that people feel part of the local community										
Very/fairly important										
All			70%		74%		Increase			
Deprived Areas			64%		68%		Increase			

18-24			67%		64%		Decrease			
25-34			69%		75%		Increase			
35-44			70%		78%		Increase			
45-54			79%		77%		Decrease			
55-64			69%		76%		Increase			
65-74			74%		83%		Increase			
75+			75%		79%		Increase			
BaME			81%		75%		Decrease			
Disabled			72%		75%		Increase			
Carer			79%		80%		Increase			
LGBT (not statistically significant)			Not available		74%					
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			
Do you agree that you belong to your local community strongly agree/agree										
All			55%		54%		Decrease			
Deprived Areas			47%		39%		Decrease			
18-24			66%		29%		Decrease			

25-34			64%		45%		Decrease			
35-44			50%		53%		Increase			
45-54			62%		58%		Decrease			
55-64			54%		63%		Increase			
65-74			63%		74%		Increase			
75+			67%		77%		Increase			
BaME			66%		43%		Decrease			
Disabled			52%		58%		Increase			
Carer			56%		55%		Decrease			
LGBT (not statistically significant)			Not available		42%					
To what extent do you agree or disagree that it is a place where people from different backgrounds get on well?										
All			73%		79%		Increase			
Deprived Areas			67%		51%		Decrease			
18-24			91%		62%		Decrease			
25-34			70%		56%		Decrease			
35-44			72%		60%		Decrease			
45-54			69%		60%		Decrease			

55-64			68%		61%		Decrease			
65-74			73%		67%		Decrease			
75+			80%		67%		Decrease			
BaME			81%		67%		Decrease			
Disabled			72%		62%		Decrease			
Carer			71%		51%		Decrease			
LGBT (not statistically significant)			Not available		58%					

Achievements - Community Safety	Community Safety - Area of Focus
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<p>The Community Safety Plan has been refreshed</p>	<p>Results from the Big York Survey 2013 show that the % of people who think York is a safe City relatively free from Crime has increased form 74% to 80%. However disabled people are less likely to agree at 69% and Carers at 72%</p>
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<p>York is still one of the safest cities in which to live, with overall crime figures predicted to reduce again, by 5% on last year. This aspect of York is well recognised by those who reside here; with the 2013 Big York Survey showing the percentage of residents who feel York is a safe place to live as increasing and the percentage of residents who think their local area is safe being stable.</p>	<p>Analysis by the Safer York Partnership points to alcohol as the most significant factor influencing levels of crime and anti-social behaviour in York based on a complex set of overlapping indicators and is a major factor on the impact of poor health. A Key priority for the Council and partners is to deal with the adverse effects that alcohol causes. An alcohol and substance misuse strategy is currently in development</p>
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<p>The Police and Crime Commissioner for North Yorkshire and North Yorkshire Police have announced a £228,000 investment to establish a new 'Multi-agency Safeguarding Hub' and Central Referral Unit to be located with the Council offices at West Office. The unit will see joint teams from the City of York Council, North Yorkshire County Council and the police work together to prevent and deal with serious crimes of abuse such as child sexual exploitation and serious domestic violence</p>	
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The city recently hosted a Crime Summit focusing on alcohol as a key theme. A local data-sharing project aims to develop a greater understanding of the impact of alcohol by sharing information, including NHS research.

Community Safety	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
How much do you agree that York (as a whole) is a safe city to live in,										
All			74%		80%		Increase			
Deprived Areas			73%		77%		Increase			
18-24			87%		89%		Increase			
25-34			80%		89%		Increase			
35-44			76%		84%		Increase			
45-54			69%		80%		Increase			
55-64			64%		78%		Increase			
65-74			70%		78%		Increase			
75+			74%		76%		Increase			
BaME			87%		87%		Stable			
Disabled			61%		69%		Increase			
Carer			Not available		72%					
LGBT (not statistically significant)			Not available		89%					

	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
How much do you agree or disagree that your local area is a										
All			79%		79%		Stable			
Deprived Areas			66%		65%		Decrease			
18-24			73%		80%		Increase			
25-34			76%		81%		Increase			
35-44			78%		82%		Increase			
45-54			76%		78%		Increase			
55-64			78%		82%		Increase			
65-74			81%		86%		Increase			
75+			84%		87%		Increase			
BaME			87%		85%		Decrease			
Disabled			68%		68%		Stable			
Carer			Not available		73%					
LGBT (not statistically significant)			Not available		83%					
Achievements: Anti Social Behaviour						Anti Social Behaviour - Area of Focus				

Working with the police, businesses and the voluntary sector, the 'Operation Erase' initiative has seen reductions in anti-social behaviour through the provision of high visibility policing. On 14th September, Transpennine Express designated their problematic Saturday morning a 'dry' train with no alcohol allowed on board. The 'Operation Erase' task group also developed a code of conduct displayed on trains urging revellers to behave responsibly. The work will continue under the direction of the Avante Task Group

Whilst overall crime is reducing as is anti-social behaviour, ASB is still having a noticeable impact on the city and its communities, placing significant demand on North Yorkshire Police (NYP) and council resources. Working together, the council, NYP and the Police and Crime Commissioner have agreed a ground-breaking approach to tackling ASB and nuisance in the city. Through the creation of an ASB Hub, resources, powers and expertise from NYP and CYC will be merged, bringing a more efficient, timely and appropriate response to ASB in the city.

Anti Social Behaviour is seen as a greater problem by certain Community of Identity than others. In particular only 49% of respondents living in deprived wards agreed that Anti Social Behaviour is not a problem, also only 53% of Carers and 56% of disabled people compared to the overall response of 62%.

The Community Safety Partnership is examining the role that alcohol plays in incidence of recorded crime, in particular in the city centre. The Night-safe Steering Group is being replaced by the AVANTE task group (Alcohol Violence and the Night Time Economy), and the remit and terms of reference for this group are in development.

	09/10	10/11	11/12	12/13	Forecast based on April to Mar	Target	Trend			
All crime from Quant	14480	15199	13576	11928	11290	13756	Decrease			
NYP recorded ASB calls for service				10381	9421	12361	Decrease			
CYC recorded ASB				3511	3626	3126	Increase			
Total ASB calls				13892	13047		Decrease			
	09/10	10/11	11/12	12/13	13/14	Target	Trend			
ASB is not a problem										
All			64%		62%		Decrease			

Deprived Areas			49%		49%	Stable			
18-24			64%		67%	Increase			
25-34			63%		62%	Decrease			
35-44			63%		59%	Decrease			
45-54			58%		61%	Increase			
55-64			61%		63%	Increase			
65-74			63%		70%	Increase			
75+			76%		73%	Decrease			
BaME			69%		64%	Decrease			
Disabled			58%		56%	Decrease			
Carer			Not asked		53%				
LGBT (not statistically significant)			64%						

Achievements Hate Crime	Hate Crime - Areas of Focus
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A Hate Crime Strategy has been agreed.	Whilst hate crime has been reducing the number of recorded racial incidents is the highest cause of this crime with 82 cases recorded 2013/14 and increase of 1 on last years figures.
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The Council has been supporting the work of York's LGBT forum. The forum has a link to the SYP hate crime page.	
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Through our work on PREVENT we have pro-actively managed tensions to stop issues escalating. The Prevent and Hate Crime Co-ordinator manages any tensions that may arise within communities. When a Turkish refugee was arrested, the coordinator was approached by Refugee Action York in response to growing anger within the Turkish community who did not fully understand why the arrest had been made. The situation was resolved when the co-ordinator clarified that only a caution had been given. At the request of the Vice Chancellor of York University, the co-ordinator and North Yorkshire Police met with the Islamic Society to allay fears based on their perception of a growing anti-Muslim sentiment.

Work has taken place with libraries Yorkshire MESMAC a charity set up to support the LGBT community and children centres who have agreed to become Hate crime reporting centres Dec 13 the number of Hate Crime Centres had risen to 31 this will bring the total number of centres to 31.

	09/10	10/11	11/12	12/13	13/14	Target	Trend			
Hate Crime Centre										
Number of Hate Crime Centres					31 (Dec 13)		Stable			
Hate crime is not a problem										
All			89%		89%		Stable			
Deprived Areas			85%		88%		Increase			
18-24			89%		90%		Increase			
25-34			92%		89%		Increase			
35-44			93%		91%		Increase			
45-54			92%		90%		Increase			

55-64			91%		92%		Increase			
65-74			90%		92%		Increase			
75+			82%		91%		Increase			
BaME			86%		82%		Decrease			
Disabled			80%		80%		Stable			
Carer			Not available		82%					
LGBT (not statistically significant)			Not available		85.90%					
Hate Crime	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
Age-related			1	1	0		Decrease			
Asylum seeker			0	0	0		Stable			
Disability			3	2	1		Decrease			
Gender			0	1	0		Decrease			
Heterophobic			0	0	0		Stable			
Homophobic			11	5	2		Decrease			
Irish travellers			0	0	0		Stable			
Migrant worker			0	0	0		Stable			
Racial			87	81	82		Stable			
Refugee			0	0	2		Increase			
Religious			2	0	2		Increase			
Romany peoples			0	0	0		Stable			
Sexual Orientation			Not reported	5	7		Increase			
Transgender			1	0	2		Increase			
Vulnerable adult			1	0	0		Stable			
Total Hate crime incidents	169	152	106	95	98		Increase			
Achievements - Domestic Violence							Area of Focus Domestic Violence			

The Council is adopting a stronger early intervention and prevention approach across services to ensure intelligence is more widely shared and early action taken in dealing with domestic violence. To provide support in relation to high-risk cases of domestic abuse the number of support units available has been increased by 10 units.
York has won White Ribbon status for how it deals with Domestic Violence

The number of domestic violence cases has increased on last year. The % of repeat incidents of domestic violence has decreased. The Police and Crime Commissioner for North Yorkshire and North Yorkshire Police have announced a £228,000 investment to establish a new 'Multi-agency Safeguarding Hub' and Central Referral Unit to be located with the Council offices and West Office.
The unit will see joint teams from the City of York Council, North Yorkshire County Council and the police work together to prevent and deal with serious crimes of abuse such as child sexual exploitation and serious domestic violence

Domestic Violence	Forecast based on April to Mar (Year End)					Target	Trend	GB	Yorkshire & Humber	Comparators
	09/10	10/11	11/12	12/13						
Domestic Violence incidents	2840	2982	2739	2476	2823		Increase			
Repeat incidents of domestic violence	33%	31%	24%	34%	32%		Decrease			

Achievements - Children Feeling Safe **Ares of Focus Children Feeling Safe**

Members of the school improvement team have been working with North Yorkshire Police Youth Officers, to plan and deliver sessions for PCSOs who work in schools. To date, 65 PCSOs have received training on how to deliver lessons on anti bullying, e-safety and risky behaviours. All evaluations were outstanding, with requests for this training to be part of PCSO induction in the future. A working party has been set up with 6 PCSOs from all areas in York along with advisers in the school improvement team to produce a bank of teaching materials for PCSOs to use in schools.

Children Feel Safe	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
% of pupils who reported frequent verbal bullying incidents in Primary schools. (as recorded via the 'Someone to Turn to ' pupil survey)			8.91%	7.97%	Awaiting Information	6%				
% of pupils who reported frequent verbal bullying incidents in Secondary schools Yr 8. (as recorded via the 'Someone to Turn to ' pupil survey)				4.52%	Awaiting Information	4.30%				

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Transport

Single Equality Scheme Priorities (Green Achieved)

Widen the choice of transport that is available, affordable and attractive for people to travel, by providing quality alternatives to the car (public transport, cycling and walking).

Implement the 'Get on Board' programme and upgrade city centre interchanges to ensure more accessible transport information is available for people with disabilities and visual impairments and implement a programme of bus stop upgrades.

Explore the feasibility of extending Yorzone Card to 18 year olds/leaving school.

Develop and tender the Quality Bus Contract.

Develop York's Cycling and pedestrian network.

Extend Park and Ride

Achievements - Transport

A £6m programme is strengthening agreements between the Council and all bus operators in York to ensure local bus services are consistently delivered to a high standard, and that pricing is competitive and road layouts and facilities are improved.

The city is continuing to expand its network of cycle routes as part of its iTravel scheme which promotes and supports sustainable transport and seeks to influence resident's and businesses travelling behaviour.

The Youth Council have worked with the council and the Quality Bus Partnership lobbying for discounted travel for young people. Discounted travel already available to 11 to 16 years olds has been extended now covering 11 to 18 year olds.

The Council's scheme that promotes travel independence for young people with disabilities has won a second prestigious national award. The York Independent Living Travel Scheme (YILTS) enables people with special educational needs to travel independently to school and college using public transport, or by walking or cycling. The scheme won a Guardian Public Services Award in 2010 in the Transport and Mobility category and was awarded its second award September 2013 by the Association for Public Service Excellence (APSE).

Three downloadable bus apps have been launched. In addition to the P&R app, 'YorkLIVE' provides live traffic and travel information, including where road works and road closures are, how many available spaces there are in Council car parks and live rail arrival and departure times. 'BusYork' helps bus users choose when and where to get their local bus service from, live departure times, route maps, specific bus information and service times, plus live Twitter feeds for the latest traffic and travel information. A public transport information centre has opened at York railway station.

The All York ticket has been launched, the first time that a single ticket can be used on all the city's local bus services

Area of Focus - Transport

New easy to read timetables will be rolled out at the end of April 2014. Braille/ a-v to follow.

Funding has been obtained from the DfT for the Council's Access York initiative with two new Park & Ride sites scheduled for completion June 2014.

							York's Performance status compared to others Green Better - Red Worse			
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend	GB	Yorkshire & Humber	Comparators
Not applicable										

Workforce

Single Equality Scheme Priorities (Green :Achieved; Amber: In Progress)

Ensure high levels of staff satisfaction in working for the council.

Carry out an equal pay review to ensure fair and consistent practices.

Ensure staff feel that they are respected and treated fairly.

Launch the 'Dignity at Work' policy and raise awareness with CYC staff to reduce incidents of harassment & bullying in the workforce.

Diversify the workforce where we can in these times of budget constraints.

Conduct a study to identify the barrier to BAME and disabled applicants applying for employment with CYC.

Provide opportunities for staff to have their say.- Review the Staff Equalities Reference Group so it becomes more representative of CYC workforce.

Develop the leadership skills of the female workforce.

Implement the Women's Development Programme, which is a programme to develop the leadership skills of senior women managers working for CYC.

Achievements	Areas for Improvement
The results of the Staff Health and Wellbeing survey 2013 which is carried out every two years shows that at 59% compared to the previous survey at 51% there has been an increase in the percentage of staff if asked would speak positively about working for the council. 54% of staff feel that the council is a fair place to work	Latest Staff Health and Wellbeing results compared to 11/12 reveal that staff do not feel they are fairly paid for the work they do
	Disabled staff at 42% are less satisfied that the council is a fair place to work

Working for the Council

Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend
If asked, I would speak positively about working for the council			51%		59%		Increase

Male			50%		59%		Increase	
Female			52%		61%		Increase	
20-24			59%		64%		Increase	
25-34			51%		55%		Increase	
35-44			52%		65%		Increase	
45-54			51%		60%		Increase	
55+			50%		61%		Increase	
White British			52%		59%		Increase	
White Irish			66%		67%		Increase	
White Other			30%		67%		Increase	
BaME			60%		60%		Stable	
Disabled			49%		53%		Increase	
Heterosexual			53%		61%		Increase	
LGBT			50%		71%		Increase	
Carer			53%		62%		Increase	
Indicator	09/ 10/ 10 11	11/12	12/13	13/14	Target	Trend		
The council is a fair place to work								
All			Not asked		54%			
Male			Not asked		58%			
Female			Not asked		53%			
20-24			Not asked		63%			
25-34			Not asked		57%			
35-44			Not asked		58%			
45-54			Not asked		52%			
55+			Not asked		56%			

White British		Not asked		55%			
White Irish		Not asked		67%			
White Other		Not asked		59%			
BaME		Not asked		60%			
Disabled		Not asked		42%			
Heterosexual		Not asked		56%			
LGBT		Not asked		63%			
Carer		Not asked		55%			
Indicator	09/ 10/	11/12	12/13	13/14	Target	Trend	
I feel I have been fully developed to be able to do my job							
All		Not asked		40%			
Male		Not asked		41%			
Female		Not asked		40%			
20-24		Not asked		61%			
25-34		Not asked		36%			
35-44		Not asked		42%			
45-54		Not asked		38%			
55+		Not asked		44%			
White British		Not asked		40%			
White Irish		Not asked		42%			
White Other		Not asked		41%			
BaME		Not asked		44%			
Disabled		Not asked		29%			
Heterosexual		Not asked		41%			
LGBT		Not asked		46%			
Indicator	09/ 10/	11/12	12/13	13/14	Target	Trend	
I am satisfied with my health and safety at work							
All		Not asked		62%			
Male		Not asked		65%			
Female		Not asked		60%			
20-24		Not asked		72%			

25-34		Not asked		67%			
35-44		Not asked		65%			
45-54		Not asked		59%			
55+		Not asked		60%			
White British		Not asked		62%			
White Irish		Not asked		42%			
White Other		Not asked		63%			
BaME		Not asked		80%			
Disabled		Not asked		45%			
Heterosexual		Not asked		63%			
LGBT		Not asked		69%			
Carer		Not asked		58%			
Indicator	09/ 10/	11/12	12/13	13/14	Target	Trend	
I am satisfied with my physical working conditions							
All		Not asked		60%			
Male		Not asked		61%			
Female		Not asked		61%			
20-24		Not asked		64%			
25-34		Not asked		65%			
35-44		Not asked		65%			
45-54		Not asked		61%			
55+		Not asked		51%			
White British		Not asked		60%			
White Irish		Not asked		58%			
White Other		Not asked		71%			
BaME		Not asked		70%			
Disabled		Not asked		43%			
Heterosexual		Not asked		62%			
LGBT		Not asked		65%			
Carer		Not asked		61%			
Equal Pay							
Equal Pay : Achievements						Equal Pay: Area Of Focus	

Whilst staff do not think pay is fair across the council or that they are adequately paid for the work they do an Equal Pay audit shows that pay is generally equally and fairly spread across the key characteristics of gender, disability, ethnicity and age within the evaluated posts. There are no immediately serious issues that need to be addressed. There were no significant pay gaps between men and women in any of the grades. November 2012 Office for National Statistics data showed a gender pay gap of 19.7% for all employees nationally. At 13.2%, the gap for CYC employees is well below the national figure. Further Equal Pay audits will be undertaken every two years.

Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend
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CYC Gender Pay Gap				13.20%			
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Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend
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Pay is fair across the council							
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All			Not asked		17%		
Male			Not asked		19%		
Female			Not asked		16%		
20-24			Not asked		26%		
25-34			Not asked		15%		
35-44			Not asked		20%		
45-54			Not asked		17%		
55+			Not asked		15%		
White British			Not asked		18%		
White Irish			Not asked		0%		
White Other			Not asked		11%		
BaME			Not asked		0%		
Disabled			Not asked		13%		
Heterosexual			Not asked		18%		
LGBT			Not asked		23%		

Carer			Not asked		14%				
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend		
I feel I am fairly paid for the work I do									
All			45%		37%		Decrease		
Male			38%		34%		Decrease		
Female			38%		40%		Increase		
20-24			57%		34%		Decrease		
25-34			43%		42%		Decrease		
35-44			48%		41%		Decrease		
45-54			44%		33%		Decrease		
55+			47%		40%		Decrease		
White British			45%		38%		Decrease		
White Irish			Not available		50%				
White Other			48%		19%		Decrease		
BaME			Not available		12%				
Disabled			46%		17%		Decrease		
Heterosexual			46%		37%		Decrease		
LGBT			42%		50%		Increase		
Carer			47%		33%		Decrease		
Bullying and Harassment									
Bullying and Harassment Achievements							Bullying and Harassment:		

The Dignity at Work Policy replaced the previous Bullying and Harassment policy. Employees can access the policy and procedure via the council's intranet site or through their line manager. The First Contact Network, a group of employees trained to offer confidential support and information, is available to staff Overall the % of staff who feel that they receive the respect they deserve from work colleagues has increased. Whilst some staff cohort groups show that there has been a slight decrease in this area satisfaction is good when compared to other organisations. Overall the incidents of bullying have reduced. ALL City of York Council employees now have unlimited access to a new 'Employee Assistance Programme' (EAP). Available 24/7 every day of the year, the EAP is a free, independent and totally confidential service offering telephone and face to face counselling plus online advice and guidance on a wide range of topics.

Although low percentages the results of the staff Health and Wellbeing Survey 2013 show that Carers (25%) White Irish (25%) White Other (22%) and Disabled staff (21%) have experienced verbal/physical abuse/bullying from work colleagues compared too the overall % at 17% for all respondents.

Indicator	09/10	10/11	11/12	Comparison	13/14	Comparison	Trend			
I receive the respect at work I deserve from my colleagues										
All			67%	Good	69%	Good	Increase			
Male			54%	Good	68%	Good	Increase			
Female			69%	Good	71%	Very Well	Increase			
20-24			76%	Very Well	75%	Very Well	Decrease			
25-34			67%	Good	74%	Very Well	Increase			
35-44			66%	Good	71%	Good	Increase			
45-54			68%	Good	67%	Good	Decrease			
55+			69%	Good	70%	Very Well	Increase			
White British			68%	Good	68%	Good	Stable			

White Irish			75%	Very Well	75%	Very Well	Stable			
White Other			71%	Good	71%	Very Well	Stable			
Disabled			60%	Good	61%	Good	Increase			
Heterosexual			67%	Good	70%	Very Well	Increase			
LGBT			71%	Good	67%	Good	Decrease			
Carer			67%	Good	64%	Good	Decrease			
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			
I am currently subject to bullying at work (Number of people)										
All			139		130		Decrease			
Male			53		54		Increase			
Female			80		69		Decrease			
20-24			5		1		Decrease			
25-34			24		16		Decrease			
35-44			31		25		Decrease			
45-54			45		52		Increase			
55+			27		22		Decrease			
White British			124		116		Decrease			
White Irish			Not available		2					

White Other			3		2		Decrease			
BaME			Not available		0					
Disabled			20		20		Stable			
Heterosexual			105		103		Decrease			
LGBT			8		7		Decrease			
Carer			25		27		Increase			
Indicator	09/10	10/11	11/12	12/13	13/14	Target	Trend			
I have experienced verbal/physical abuse/bullying from work colleagues : Agree, Strongly Agree										
All			Not asked		17%					
Male			Not asked		14%					
Female			Not asked		18%					
20-24			Not asked		3%					
25-34			Not asked		6%					
35-44			Not asked		7%					
45-54			Not asked		11%					
55+			Not asked		16%					
White British			Not asked		17%					
White Irish			Not asked		25%					
White Other			Not asked		22%					
BaME			Not asked		0%					
Disabled			Not asked		21%					
Heterosexual			Not asked		16%					
LGBT			Not asked		17%					
Carer			Not asked		25%					

Achievements							Area of Focus	
							The are a larger number of women at 72.6% compared to males at 27.4% who work for the council.	
							The % of females working full time has reduced whilst the numbers working part time have increased (male full time and part time working has remained stable).	
							To reflect York's working age population CYC need to employ more men, disabled people, and people from BaME communities and young people.	
							The % of CYC workforce providing sensitive information needs to improve	

York's Performance status compared to others Green Better - Red Worse

Workforce statistics							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
People in post CYC				6968	6587		
% of York's population of working age							
% of full time CYC employees				46.90%	44.60%		
% of part time CYC employees				53.10%	55.40%		

Gender							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% of York's Female population of working age					48.8% (Census)		
% of females employed with CYC				72.70%	72.6% (Jan 14)		Stable
% of York's Male population of working age					52.2% (Census)		
% of Males employed with CYC				27.30%	27.40%		Stable
CYC full time and part time females and males							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% of full time Females				26.70%	24.20%		
% of full time Males				20.20%	20.40%		Stable
% of part time Females				46.00%	48.40%		Increase
% of part time Males				7.10%	7.00%		Stable
Disabled							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend

% of York's population with long term health problem or disability - Economically Active (Census 2011)					6.40%			
% of CYC staff disabled				2.30%	2.80%			
% of CYC Disabled staff full time employees								
% of CYC Disabled staff part time employees								
BaME								
Indicator	09/ 10/	11/12	12/13 Jan 13	13/14	Target	Trend		
% of York's BaME population Economically active (Census data 2011)				9.00%				
% Of BaME CYC employees			3.50%	3.78%		Increase		
% of BaME CYC full time employees			1.50%	1.54%		Increase		
% of BaME CYC part employees			2.00%	2.24%		Increase		

LGBT							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% of York's LGBT population of working age				Not Known	Not Known		
% of CYC staff LGBT				1.50%	1.69%		Increase
% of LGBT CYC employee full time				1.21%	1.37%		Increase
% of LGBT CYC employee part time				0.29%	0.32%		Increase
Age							
% of 16-24 York's Population					15.50%		
CYC 16-24 employed							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% CYC 16-24				4.50%	4.30%		
% CYC 16-24 employed full time				2.30%	2.30%		
% CYC 16-24 employed part time				2.20%	1.90%		
CYC 25-39 employed							
Indicator	09/	10/	11/12	12/13 Jan 13	13/14	Target	Trend
% CYC 25-39				29.70%	29.40%		
% CYC 25-39 employed full time				16.30%	15.40%		

% CYC 25-39 employed part time				13.40%	14.00%			
CYC 40- 55 employed								
Indicator	09/10	10/11	11/12	12/13 Jan 13	13/14 Jan 14	Target	Trend	
% CYC 40-55				48.90%	49.40%			
% CYC 40-55				21.80%	20.90%			
% CYC 40-55				27.10%	28.50%			
CYC 56-59 employed								
Indicator	09/10	10/11	11/12	12/13 Jan 13	13/14 Jan 14	Target	Trend	
% 56-59				9.30%	9.20%			
% CYC 56-59				4.00%	3.80%			
% CYC 56-59				5.30%	5.40%			
CYC 60-64 employed								
Indicator	09/10	10/11	11/12	12/13 Jan 13	13/14 Jan 14	Target	Trend	
% CYC 60-64 employed				5.50%	5.50%			
% CYC 60-64 employed full time				2.00%	1.80%			
% CYC 60-64 employed part time				3.50%	3.70%			
CYC 65+ employed								
Indicator	09/10	10/11	11/12	12/13 Jan 13	13/14 Jan 14	Target	Trend	
% 65+ employed				2.10%	2.30%			
% CYC 65+ employed full time				0.40%	0.40%			

% CYC 65+ employed part time				1.70%	1.90%			
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Staff Engagement							
Staff Engagement Achievements						Staff Engagement: Area of Focus	

<p>Staff engagement mechanisms have been refreshed. Since 2011 two staff surveys have been conducted covering the health and safety executive standards, local matters and topical issues for feedback. CMT have undertaken a series of staff road shows designed to engage staff on cultural change. • The Staff Equalities Expert group (SEE), formerly known as Staff Equalities Reference Group, has undertaken a programme of consultation events with staff to inform policy changes.</p>	<p>Staff satisfaction with consultation and engagement whilst good when compared with other organisations in the Health and Safety Executive Standards data base , in reality staff satisfaction is low. More needs to be done to enable staff to be more engaged particularly staff with a disability and staff who are not White British</p>
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Indicator	12/13	Comparison	13/14	HSE Comparison	Trend
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% of staff who strongly agree/agree that they are always consulted about changes at work					
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All	33%	Good	31%	Good	Decrease
Male	31%	Good	33%	Good	Increase
Female	34%	Good	32%	Good	Decrease
20-24	45%	Very Well	48%	Very Well	Increase
25-34	26%	Improvement Needed	28%	Improvement Needed	Increase
35-44	33%	Good	31%	Good	Decrease

45-54		36%	Good	32%	Good	Decrease	
55+		35%	Good	39%	Good	Increase	
White British		34%	Good	33%	Good	Decrease	
White Irish (Small numbers)		Not available	Not available	8%	Urgent Improvement		
White Other		15%		22%	Improvement Needed	Increase	
BaME (Numbers too small)		Not available	Not available	Not available			
Disabled		32%	Good	25%	Improvement Needed	Decrease	
Heterosexual		35%	Good	34%	Good	Decrease	
LGBT		24%		27%		Increase	
Carer		40%	Good	34%	Good	Decrease	
I am adequately informed about what is happening around the council							
All		Not asked		38%			
Male		Not asked		41%			
Female		Not asked		37%			
20-24		Not asked		46%			
25-34		Not asked		38%			
35-44		Not asked		37%			
45-54		Not asked		39%			
55+		Not asked		41%			
White British		Not asked		39%			

White Irish		Not asked		25%		
White Other		Not asked		37%		
BaME		Not asked		29%		
Disabled		Not asked		34%		
Heterosexual		Not asked		40%		
LGBT		Not asked		43%		
Carer		Not asked		42%		
Indicator	09/10	10/11	11/12	12/13	13/14	Target
I receive feedback for the ideas I have put forward						
All		Not asked		30%		
Male		Not asked		34%		
Female		Not asked		29%		
20-24		Not asked		27%		
25-34		Not asked		28%		
35-44		Not asked		31%		
45-54		Not asked		33%		
55+		Not asked		30%		
White British		Not asked		30%		
White Irish		Not asked		25%		
White Other		Not asked		18%		
BaME		Not asked		45%		
Disabled		Not asked		25%		
Heterosexual		Not asked		31%		
LGBT		Not asked		45%		
Carer		Not asked		28%		

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Gap	Issues	Source of action	Action	Milestone	Status	Mar-14
Decrease Young people unemployed	Apprentice Programme	CYC Apprenticeship Programme	CYC to help Young people to gain work experience and obtain references to assist in securing onward employment	CYC Implementation of the Pre apprenticeship Programme	Completed Qtr1	Apprenticeship strategy agreed by CMT on 20.2.13 included :New pay rates for all apprentices from 1.4.13(£4.98 for first 12 months then £6.19); Change to recruitment practice from Sept 13 to a vacancy management approach (whereby all posts are considered for apprenticeships subject to suitability) with a small number of supernumerary positions still to be offered.
Decrease Young people unemployed	Apprentice Programme	CYC Apprenticeship Programme	CYC to help Young people to gain work experience and obtain references to assist in securing onward employment	Implement CYC's 3 year Apprentiship programme for 16-18 year olds and increase the number of apprentices obtaining NVQ L2	in progress	86 supernumerary apprenticeships created since 2011. Launch of vacancy management in September 2013 whereby vacant posts are considered to be offered as apprenticeships to increase number of apprentices gaining employment within CYC. 9 apprentices have secured permanent employment in CYC.
Female Managers		Workforce Strategy	Develop leadership skills of women middle managers	CYC to develop female heads of service to enhance their management and leadership potential	Completed	Women in Leadership Programme completed

Decrease Young people unemployed	Decrease NEET	ACE Raising the Participation Age Delivery Plan	Decrease Neet	<p>Deliver the 'Raising the Participation Age' delivery plan and continue to expand the apprenticeship offer in York.</p> <p>Through implementation of the plan support more young people with Special Education Needs and Disability (SEND) into flexible working packages and work with mainstream providers of post education to improve the retention and progression of 16 and 17 year olds.</p>	in progress	<p>Full year figures (to August 2013) from NAS showed 352 16-19 year olds started Apprenticeships in 2012/13. This represented a marginal increase from the previous year (350) at a time of regional and national falls due to new rules around funding. 53 young people high level SEND are participating at York College and Askham Bryan College in facilities supported by funding bid discussed in September update, up from 22 in 2011/12. Latest participation data (March 2014) shows 16-18 year old NEET rate at 4.8%, below both regional and national averages.</p>
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Create a baseline to identifying the number of local, SME and voluntary sector organisations awarded CYC contracts Oct and monitor	completed Q4	0

Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Ensure equalities is embedded within CYC's commissioning and procurement framework through the implementation of equality checklists	completed Q4	Procurement equality check lists for over £50k complete
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Develop mixed markets by ensuring access to tender activities are created and supported by the use of pre-tender market engagement activities. These may take the form of individual meetings or workshops where CYC will discuss our requirements to make sure there are no barriers to suppliers bidding for business	completed Q4	Pre-going out to market all tender opportunities are reviewed to see whether it is relevant that there engagement sessions are held. The recent exercise to procure the cafe is a good example of this where two engagement sessions were held. Resulting in a third sector organisation being successful. Please see the attached link for the case study. http://www.york.gov.uk/info/200164/council_and_democracy/797/co-operative_council/7

Engagement	Reduce numbers of staff bullying	Workforce Strategy	Develop Dignity at work policy	Launch Dignity at work policy and raise awareness with CYC staff to reduce the incidences of bullying	completed Q4	Completed
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Require tenderers to demonstrate if awarded the contract how the contract award will benefit Communities of Identity when submitting tender details	completed Q4	Social Value questions are currently being asked within the tender documents, where relevant and compliant with EU procurement law.
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Establish recording mechanisms to identify how many people (Community of Identify) have gained employment through awarding of CYC contracts.	deadline passed not started	

Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Establish an Equality Charter which is a statement that CYC and our suppliers promote equality when we procure goods, services or works. CYC will work with our top 200 existing suppliers to have them sign up to the charter. With effect from 1st January 2013 we will be asking all new and prospective suppliers to sign up to the charter as standard practice	completed Q4	The Equality Charter is on the CYC website: http://www.york.gov.uk/info/200326/procurement/806/equality_charter New suppliers to CYC via Supplier force accept the Charter by signing up to Supplier force. Suppliers with a spend over £1000 on FMS will be contacted to let them know about the Equality Charter - if we don't hear back from them within a month it shall be assumed that they have signed up to the equality charter.
Health	Health and well being of young people	CCPR Service Plan	Provide opportunities for young people to access leisure and recreational activities	Work with schools and partners to target 'Shine' funding to provide activities for children and young people from low income families	Completed	A comprehensive programme is available

Engagement	Engagement	CCPR Service Plan	Strengthen engagement and empowerment opportunities for Communities of Identity	Develop preferred methods of communication by young people so they can 'have their say' on CYC services	Completed	Task completed. However, work continues in this area through the Involvement Group in ACE. Yorzone has been developed by young people for young people. The lead on this is the Youth Support Service - Carole Pugh.
Transport	Disabled Visually impaired	Get on Board Programme	Implement the 'Get on Board Programme to Provide accessible transport information for disabled blind or partially sighted people	Implement the 'Get on Board programme' and - Upgrade city centre interchanges to ensure that they are more accessible (bus stop clusters at Rail Station, Rougier Street, Piccadilly, The Stonebow and Theatre Royal / Exhibition Square).	in progress	Works at Piccadilly, York Rail Station and Stonebow largely complete, although RNIB equipment yet to be fitted. Exhibition Square work to take place during Summer 2014, Rougier Street during Winter 2015.

Decrease Young people unemployed	Decrease Young people unemployed	J Massey work underway	Decrease Young people unemployed	Develop an action plan to reduce the number of young people 18-24 unemployed in response to the findings of the Learning City and Scrutiny review.	Completed	Action Plan completed
Transport		CES Service Plan	Encourage more people to cycle or walk in York	Develop York's cycling and pedestrian network	in progress	
Transport	Disabled Visually impaired	Get on Board Programme	Implement the 'Get on Board Programme to Provide accessible transport information for disabled blind or partially sighted people	Upgrade to key bus stops outside the city centre to be identified through on-street surveys.	in progress	Programme largely complete. Routes 1, 4, 5, 6, 7, 10, 11, 12, 13, 13A, 19, 20 completed, plus a range of other stops for lower frequency routes (e.g. in the villages around York). New easier to read timetables to be fitted at all stops at end April 2014 following successful trials on routes 10 and 19.

Child Care		ACE Service Plan	Implement the Early Years Delivery Plan to increase the number of Early Education Places	'Increase the take-up of childcare places by eligible two year olds'	in progress	During the Spring Term 2014 239 (79%) applications have been approved against the target of 300. All eligible two year olds have been offered a childcare place in their local area. Data on eligible two year olds who have not taken up early education places is shared with Children's Centre to further engage parents. Marketing materials updated to include information on broader criteria for Phase 2 and information/briefing sessions held with relevant key partners and agencies
Housing & Homeless	Community of Identity	Looked After Children Strategy	Improve Access to housing for care leavers	Develop a business plan which identifies the optimum accommodation arrangements for Care Leavers with complex needs	Completed	This small cohort of young people with diverse needs require individual plans which are co-worked with adult social care. The development of business plan has not proved viable. Each young person will need to receive individual attention.
Housing & Homeless	Community of Identity	Looked After Children Strategy	Improve Access to housing for care leavers	Develop a York framework for building the Independent Living Skills of Care Leavers	Completed	A programme of independence skills is now undertaken at Howe Hill Hostel for young people.
Housing & Homeless	Decency in the private Sector	HPP Service Plan	Improve decency of Houses in Multiple Occupation	Implement the Landlord Accreditation scheme to improve decency of houses in Multiple Occupation	Completed	Local scheme adopted . The target for the first year Dec 13 to Dec 14 was to have 50 Members. At the beginning of March 2014 26 Members had joined (25 landlords / small family companies have joined the scheme in addition to 1 letting agent with 34 properties registered on the site. Targets for year 2 are to have 200 members

Health	Young Mums	Public Health	Raise awareness of the signs of post natal depression amongst young mums	Raise awareness with non health professionals who come into contact with young mums about the signs and symptoms of post natal depression	Estimated completion date slipped	Unfortunately due to the loss of a post in CAMHS we have been unable to deliver this training. This will be discussed with a view to delivering next year
Health	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Deliver intervention and advice training sessions to health professionals aligned to the National Centre for Smoking Cessation aimed at reducing smoking amongst young people and pregnant women	Completed	Training took place on 29th May 2013 for professionals in order for them to deliver brief advice sessions
CAN Service Plan	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Produce Alcohol Strategy	Not started	This is an Old outcome This has now become part of the PH team and at the moment is not part of the JSNA priorities, there will be an Alcohol strategy but when is unclear

CAN Service Plan	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Produce a York in Recover Strategy		
Health	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Deliver bespoke training sessions to teams working with young parents to develop their skills in supporting young parents to reduce reliance on drugs and alcohol	Completed	Training ongoing through Altas
Health	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Offer a specific family and carer support service delivered alongside generic provision for substance misuse	Completed	This has been commissioned
Health	Drug and alcohol	Public Health	Reduce reliance on smoking, drugs and alcohol	Undertake bespoke publicity campaigns with the Gypsy and Traveller community promoting drug and alcohol treatments	Completed	The Gypsy and traveller Drug and Alcohol services are part of a wider contract held by Lifeline

Housing & Homeless	Learning disabilities	HPP Service Plan	Improve access to housing for people with learning disabilities	Increase the number of accommodation units by 7 for people with learning disabilities by 2013	in progress	Dental accommodation scheme for people with learning disabilities opened. 82.6% of adults with learning disabilities known to social services have been supported to live independently
Child Care		ACE Service Plan	Improve the quality and provision of Early Years child care provision	Develop and implement a Quality Assurance and Improvement framework for all private and voluntary settings including childminders	Completed Qtr1	Framework in place
Decrease Young people unemployed	Decrease Young people unemployed	T Walters	Increase employment chances of young people	CYC partnering UoY to offer mentoring to undergraduates	Completed Qtr1	Programme launched October 2012, recruitment is ongoing via the University's Alumni Office.
Decrease Young people unemployed	Decrease Young people unemployed	T Walters	Increase employment chances of young people	CYC to work with the UoY to pilot internships for unemployed graduates	Completed Qtr1	Graduate Internship programme delivery arrangements are in place

Decrease Young people unemployed	Decrease Neet	ACE Service Plan	Increase employment, training and educational opportunities for people with learning disabilities	Bring more young people into participation post 16 by developing secure progression routes which meet learners' needs and those of local businesses	in progress	Latest participation data (March 2014) shows 16-18 year old NEET rate at 4.8%, below both regional and national averages.
Child Care		ACE Service Plan	Improve the quality and provision of Early Years child care provision	Develop protocols in conjunction with planning dept. and Ofsted for new settings	Completed Qtr1	Protocols have been developed
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Strengthen market capacity where it is weak by working with potential suppliers to understand the reasons and create a plan to address the situation	in progress	Meet the buyer focus groups sessions have been undertaken plus a programme of road show events
Equal Pay		Workforce Strategy	Ensure there are no inequalities in pay rewards for CYC staff	Complete the equal pay audit	Completed Qtr1	The equal pay audit has been completed

Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Operate our customer centre at West Offices from Spring 2013	Completed	Completed
Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Move toward making high quality internet access available in all York communities by 2015	in progress	
Decrease Young people unemployed	YP Learning Disabilities	ACE Service Plan	Increase employment, training and educational opportunities for young people with learning disabilities	Continue to develop provision for LDD learners post-16 and improve transition arrangements through PME Joint Panel	in progress	Report to ACE DMT (December 2013) on High Needs funding states that 107 (of 119) York resident high needs learners are in York based provision this year.

Fuel Poverty		HPP Service Plan	Reduce the number of households suffering from fuel poverty	Continue to bid for external funding to improve energy efficiency measures in properties	Completed Qtr1	Green Deal, Cabinet approved using the Leeds City Region model in April 2013 due to start April 2014. £124,000 green deal grants won by housing for solid wall insulations and £447,000 DECC funding for heating and insulation for vulnerable residents. £341,000 CERT Funding to help private sector households with energy efficiency. • Photovoltaic panels installed on over 400 council homes with a target of a further 380 homes. Air source heat pumps installed in 7 council homes funded by Renewable Heat Premium Payment grant.
Housing & Homeless	Dementia and other specialist needs	ACE Service Plan	Increase provision of accommodation for people suffering from dementia and other specialist needs	Complete two new build schemes at Lowfield Village retirement village	in progress	The Council's Cabinet agreed on 4 June 2013 to build two new care homes at Burnholme and Lowfield, the latter as part of a wider Community Village for Older People with a community hub and a range of housing accommodation for older people. The Council is still involved in a procurement process to select an external provider to design, build and run both care homes and the community village. Subject to planning permission, it is anticipated that building work will start in 2015, with the new homes opening in 2016.

Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Use Government funding to install photovoltaic panels to around 750 council properties. These convert daylight into electricity, helping tenants heat and run their homes for less.	Completed Qtr1	Scheme completed 479 systems fitted throughout the City producing an average of 3 Kilo watts per property in ideal day light conditions
Transport		Access York	Extend Park and Ride	Deliver phase 1 of Access York Park and Ride Programme	in progress	Opening date for new sites is now expected to be early June 2014.
Decrease Young people unemployed	Apprentice Programme	ACE Service Plan	Increase employment, training and educational opportunities for young people with learning disabilities	Continue to build the Apprenticeship and pre-Apprenticeship offer in York for LLDD	in progress	107 (of 119) York resident high needs learners are in York based provision this year.

Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Complete the CESP Programme delivering whole house solution energy efficiency measures to the Hull Ward area	Completed	CERT funding was extended until February 2013 and the council has worked hard with the Yorkshire Energy Partnership to ensure that York Residents can take full advantage of the available funding. The scheme (Wrapping up York) is being promoted by the Yorkshire Energy Partnership and York private sector householders have received 1205 measures. This equates to more than £341k worth of funding which has been drawn down. Nearly 1100 customers have made referrals following an advert in Your Voice in November 2012. It is anticipated that as a result a further 700 measures will be installed in to customers' homes.
Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Deliver the City Wide Carbon reduction emission efficiency programme to install free cavity wall and loft insulation to 2000 properties	Completed	Completed 2170 homes were made warmer and more energy efficient with loft and cavity wall insulation

Education	Attainment of FSM children	ACE Service Plan	Increase the educational attainment of children on free school meals in English and Maths	Work with schools to develop targeted strategies to accelerate the progress of FSM pupils	in progress	<p>The KS4 gap for % achieving 5A*-CEM remained the same at 29% in 2013. The KS4 gap has narrowed by 4 percentage points between 2011 and 2013 this has made York the 3rd most improved LA in England for narrowing the gap.</p> <p>A Pupil Premium conference is being planned school leaders and governors to take place in autumn 2014 to share examples of best practice in York and nationally.</p> <p>A summary report on the impact of the Pupil Premium in York is being prepared using York Challenge Partner reports and will be sent to Heads and Chairs of Governors at the end of April 2014.</p>
Education	Attainment of Looked after children	Looked After Children Strategy	Increase the educational attainment of Looked After Children	Ensure that looked after children and young people have timely individual Personal Educational Plans developed with the involvement of social care professionals focusing on the young persons educational needs to drive up standards	in progress	<p>PEPs have been re-designed - joint work between LAC EP and VSH. These have been re-circulated to all HTs and impact is already showing improved return rate. Currently PEP completion rate is 80%. Network with VSHs from across Yorkshire and Humber region has shown similar issues in other areas.</p> <p>LAC EP does termly random sampling of PEPs to moderate quality and advise on improvements.</p> <p>Issues More publicity and awareness raising about PEPs needed (school visits in Autumn term 2013 have helped here).</p>

Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Implement Green Deal pilot project to reduce fuel poverty in 30 properties by installing solid wall insulation	Completed	35 properties were installed with external solid wall insulation in the Leeman Road and 36 properties received new boilers. A Leeds City Region procurement exercise is underway to procure a new Provider for the whole of the LCR.
Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Replace single-glazed timber windows with UVPC double-glazed windows in council owned properties, except in conservation areas where we have to fit secondary double glazing	in progress	On targets for programme to be completed
Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	When developing our website or printed information we will ensure that it is accessible to customers, whatever their background or level of need	in progress	First stage of review completed. Second stage review is underway

Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Use new digital technology, including mobile applications (apps) and social media, to bring our services into homes and businesses for the convenience of customers	Completed Qtr1	Various apps and websites have been developed allowing easier access to council services
Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Have one single number to call when contacting CYC by telephone	in progress	Work is underway and the Transformational programme will be looking at this as part of their work on improving access to information

Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Work closely with other organisations to provide greater access to web-based services by improving the city-wide network of cabling-give York's Businesses a head start and make York even more popular, attracting new business and commerce into the area. Fibre-to-the-home (FTTH) to our the majority of our residents/homes by 2015	in progress	A voucher scheme has been launched following a successful bid for Government funding. SME's who receive a voucher get access to superfast broadband at a reduced cost. Still on track to achieve the target by 2015 through a blend of public and private sector investment.
Education	Attainment of SEN Children	ACE Service Plan	Increase the educational attainment Special Educational needs children	Work with school leaders to ensure they have a clear understanding of Ofsted framework in relation to SEN so they develop appropriate	in progress	Gaps against national performance indicators remain wide. The School Improvement Team have produced the Every Learner Counts training programme as part of the York Challenge and this is being piloted with schools during the summer term 2014.

Education	Attainment of SEN Children	ACE Service Plan	Increase the educational attainment Special Educational needs children	Develop guidance to support schools with the accurate identification of young people suffering from Behavioural , Emotional, Social Difficulties as these children are being miscategorised as the primary need for School Action Plus pupils to receive appropriate support in a more targeted way to help increase educational attainment	Completed Qtr1	Draft banding has been developed across the areas of need including: Learning, BESD, Autism, Speech and Language , Physical / Medical Hearing Impairment and Visual Impairment. A working party of Senior Leaders from schools has been established to consider further amendments
Engagement	Staff consultation groups to be more representative	Workforce Strategy	Staff Equalities Reference group to become more representative	Review staff representation on the Staff Equalities Reference group to make it more representative of the workforce	Completed Qtr1	Review of SERG has been completed

Housing & Homeless	Increase housing particularly affordable	HPP Service Plan	Get York Building	Implement the 'Get York building' Programme to increase the number of new homes built and the number of affordable homes available	in progress	Get York Building is underway. Although targets for housing have not been achieved. New development and now progressing.
Decrease Young people unemployed	Apprentice Programme	Funding Bid J Massey	Increase the number of Blame taking up apprenticeships	Secure funding through City Deals to support apprenticeship recruitment activity for 2013-2016 to include working with the BAME community	Completed	City Deals funding (£137k) from Leeds City Region has now been secured to support Apprenticeship Developments in York to September 2016.

Housing & Homeless	Community of Identity	HPP Service Plan	Improve Access to housing for Communities of Identity	Review Joseph Rowntree Foundation evaluation of sub regional CBL scheme specifically targeting their recommendations to improve access for all communities of identity including Gypsy & Travellers, customers with mental health issues and learning difficulties. Sub-regional CBL Equalities Monitoring Group to monitor	Completed Qtr1	CBL Scheme has been refreshed
Increase employment opportunities	Mental Health issues	CCPR Service Plan	Increase the employment opportunities for those people recovering from mental health problems	Work with partners to progress pathways into employment for people with mental health issues.	Completed Qtr1	By making use of current programmes across the new organisation, people with mental health issues now have better access to appropriate work preparation and employment pathways. AG update 22.04.13

Housing & Homeless	Older people and Disabled people	ACE Service Plan	Increase the number of elderly and disabled people able to remain at home for a long as possible	Widen CYC Telecare programme to enable elderly and disabled people to remain in their own homes for as long as possible	in progress	The service continues to grow but growth has slowed down in recent months due to some returns as a result of increased charges.
Housing & Homeless	Older people and Disabled people	HPP Service Plan	Increase the number of elderly and disabled people able to remain at home for a long as possible	Administer the Disabled Facility Grant expenditure to fund adaptations allowing disabled and older people to remain in their own homes	Completed	We continue to administer the DFG grant. This year we have completed 163 grant aided adaptations for disabled and older people to help them remain in their homes at a cost of approx £925k
Housing & Homeless	Community of Identity	HPP Service Plan	Improve Access to housing for Communities of Identity	Establish baseline for communities of interest re successful bidding / number of bids / number on waiting list as part of allocations review to evaluate access to services	deadline passed not started	

Housing & Homeless	LGBT	HPP Service Plan	Improve Access to housing for Communities of Identity	Develop an agreed equalities and diversity policy to ensure specialist housing is accessible and welcoming to all types of households	Completed	The Supported Housing Strategy target specific communities of Identity to improve housing accommodation to meet their needs.
Housing & Homeless	Community of Identity	HPP Service Plan	Improve Access to housing for Communities of Identity	Develop action plan to address the accommodation needs of Community of Identity in response to JRF findings	Completed	A Supported Housing Strategy has been completed
Transport	Young People	CES Service Plan	Improve Bus reliability	Award Quality Bus Contract	in progress	

Housing & Homeless	Mental Health	HPP Service Plan	Increase the number of supported housing units for people suffering mental health problems	Develop proposals to use a block of twelve council flats as a supported mental health scheme in Queen Anne's road. This would provide 10 units and an office potentially managed through the health service.	in progress	Limited progress met with Richmond fellowship who maybe interested in a joint project waiting for them to come back to us
Housing & Homeless	Gypsy and Traveller	HPP Service Plan	Improve Housing Provision for Gypsy and Traveller Community	Through an ongoing capital programme we will carry out £220k worth of improvements to the three Gypsy and Traveller sites across the city	Completed	Funding fully committed, work underway & will complete March 2013. Improvement work focuses on energy efficiency measures, reducing future responsive repairs costs & meeting travellers' priorities. High levels of customer satisfaction with work to date. Ongoing improvement programme to be developed for future years.

Housing & Homeless	Gypsy and Traveller	HPP Service Plan	Improve Housing Provision for Gypsy and Traveller Community	Establish the feasibility of securing funding from the Homes and Communities agency for the provision of additional pitches and facilities within the city to improve our offer to Gypsies and Travellers, reduce the waiting lists and address any overcrowding issues and unauthorised encampments.	Completed	the Homes and Communities Agency have approved funding to expand the Osbaldwick gypsy and traveller site.
Housing & Homeless	Gypsy and Traveller	HPP Service Plan	Improve Housing Provision for Gypsy and Traveller Community	Develop the Traveller Choice investment programme and secure funding for further improvements to Gypsy and Traveller sites	Completed	Investment funding priorities have been identified
Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	Develop a Hate Crime Strategy	Completed	Hate Crime Strategy has been approved

Decrease Young people unemployed	Decrease NEET	ACE Service Plan	Promote and target education and training opportunities for Gypsies and Travellers	Work with specific Traveller young people 14-19 in danger of becoming NEET	in progress	Feb 14 Role of Connexions worker extended to work with vulnerable young people in Y9, to help keep them engaged in their learning. Work continuing with current Y12 cohort to keep them engaged in education and training- so far none have dropped out of courses- 100% retention. This involves close liaison with families and colleges. Also targeted work with Traveller young people on Danesgate Community roll to ensure post 16 progression
Education	Attainment of Gypsy and Traveller children	ACE Service Plan	Promote and target education and training opportunities for Gypsies and Travellers increasing the educational attainment of Gypsy and Traveller children	Promote and target education and training opportunities for Gypsy and Traveller children to increase educational attainment in schools and community centres	Completed	Role of Connexions worker extended to work with vulnerable young people in Y9, to help keep them engaged in their learning. Work continuing with current Y12 cohort to keep them engaged in education and training- so far none have dropped out of courses- 100% retention. This involves close liaison with families and colleges. Also targeted work with Traveller young people on Danesgate Community roll to ensure post 16 progression.

Education	Attainment of Gypsy and Traveller children	ACE Service Plan	Promote and target education and training opportunities for Gypsies and Travellers increasing the educational attainment of Gypsy and Traveller children	Work closely with schools and families to address the growing trend towards home education for Gypsy and Traveller children particularly in KS3	in progress	<p>The research has not progressed. Staff shortages in TEMSS. University unable to offer funding.</p> <p>Targeted 1 to 1 work with individual families has been successful in keeping young people in school in a number of cases.</p> <p>Other positives: successful conference Jan 14 to raise awareness with other professionals who work with Travellers- share good practice. Excellent feedback from those attending and interest in further training events.</p> <p>Working with children's centre and Parenting team to deliver Strengthening Families course to vulnerable families from Osbaldwick site. One of the main aims of the course is to encourage and enable parents to support their children's learning in school.</p>
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Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Support families where there is persistent poverty through intensive Family Intervention Programmes and the Supporting Families Project	in progress	<p>In Jan 2014 changes to the way we provide support to children, young people and their families were made to improve the way safeguarding and early help services are provided.</p> <p>Integrated Family Service [IFS] became a 'Child in Need' service, targeting those families where without additional help and support children are at risk of becoming looked after or in need of safeguarding. This service is managed within CSC.</p> <p>This allowed for the Troubled Families arrangements to be simplified and strengthened through the introduction a small stand alone Family Focus Service to ensure we maximise the impact of our troubled families initiative in York.</p>
Income inequality	Personalised budgets	ACE Service Plan	More people taking up Personalised budgets and receiving direct payments	For those that are eligible offer Personalised budgets and encourage those in receipt of PB to receive direct payments	in progress	Targets have not been achieved this will remain a priority
Transport	Visually impaired	Get on Board Programme	Provide accessible transport information for blind or partially sighted people	Implement the ALERT system for blind and visually impaired people at all City centre bus stops	in progress	New easy to read timetables will be rolled out at the end of April 2014. Braille/ a-v to follow. A funding application for AV equipment was made at end March 2014 as part of York's LSTF bid for 2015/16.

Income inequality	Welfare Reform Benefit Changes	HPP Service Plan	Reduce the impact of welfare reforms	Implement the raising awareness campaign targeted at those who will be affected by welfare reforms	Completed Qtr1	A Corporate Welfare Reform Task group has been established and includes voluntary sector partners such as the Citizen's Advice Bureau. All CYC residents directly affected by the Welfare Reform Act changes have been identified. A range of initiatives to raise awareness and provide support to those affected is underway
Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	Raise awareness of hate crime through various media channels and the Safer York Partnership	Estimated completion date slipped	Updates are provided via various means; web pages both on Safer York Partnership; CYC equalities hate crime web page; LGBT Forum is attended and updated regularly; the North Yorkshire Police independent advisory Group is also updated. The following training has taken place 2013/2014; CYC customer services; CYC children centre staff.
Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	implement the relationship building project with; Turkish women's group	Estimated completion date slipped	This continues at the present time.

Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	Through Safer York Partnership to work alongside North Yorkshire police to increase 'reporting centres' and signposting support for incidences of hate crime victims	in progress	The partnership taking place with North Yorkshire Police, SYP and LGBT Forum and the Turkish women's group. No further work on NYP signposting hate crime centres has taken place, the officer who initiated this has moved post, replacement police officer has not been nominated.
Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	Implement hate crime awareness training with voluntary and community sector organisations	in progress	No training has taken place with the voluntary sector hate crime reporting centres in York, this is due to lack capacity of voluntary sector staff.
Engagement	Engagement	CCPR Service Plan	Strengthen engagement and empowerment opportunities for Communities of Identity	Develop 13 Community of Identity Plans by 2015	in progress	The findings from the mapping exercise has been fed into a scrutiny topic in relation to equalities. As part of the scrutiny review members are planning to meet specifically with BAME communities to further explore and gather feedback before they make recommendations in the final scrutiny report.

Respect	Inclusive	CCPR Service Plan	York to be an exemplar for being and inclusive city	Work with York St John University to develop the community conversation approach with international students to improve young people's perception (especially Students) of feeling welcome and safe, living in the City.	Completed	In order to understand how international students can be made to feel more welcome in the City students on the International Foundation Programme and other international student volunteers came together with representatives of the community in York to discuss the experiences of international students in the city. The event, entitled 'Community Conversations', was hosted by YSJ International Discussions covered some of the issues facing international students in the city
Income inequality	Welfare Reform Benefit Changes	HPP Service Plan	Reduce the impact of welfare reforms	Implement Corporate Action Plan to reduce impacts of Welfare Reform	Completed	A Number of action are being implemented
Respect	Inclusive	New action	York to be an exemplar for being and inclusive city	Explore the potential for opening up community facilities for places of worship	deadline passed not started	

Respect	Inclusive	Work in progress	York to be an exemplar for being and inclusive city	Achieve City Sanctuary Status to ensure York is a place of welcome and safety for people fleeing persecution.	in progress	An action has now been identified within Communities, Culture and Public Realms 2014/15 business plan with Charlie Croft as lead officer. This is to further develop the Fairness and Equality Board and determine 2 work strands, one of which is a Welcoming City. this will have links to cultural events, community engagement activity and human rights city initiative.
Income inequality	Welfare Reform Benefit Changes	HPP Service Plan	Reduce the impact of welfare reforms	Provide staffing resource to support those people affected by the welfare reform changes to claim additional benefits and gain skills in financial and budget management	Completed Qtr1	Two Housing and employment debt advisers have been appointed and commenced work on the 7th of Jan 2013

Respect	Inclusive	Work in progress	York to be an exemplar for being and inclusive city	Create More Opportunity to Celebrate through multi cultural and multi faith initiatives through : 1. Supporting Divali Festival, Festival of Faiths 2. Stage Holocaust Memorial Day event 3. Support the National Centre for Early Music – World music programme 4. Provide Support for the YUMI to stage events 5. Working with partners on City of Human Rights	in progress	1. Officer support to external groups delivering Diwali (Oct/Nov), Interfaith Week (Nov) and International Festival Culture and Faith (Apr). 2. HMD planning of event underway and leading on Steering Group. 3. NCEM in receipt of annual funding and events promoted on York Festivals website. 4. Officer advice and support provided when requested. 5. Officer attends steering meetings of Human Rights City Project and provides support and advice.
Health	Teenage Parents	ACE Service Plan	Develop preventative measures to reduce teenage pregnancy	Work with health partners and others to ensure the provision of a comprehensive and effective contraception service for young people	Completed Qtr1	We have successfully transferred PCT sexual health provision to the Local Authority and we are now going through a two year re procurement exercise

Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Support the registration for, and take-up of, free school meals.	Completed Qtr1	<ul style="list-style-type: none"> Streamlined the application process meaning parents only have to apply once when their child starts school. This allows the LA to check whether the pupil remains eligible for fsm throughout their education. Worked with schools to increase the publicity around fsm and encourage parents to apply indicating the benefits to pupils, families and schools (in terms of attracting more funding) Negotiating with local Job Centre Plus to look at introducing a scheme piloted in other LA area's where parents don't have to make a separate application to the LA for fsm. Information is shared between LA and local job centre plus.
Income inequality	Living wage	Cabinet report	Work towards making York a ' Living Wage' city	Develop with partners a ' Living Wage in York' declaration and action plan	in progress	Action plan and communication plan has been developed as part of the anti poverty campaign . The campaign target is to increase the number of businesses in the city paying the LW by 50 a year.
Income inequality	Living Wage	Cabinet report	Work towards making York a ' Living Wage' city	Support York's Living Wage week	Completed Qtr1	Completed
Health	Carers	ACE Service Plan	Support the physical and emotional wellbeing of carers to enable them to continue in their caring role and to maintain employment	Review the Flexible Carers Grant Scheme to ensure that it is targeted to those most vulnerable, in need and at risk	Completed Qtr1	Following consultation with the Carers Strategy Group a new process has been set to start from the 1st January 2012 and essentially this will mean that Carers who are in receipt of means tested benefits will be given priority for the receipt of the Flexible Carers Grant. The impact of this will be review in the new year.

Health	Teenage Parents	Public Health	Develop preventative measures to reduce teenage pregnancy	Develop programmes and deliver workshops at 'No Wrong Door conference' to enable early identification of young people most at risk of teenage pregnancy	Completed	Completed. Training programme ongoing
Transport	Learning Difficulties	CES Service Plan	Improve access to education, training and work opportunities via effective affordable transportation networks for young people	Explore the feasibility of extending YorZone Card to 18 years olds leaving school	completed Q4	YorZone Card has been extended to 18 year olds
Health	Looked after children and young people leaving care	Looked After Children Strategy	Improve Health outcomes for Looked After Children	Develop Health Passports for Care Leavers	in progress	

Health	Looked after children and young people leaving care	ACE Service Plan	Improve Health outcomes for Looked After Children	Review the CAMHS offer to Looked After Children and explore options to create a specialist post to support TAC model where children and Young People are at risk of becoming looked after	Estimated completion date slipped	Some initial scoping work with the CAMHS providers was undertaken and a model proposed. It was agreed that this should be explored as part of the re-commissioning of the overall CAMHS offer to the City. This aspiration has been shared with the PCU. In the meantime, the Keeping Families Together programme within Children's Social Care has been successful in reducing the overall Looked After Children population for the City.
Health	Looked after children and young people leaving care	Looked After Children Strategy	Improve Health outcomes for Looked After Children	Continue to operate mental health drop-in & provide consultation to Pathways Team providing effective emotional and mental health support to Care Leavers aged 18 and above	in progress	Drop in sessions will be available at Howe Hill hostel for young people from May 2014 on a monthly basis for two hours. Staff are also pathway staff are also able to access support for clients
Income inequality	Living Wage	Cabinet report	Work towards making York a ' Living Wage' city	Include ' Living Wage' element in the Procurement equality checklists	Completed Qtr1	The Living Wage is addressed in the Tender Documents

Income inequality	Living Wage	Cabinet report	Work towards making York a ' Living Wage' city	Implement Action Plan	in progress	Action plan and communication plan has been developed as part of the anti poverty campaign . The campaign target is to increase the number of businesses in the city paying the LW by 50 a year.
Health	Looked after children and young people leaving care	Looked After Children Strategy	Improve Health outcomes for Looked After Children	Involve Young People and Looked After Children in the You're Welcome health initiative to make health provision more accessible and user friendly to these groups		
Health	Looked after children and young people leaving care	Work in progress	Improve Health outcomes for Looked After Children	Target bespoke work for substance misuse to care leavers and oversee the development of care packages ensuring safe transition to adult services	Completed	Atlas (Lifeline) link in with the pathway team and Howe Hill. Transition worker in post at Atlas

Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Offer through Future Prospects a new type of support to families on working age benefits over the next 3 years to help them on their journey back to work.	in progress	We have worked with a total of 314 individuals on this programme- with a total of 15 new families per month, 32 learning outcomes per month and 2 jobs per month
Increase employment opportunities	Females	J Massey work underway	Increase the number of females in employment	Refresh the Employment, Learning and Skills Strategy focusing on increasing employment opportunities of women, lone parents, adults with mental health issues and learning difficulties and unemployed people from the Gypsy and Traveller Community	Completed	York Skills Strategy - Unlocking York's Potential to be published end October 2013. Targeted programmes in place to support unemployed 18-24 year olds, Over 50s & adults with learning difficulties and disabilities into work.

Increase employment opportunities	Females	J Massey work underway	Increase the number of females in employment	Continue to provide training courses to Traveller women in conjunction with the Travellers Trust, to develop 'employability' skills in literacy, self confidence, and communication skills	in progress	22 learners have attended courses, all on accredited courses. Many of these have gone on to further courses. For most, the accreditation gained has been the first ever achieved. Many women have also gone on to gain employment.
Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Target localities with the greatest poverty through the Citizens Advice Bureau 'Small Change Project' on family budgeting.	in progress	
Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Undertake an annual comprehensive needs assessment about child poverty and share the findings across the Children and Young People's partnership to inform future planning	in progress	

Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Focus the commissioning of services by publically funded groups on support and preventative support for those children, young people and families struggling against disadvantage and discrimination	in progress	
Respect	Inclusive	Work in progress	York to be an exemplar for being and inclusive city	Work with partners across the city to establish the feasibility of York becoming the first Human Rights City in the UK	in progress	An action has now been identified within Communities, Culture and Public Realms 2014/15 business plan with Charlie Croft as lead officer. This is to further develop the Fairness and Equality Board and determine 2 work strands, one of which is a Welcoming City. this will have links to cultural events, community engagement activity and human rights city initiative.
Housing & Homeless	Teenage Parents	HPP Service Plan	Increase housing provision for teenage parents	Provide supported housing units for teenage parents at Howe Hill	Completed Qtr1	Supported Housing units are available for teenage parents at Howe Hill

Meeting Date	Corporate & Scrutiny Management Committee Draft Work Plan for 2014-15
23 June 2014 @ 5pm	<ol style="list-style-type: none"> 1. Attendance of the Deputy Leader – Update on Priorities & Challenges 2. Report on Possible Corporate Review Topic for 2014-15 3. Report on Request to Change Terms of Reference of two Scrutiny Committees 4. Workplan 2014/15 inc. verbal update on Equalities Scrutiny Review
14 July 2014 @ 5pm	<ol style="list-style-type: none"> 1. Year-End Finance & Performance Monitoring Report 2. Scoping Report on possible Procurement Scrutiny Review 3. Single Equality Scheme Year End Update and Emerging Single Equality Scheme Priorities 4. Workplan 2014/15 inc. verbal update on Equalities Review
8 Sept 2014 @ 5pm	<ol style="list-style-type: none"> 1. First Qtr Finance & Performance Monitoring Report 2. Bi-annual Workforce Strategy 2012-15 Monitoring Report 3. Equalities Scrutiny Review – Draft Final Report 4. Loans & Grants Review - Update on Implementation of Recommendations 5. Workplan 2014/15 inc. verbal update on ongoing scrutiny reviews
10 Nov 2014 @ 5pm	<ol style="list-style-type: none"> 1. Community Engagement Review - Update on Implementation of Recommendations 2. Workplan 2014/15 inc. verbal update on any ongoing reviews
12 Jan 2015 @ 5pm	<ol style="list-style-type: none"> 1. Second Qtr Finance & Performance Monitoring Report 2. Bi-annual Workforce Strategy 2012-15 Monitoring Report 3. Scrutiny Support Budget Monitoring Report 4. Workplan 2014/15 inc. verbal updates on any ongoing reviews
9 March 2015 @ 5pm	<ol style="list-style-type: none"> 1. Equalities Review – Update on Implementation of Recommendations 2. Draft Workplan for 2015/16 & Discussion re Possible Scrutiny Topics for coming Municipal Year & Possible Scrutiny Work Planning Annual Event 3. Workplan 2014/15 inc. Verbal update on any ongoing reviews
6 April 2015 @ 5pm	<ol style="list-style-type: none"> 1. Attendance of Deputy Leader – End of Year Update 2. Attendance of Cabinet Member for Finance, Performance & Customer Services– End of Year Update 3. Third Qtr Finance & Performance Monitoring Report 4. Workplan 2014/15 & Verbal update on any ongoing reviews

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