



## Notice of a public meeting of

### Corporate and Scrutiny Management Committee

- To:** Councillors Galvin (Chair), Burton, D'Agorne, Fraser, Horton, Hyman, King, McIlveen, Potter, Runciman (Vice-Chair) and Steward
- Date:** Monday, 10 November 2014
- Time:** 5.00 pm
- 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 8 September 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 7 November 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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**4. Draft Equality Plan: 'A Fairer York ' (Pages 7 - 42)**

This report provides draft content and actions for a new Equality Plan: 'A Fairer York' and asks for the Committee as part of its remit to take an overview of equalities within the Council.

**5. Update on Implementation of Recommendations from Previously Completed Scrutiny Reviews: Engaging Communities (Pages 43 - 52)**

This report provides Members with their third update on the implementation of the recommendations arising from the previously completed scrutiny review on Engaging Communities (*Annex A – Update on Community Engagement Scrutiny Review – to follow*).

**6. Equalities Review - Draft Final Report (Pages 53 - 84)**

This draft final report presents the information gathered in support of the Equalities scrutiny review, together with the draft recommendations proposed by the Task Group, for this Committee's consideration.

**7. Report on Council Petitions** (Pages 85 - 96)

To receive details of petitions received by the Council, in line with the Council's published arrangements and any responses or proposed responses to those petitions, in accordance with the revised arrangement for petitions agreed by Council on 9 October 2014 (*report to follow*).

**8. Update on Corporate Scrutiny Review 'Supporting Older People'** (Pages 97 - 100)

This report provides an update on the progress with the agreed corporate scrutiny review on Supporting Older People, and asks Members to note the planned way forward.

**9. Work Plan 2014/15** (Pages 101 - 102)

To consider the Committee's work plan for the 2014/15 municipal year, including a verbal update on ongoing scrutiny reviews.

**10. Any Other Business**

Any other business which the Chair decides is urgent.

Democracy Officer:

Name: Jill Pickering

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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 moze być dostarczona w twoim (Polish)  
własnym języku.**

**Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)**

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

** (01904) 551550**

City of York Council

Committee Minutes

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Meeting	Corporate and Scrutiny Management Committee
Date	8 September 2014
Present	Councillors Runciman (Vice-Chair, in the Chair), Burton, Horton, King, Steward, Semlyen (sub for Cllr Potter), Hodgson (sub for Cllr Fraser) and Hyman (sub for Cllr Jeffries)
Apologies	Councillors Galvin, Fraser and Potter

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#### 16. **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.

#### 17. **Councillor Lynn Jeffries**

The Chair referred to the recent sad loss of Councillor Lynn Jeffries, a valued member of the Corporate and Scrutiny Management Committee and she invited all to stand and observe a minute's silence in her memory.

#### 18. **Minutes**

Concerns were raised at the lengthy Annex attached to the minutes which comprised a number of updates to information provided at Appendix 1 of the Single Equality Scheme report, considered at the Committee's meeting on 14 July 2014. Members requested that similar attachments should not set a precedent.

Resolved: That the minutes of the last meeting of the Committee held on 14 July 2014 be approved and signed by the Chair as a correct record.

**19. Public Participation**

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

**20. Monitoring the Workforce Strategy 2012-15**

Consideration was given to a progress report on the Workforce Strategy 2012-15 on work undertaken between January and August 2014 for the development of the Council's workforce, through a number of core competencies.

Officers highlighted progress made in the following areas, since the last report to Committee:

- Skills and Behaviour Development
- Recruitment and Retention
- Wellbeing and Engagement
- Pay, Reward and Recognition
- Performance and Change

It was noted that Human Resources were supporting the Rewiring programme with the preparation of a detailed plan to assist staff and engage with the new ways of working. Officers confirmed that a new salary sacrifice scheme was being developed and that the next Workforce Strategy for 2015-18 was in the process of being drafted.

In answer to a number of questions raised by Members, Officers made the following points:

- They confirmed the request regarding the Master Class entitled 'Turning a Service into a Business' that this would not lose the focus that the authority was a service organisation for residents of the city
- Of the 260 staff, subject to health surveillance, the majority were in physical roles in the Communities and Neighbourhoods directorate
- The term 'salary sacrifice scheme' was a common term which described how staff could trade part of their salary for a benefit e.g. childcare vouchers, in order to stagger costs and reduce their taxable salary
- Confirmation that staff questionnaires did request inclusion of personal details, although a number of questions were not compulsory. However it was in staff's interest to complete all questions so that management could ensure the safety of all staff in the workplace.

- As requested information on absenteeism rates, trends by department etc would be included in future reports to Committee
- Confirmation that the authority did not undertake random testing for drink/drugs. The authority had a zero tolerance policy to alcohol/drugs, and there had been no data to suggest that any member of staff had been dismissed for this behaviour
- Following discussion of options with staff the recruitment of a new shared Head of Health and Safety with NYCC had been the preferred option
- Confirmation that online performance reviews were now taking place which recognised both talent and those staff who required support. Further information on the high level results of the reviews would shortly be reported to the Corporate Management Team.

Following further discussion the Chair thanked Officers for their comprehensive update and it was

- Resolved:
- (i) That the update on progress made against the Workforce Strategy between January and August 2014 be received and noted.
  - (ii) That a further update report be brought back to CSMC in six months, to include absenteeism rates, trends by department etc together with information on a review of all the achievements of the current Strategy which came to an end in March 2015.<sup>1</sup>

Reason: To ensure Members are kept informed of progress against the Workforce Strategy 2012-15.

Action Required

1. Note report back to March 2015 meeting to include absenteeism rates etc

TW

**21. Single Equality Scheme Update and Refresh**

Members considered a report which provided an update on the refresh of York's Equality Scheme, which would form a key piece of evidence in the Local Government Association Equality Assessment in January 2015. At that time it was hoped that the Council would move from 'Achieving' to 'Excellent' in the

Equality Framework for Local Government. It was noted that the revised scheme would move from being a Council document to a partnership document as no one agency was able to tackle York's inequalities alone.

Following consideration of the emerging priorities at the Committee's last meeting in July, the following four draft priorities had now been identified and developed, as at Annex 1 of the report:

- Economic Wellbeing
- Learning and Educational Wellbeing
- Health and Wellbeing
- Community Wellbeing

Draft outcomes for each of these priorities were detailed in the report and it was noted that updates would be provided via the Workforce Strategy monitoring report and details included in future Finance and Performance monitoring reports.

As the focus for the Corporate and Scrutiny Management Committee centred around Economic Wellbeing which included tackling employment and training inequalities, Members were asked to consider whether the list of draft outcomes to be achieved were appropriate for monitoring by the Committee.

Following discussions earlier in the meeting, Officers confirmed that the Annual Report would include details of staff sickness levels and staff makeup compared to the city's workforce.

In answer to Members questions, Officers confirmed that the partners referred to in paragraph 3 of the report included the Voluntary and Community sector, York Racial Equality Network, York Unifying and Multicultural Initiative, Health and Wellbeing Board and the Fairness Commission.

Following further discussions on the economic wellbeing outcomes for inclusion it was

- Resolved: (i) That information on the progress made on the refresh of York's Equality Scheme be received and noted.
- (ii) That the listed Economic Wellbeing outcomes for this Committee, as listed on pages 35 and



36 of the report be confirmed subject to the following additions:

- 'listen to' in the final point (% of staff who feel that they are consulted and informed..)
- Decrease staff sickness levels
- Details of staff who work flexibly inc. job share
- Increase the number of buildings with disabled access <sup>1</sup>.

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

Action Required

1. Add additional priorities to CSMC's Economic Wellbeing outcomes.

SB

**22. Update on Implementation of Recommendations from the Previously Completed Loans and Grants Scrutiny Review**

Members considered a report which provided them with their first update on the implementation of the recommendations arising from a previously completed scrutiny review on Loans and Grants.

Officers provided a progress report highlighting the challenge of implementing all the recommendations, although it was reported that any new grants issued would now follow the new procedures. It was also confirmed that the quarterly Finance Monitor being presented to Cabinet the following day, included a review of any outstanding loans over £100k as agreed as part of the scrutiny review.

Timescales for full implementation of the phased approach agreed for review of previously agreed Service Level Agreements were questioned and Officers agreed to check legal's work plan and circulate the timescales to Members. <sup>1</sup>.

Following receipt of further Officer comments, it was agreed not to sign off recommendations (i), (iii) (v) and (vi) as they were still in progress.

Resolved: That recommendations ii), iv), vii) viii) and ix) a) and b) arising from the Loans and Grants

Scrutiny Review, be signed off as completed with the remaining recommendations being brought back to the Committee for review in six months.

Reason: In order to conclude the Committee's review and to raise full awareness of those recommendations which are still to be fully implemented.

Action Required

1. Circulate time scales for implementation to members of CSMC, following contact with Legal. DM

**23. Work Plan 2014/15**

Consideration was given to the Committee's work plan for the 2014/15 municipal year. It was noted that the Committee's April meeting would take place on Tuesday 7 April 2015 at 5pm, rather than Monday 6 April.

Resolved: That the Committee's work plan for 2013/14 be received and noted, subject to the above amendment.

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

Councillor C Runciman, Chair  
[The Meeting started at 5.00 pm and finished at 6.05 pm].



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**Corporate and Scrutiny Management Committee** 10 November 2014

Report of the Director of Communities and Neighbourhoods

**Draft Equality Plan: 'A Fairer York'****Summary**

1. This report presents draft content for a new Equality Plan: 'A Fairer York'. The Committee are requested to :
  - i. Comment on the proposed priorities
  - ii. Comment on the draft analysis and actions for the plan at Annex 1
  - iii. Agree to receive updates on its implementation every six months as part of its remit to take an overview of equalities within the Council
  - iv. Note that since the Equality Plan is a partnership document equality actions specific to the Council's workforce will be picked up in the Council's Organisational and Workforce Development Strategy which is currently being refreshed
  - v. Note that, at the request of this Committee, progress reports on the Equality Plan will be made to other scrutiny committees, relevant to their remits, as part of Finance and Performance reports.
2. The new Equality Plan will then be drawn up and will be taken to Cabinet in December 2014.

**Background**

3. The current York Equality Scheme, approved in December 2012, is very much a Council document. Recognising that no one agency can tackle inequalities alone, the opportunity has been taken, in refreshing the scheme, to take a city-wide approach. Extensive consultation has confirmed that other agencies, partner organisations and partnership boards welcome the city-wide approach proposed.
4. The July 2014 meeting of this committee received a year end report on progress against the current York Equality Scheme and considered a long list of issues for possible inclusion in the refreshed scheme.

Members asked that the issues be grouped in line with the terms of reference of the respective overview and scrutiny committees and presented to these committees at the next round of meetings. This has been undertaken and each scrutiny committee has commented on and shaped the draft priorities and outcomes to be achieved in the partnership document.

5. Four priorities have been identified as the driving force to improve outcomes for York's Communities of Identity:
  - Economic Wellbeing
  - Learning and Educational Wellbeing
  - Health and Wellbeing
  - Community Wellbeing
6. Attached at Annex 1 is the analysis which underpins these priorities and which leads to the actions that it is proposed the Council and partnership boards take. The intention is that other partner organisations also develop action plans appropriate to their remits in order to take forward the priorities. The Fairness and Equalities Board will take an overview. The plan will be produced in versions appropriate to the needs of partner organisations with a view to inspiring action.

## **The Priorities**

### **Economic Wellbeing:**

7. *Ensuring that York enjoys good economic growth, decreasing the number of people on benefits, tackling inequality in employment and training, and addressing precarious employment (such as zero hour contracts), particularly for women, lone parents, BME communities, older people, young people, disabled people and those with a mental health condition.*

*Through our economic strategies we will also focus on reducing the gender pay gap, increasing adoption of the 'Living Wage' and continuing to tackle poverty particularly the number of children living in poverty.*

### **Learning and Educational Wellbeing:**

8. *Improving the skills of York residents, increasing attainment of formal qualifications by people who don't have any.*

*We will focus on improving educational attainment for children entitled to Free School Meals, Looked after Children, Gypsy and Traveller Children, BME children, and those with Special Educational Needs.*

**Health and Wellbeing:**

9. *Working to improve health outcomes for those living within deprived neighbourhoods, preventing homelessness, reducing the increasing incidence of food and fuel poverty, tackling alcohol, smoking and substance misuse issues amongst young people and pregnant women, reducing obesity, particularly childhood obesity, and increase the number of physically active adults.*

*We will improve support for those with a mental health condition and the increasing number of people with dementia and/or suffering social isolation whilst enabling them to live independently within the community.*

*We will recognise the valuable contribution that volunteers, carers, young carers and communities make.*

**Community Wellbeing:**

10. *Making York a welcoming city, respecting and celebrating diversity, building strong communities where people from different backgrounds respect each other and get on well together, where people feel safe and children are happy, tackling and preventing hate crime, bullying in schools (particularly against LGB pupils), anti-social behaviour, honour crime and domestic violence.*

*We will empower communities to develop their own solutions to local issues enabling them to access, influence and co-design and commission services to meet agreed outcomes.*

*We will improve housing conditions and increase access to affordable housing for the elderly, disabled people, those with a mental health condition, the BME community, Gypsy and Traveller Families and young people particularly those leaving care.*

*We will ensure that equality information is collected, monitored and used to improve access to services and service provision, and we will tackle negative and discriminatory attitudes from the public and service providers towards BME, LGBT, disabled people, those with a mental health condition and deaf people.*

11. As part of the consultation process the Council's Fairness Leadership Group agreed that equality issues specific to council staff (currently included in the York Equality Scheme) would more appropriately be picked up in the Council's Organisational and Workforce Development Strategy which is currently being refreshed and will be presented to this committee within the next few months.

## **Consultation**

12. In addition to consultation with the Council's scrutiny committees, consultation has been undertaken with: the Council's Fairness Leadership Group, the Equality Advisory Group, Council Plan themed boards, the York Economic Partnership, the Health and Wellbeing Board, the YorOK Board, the Fairness and Equality Board, York Racial Equality Network and the various Voluntary and Community Sector Forums. The findings of the Big York Survey and research undertaken in the development of the Joint Strategic Needs Assessment have also helped shaped the Equality Plan.

## **Council Plan**

13. 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**

14. As this is a progress report there are no additional implications to consider at this stage.

## **Recommendations**

15. The Scrutiny Committee are requested to :
  - i. Comment on the proposed priorities
  - ii. Comment on the draft analysis and actions for the plan at Annex 1
  - iii. Agree to receive updates on its implementation every six months as part of its remit to take an overview of equalities within the Council
  - iv. Note that since the Equality Plan is a partnership document equality actions specific to the Council's workforce will be picked up in the Council's Organisational and Workforce Development Strategy which is currently being refreshed
  - v. Note that, at the request of this Committee, progress reports on the Equality Plan will be made to other scrutiny committees, relevant to their remits, as part of Finance and Performance reports.

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

**Contact Details**

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**Report Approved**  **Date**

24.10.14.

Wards Affected:

All



**Specialist Implications Officer(s):** None

For further information please contact the author of the report

**Background Papers:** None

**Annex 1:** Draft York's Equality Plan 'A Fairer York'

**Abbreviations used in the report:**

ASB – Anti Social Behaviour  
ARZ – Alcohol Restriction Zone  
AVANTE – Alcohol, Violence and Night Time Economy  
BME – Black, Minority, Ethnic  
CAB – Citizens Advice Bureau  
CMU – Community Medical Unit  
CYSCB – City of York’s Safeguarding Children’s Board  
CYC – City of York Council  
EIF – Economic Inclusion Fund  
ESA – Employment and Support Allowance  
EU – European Union  
JSA – Job Seekers Allowance  
LAC – Looked After Children  
LEP’s – Local Enterprise Partnerships  
LGBT – Lesbian, Gay, Bisexual & Transsexual  
MEAM – Making Every Adult Matter  
NICE – National Institute for Health and Care Excellence  
NHS – National Health Service  
NEET – Not in Education, Employment or Training  
NYP – North Yorkshire Police  
PHOF – Public Health Outcomes Framework  
SEN – Special Educational Needs  
SME’s – Small and Medium size enterprises  
SYP – Safer York Partnership  
YAS – Yorkshire Ambulance Service  
YOT – Youth Offending Team



## The Priorities

### **Economic Wellbeing:**

*Ensuring that York enjoys good economic growth, decreasing the number of people on benefits, tackling inequality in employment and training, and addressing precarious employment (such as zero hour contracts), particularly for women, lone parents, BME communities, older people, young people, disabled people and those with a mental health condition.*

*Through our economic strategies we will also focus on reducing the gender pay gap, increasing adoption of the 'Living Wage' and continuing to tackle poverty particularly the number of children living in poverty.*

### **Employment**

To better connect York residents to economic opportunity the council's **Economic Inclusion 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 Business Week, now in its fifth year, has regularly attracted 7,000 business people to more than 20 events taking place in the city, and held events to encourage students into enterprise, through special school assemblies and enterprise competitions

A number of key business have located in York including Hiscox bringing 500 skilled jobs and flagship stores, including the John Lewis partnership bringing 300 jobs. Anaplan a fast-growing IT firm and Parsons Brinckerhoff, a global engineering consultancy are also setting up bases in York.

The number of people out of work in York has fallen over the last year to better than pre-recessions levels. (13/14)

Working age population 16-64 claiming Job Seekers Allowance (JSA) has decreased. There has also been a reduction in young people 16-24, females, and BaMe applicants claiming

Centre for Cities, City Outlook 2014 ranks York 5<sup>th</sup> out of 64 of the largest cities and towns in the UK with the lowest JSA claimant count.

The EIF fund together with funding from the Leeds City Region has funded **The Head Start 18-24** programme. This programme provides a one to one, intensive and customised programme of pre-employment and in-work Job Coaching and Mentoring support for longer term unemployed 18-24s, lone parents and ESA claimants in the same age group; The programme is funded until September 2015 and aims to support 98 young people into work.

Lone parents out of work at 0.6% is significantly below both national and regional figures at 1.2% and 1.3%.

Youth unemployment decreased by 50% one of the lowest proportions on record and has returned to pre-recession levels.

Work continues to improve working opportunities for young people with learning difficulties. Work is underway with Blueberry Academy (who provide specialist support for people with learning difficulties) to provide work experience opportunities and links to pre-apprenticeship programmes.

Adults with Learning disabilities in employment includes Supported employment (less than Min. Wage) has increased to 45.4% from 38.5%

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.

**However ...** The percentage of people in full time employment has decreased and is below both national and regional figures; while part time working has increased. York has a high proportion of part time female workers in the country.

% in full time work decreased from 67.7% (12/13) to 65.9 % (13/14)

% in part time work increased from 32.1% (12/13) to 33.6% (13/14)

% of Females working part time 52.5% ,higher than England at 41.7% and Regional figures at 43.4%

Long term unemployment (% of Job Seeker Allowance 16-64) claimants has been reducing. However some areas in York account for 54% of long term unemployed.

Four wards, Westfield, Heworth, Holgate and Clifton, account for 54% of the long term unemployed.

### Key Actions

Improve access to better quality full time well paid jobs
Investigate why York has the highest proportion of part time female workers in the country
Establish a new employability hub at Rougier Street providing employability programmes and courses to help people move back into work
Support fair and accessible employment initiatives to increase employment opportunities for young people and in particular those with physical and learning difficulty or disabilities and mental health problems and people from BME communities
Develop more targeted programmes to reduce unemployment, with a focus on: Young People, 18-24, including graduates; Older Age, over 50s, workless and low income families, including lone parents
Deliver the Headstart programme for 18-24year olds to develop their employability skills

The pension age is increasing for females rising to 65 in 2018 and to 66 for all in 2020. The Pension age will continue to rise in line with continuing increases to life expectancy. Whilst a higher proportion of people aged 50-64 are in employment in 2013 since 2004, a lower proportion of people aged 65 and over are in employment in York than the regional and national rate.

The Council's Economic Inclusion Fund has been used to commission '**Experience Work 50+**' the delivery of this 'age' specific back to work support programme is delivered by York College in conjunction with National Careers Service and referrals from Job Centre Plus. The programme is funded until March 2015. To date 120 people have enrolled on the programme with 92 completions of these 22.5% have gained employment, 11.6% have gone onto further training and 2.5% are self employed.

To provide working opportunities for York’s ageing population it is important that the city adopts strategies to enable those older people who want or need to be in employment to do so.

**Key Actions**

Develop Strategies for older people to remain in the workforce
Continue to deliver Experience Work 50+ programme

Whilst initiatives have been implemented to enable people with learning difficulties and those suffering from mental health issues into work the percentages in work have reduced.

<p>Adults with learning disabilities in paid employment reduced to 7.7% from 8.7%.</p> <p>Adults in contact with secondary mental health services in paid employment reduced to 10. 3% from 11.9%</p>
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**Key Actions**

Work collaboratively to understand areas of under-representation in York’s workforce profile and develop strategies to address areas of under representation
Review the needs and ‘support offer’ to increase the employment chances and opportunities for the city’s most vulnerable adults and excluded groups
Support Fair and Accessible employment initiatives to increase employment opportunities for young people and in particular those with physical and learning difficulty or disabilities and mental health problems and people from BAME communities
Deliver the Route to Success Training Programme for Young People 16 -18 for those with high support needs to gain employment
Investigate the development and implementation of a ‘thumbs up’ or ‘diversity’ kite mark for York employers to support the most vulnerable adults and young people

Implement a Job Carving Pilot to support employment opportunities for young people with learning difficulties and disabilities

### **Apprenticeships**

The York Apprenticeship Brokerage Service (funded by City Deals through Leeds City Region) is developing high quality professional Apprenticeship opportunities with SMEs that have not previously taken on apprentices.

The **100 Apprentices in 100 days 2014** campaign outstripped 2011 outcomes with 164 pledges for new Apprenticeships.

**However** ... Apprenticeship Starts have reduced to 1580 (2013/14) from the previous years figure of 1,668.

### **Key Actions**

Through York's apprenticeship hub seek to increase apprenticeships for 16-24 year olds over the next three years, primarily with small and medium sized enterprises (SMEs)

Support the 100 Apprentices in a 100 Days Campaign

### **NEET**

In York the number of 16-18 year olds not in any form of education, employment or training (NEET) has been reducing. However, this is not the case for young people who have learning disabilities or difficulties, those finishing their YOT supervised order or Gypsy and Traveller Young People.

### **Key Actions**

Focus targeted work on young people at risk of NEET as identified through joint work with schools.

### **Pay**

Average earnings Gross Weekly pay at £523 has remained stable over the last two years. This figure is higher than Great Britain at £518.10 and the Regional figure of £479.10.

**However ...** The gender pay gap has continued to increase over the last 3 years in York and the difference between men and women's pay for 2013/14 was £96.90.

To tackle in work poverty as part of the largest living wage alliance York was the first council in the region to pay a 'Living **Wage**' benefiting 570 staff, working to encourage public and private sector employers in the city to pay the same so we can become a Living Wage City. The living wage has been implemented by Joseph Rowntree Foundation, Aviva, York St John's University, York CVS and York Citizens Advice Bureau and Nestlé

**However ...** Despite many organisations adopting the 'Living Wage' in York, 20% of employees in the city are still paid below that level. York CAB has carried out research showing that people on zero-hours contracts are being forced to take out payday loans. As well as continuing to encourage employers to adopt the 'Living Wage' we need to look at initiatives 'Beyond the Living Wage' to tackle in work poverty.

### **Key Actions**

Encourage organisations to adopt the 'Living Wage' and develop 'Beyond the Living Wage' initiatives to tackle in work poverty and the gender pay gap.

### **Child Care**

Good quality available childcare allows many people to go out to work. Over the last year good progress has been made in implementing the statutory requirement that an early education place is available for eligible 2 year olds. There has been significant progress in delivery of Phase 1 with the parents and carers of all 308 eligible for free child care places under phase 1 being contacted and 78% eligible 2 year olds having taken up funded places. Collaborative working has ensured there are sufficient high quality childcare places available for Phase 1. A successful recruitment drive around new childminders took place to assist with sufficiency issues in identified 'hot spot' areas.

City of York Council has been chosen to help develop childcare across the country because of its expertise in this area. The council's Childcare Service is taking part in a two-year government trial to help other areas develop childcare hubs. York was chosen because of the success of the award-winning *Shared Foundation Partnerships* which has been running for a number of years.



**However** ... A further 305 places need to be sought under phase 2 of the scheme to meet the government target.

**Key Actions**

Continue to develop flexible childcare provision in the city in accordance with the annual Childcare Assessment
Ensure sufficient quality childcare places are available for eligible 2-year-olds.
Support workless parents of two year olds receiving the new childcare entitlement into employment by the time their children reach 5 years old

**Economic Wellbeing - Looking Ahead we aim to:**

<b>Increase</b>	<b>Decrease</b>
Jobs in the city	The gender pay gap
People in full time employment	Lone Parents Out of Work
People with Learning Disabilities and with mental health conditions in employment	% of children living in worklessness households
Care Leavers in employment, education or training	People unemployed and claiming benefits
Apprenticeship Starts	Long Term Unemployed in deprived areas.
Older People 65 + employed	% of young people NEET who have a Learning Difficulty or Disability
The number of 16- 18 year olds in employment, education or training	% of young people ending their YPT supervised order who are NEET.
Organisations paying the Living Wage	
2 year olds taking up fee childcare places	
The number of good quality childcare places in the city	

**Learning and Educational Wellbeing:**

*Improving the skills of York residents, increasing attainment of formal qualifications by people who don't have any.*

*We will focus on improving educational attainment for children entitled to Free School Meals, Looked after Children, Gypsy and Traveller Children, BME children, and those with Special Educational Needs.*

## Skills

York is one of the most skilled cities in the country ranking in the top ten of UK's 64 cities (2014) for higher level and basic qualifications and having amongst the lowest levels of working age adults with no qualifications.

York has the seventh lowest % (UK's 64 Cities 2014) of its working age population have no formal qualification at 6.5%

The % of young people who achieved a Level 2 qualification by 19 increased to 86.4% (2013/14) which is higher than both national and regional figures.

Unlocking York Talent, the city's first All Age Skills Strategy, launched in 2013, is grounded in a comprehensive Skills and Employment Assessment of Need which has been developed with the support and engagement of employers, education and training providers and job placement agencies and seeks to underpin the growth ambitions of the York Economic Strategy 'Reaching Further'. The strategy seeks to improve skills and employability opportunities for long term unemployed and vulnerable people including excluded groups.

Participation in basic literacy and numeracy courses has increased and has helped to overcome some of the basic skills barriers to employment, with a number of new programmes being funded to support the homeless, adults with learning difficulties and disabilities and Gypsy and Traveller Women.

Following an approach by Gypsy and Traveller Women, Literacy Classes have been implemented. Now in its third year attendance rates and achievements have been high. Many of the original group have gone on to complete second and third year courses and many have gained accreditation. The women have published a book of their own stories and delivered a workshop at a conference to let others know how developing literacy skills has had such a positive impact. A number of women have also gained employment.

**However ...** Whilst the majority of residents have better than average skills levels, there are a proportion of residents without or with low levels of skills, particularly in areas of deprivation.



10% of York's working age population do not have a Level 1 qualification.

13.4% of young people do not have a Level 2 qualification by 19.

% of young people who achieve a Level 3 qualification by the age of 19 reduced from 63.7% (12/13) to 61.9%

## Key Actions

Work with LEPS, funding agencies and training providers to maximise Government and European Funding flowing into the city to support York's skill priorities.

Work with York based providers to deliver an increasing number of high quality education and training options for young people aged 16-19 with learning difficulties/disabilities

Better utilise the talents of graduates and postgraduates.

## Educational Attainment

As a city we are proud of our education system and our shared vision is to ensure that every child has a great education.

York achieved its best ever GCSE results in 2013 with 67% of pupils achieving 5 or more A\*-C including English and Maths. This placed York as one of the top (16<sup>th</sup> out of 152) local authorities in England. Provisional results for 2014 show that 64 per cent of young people achieved five or more A\*-C grades including English and Maths GCSE on first entry. Results this year are not comparable to previous years because of changes made in the performance tables and significant changes to the examination system.

We have high performing schools and the small number rated as 'Inadequate' or 'Requires Improvement' continues to reduce.

The % of York schools rated 'Inadequate' by Ofsted reduced to 2% (13/14) from 5% (12/13)

The % of York schools rated 'Requires Improvement' by Ofsted reduced to 14% (13/14) from 20% (12/13)

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 is on ensuring that all schools become '*good*' or '*outstanding*'.

**However ...** For children in receipt of Free School Meals, children with Special Educational Needs and Looked after Children the gap in educational attainment is increasing.

In 2013 in York there were 3930 pupils eligible for free school meals, an approximate average of **300 per year group**. There is a considerable attainment gap between pupils who are in receipt of free school meals and other pupils.

By the age of 19, the gap in attainment between disadvantaged young people (as defined by them being in receipt of Free School Meals at age 15) and their peers is amongst the widest anywhere in the country . By the ages of 16 and 19, our system delivers outstanding outcomes for the cohort as a whole, but fails a significant proportion of young people, including those who are disadvantaged or who have other vulnerabilities such as Special Educational Needs (SEN).

To close the attainment gap the **York 300 project** (a research project) has been launched to identify these children and what strategies are working for children with similar characteristics elsewhere in the country so they can be adapted for York. The Joseph Rowntree Foundation will undertake an evaluation of the project, and the project will be reviewed after twelve months to determine whether interventions have made a difference to the lives of these children.

Educational attainment of Looked After Children (LAC) continues to be mixed – after improving between 2010 and 2012 (from 30% to 67%), results for KS2 Maths at L4+ have fallen in 2013 (to 50%) behind national LAC peers (57.8%). KS2 English at L4+ increased significantly for York LAC between 2008 and 2010 but in 2013, although York LAC are outperforming their peers in writing they are still behind in reading. Reading and maths are key priorities for the Looked after Children 'virtual school'.

Educational attainment of the Gypsy and Traveller community remains a priority.

**Key Actions**

Deliver the York Challenge to increase the number of schools rated as good or outstanding
Implement findings from the York 300 Project to reduce the educational gap of children and young people eligible for Free School Meals and SEN children and their peers.
Improve the outcomes for Looked After Children especially those placed outside of York through continuing to develop the work of the virtual school
Through the implementation of Service Level Agreements work with schools where there are higher numbers of Gypsy and Traveller Children to improve educational attainment. Raise awareness in schools re Traveller behaviour issues through delivery of training

**Learning and Educational Wellbeing Priority - Looking Ahead we aim to:**

<b>Increase</b>	<b>Decrease</b>
The number of people with a Level 2 and Level 3 qualifications	The % of people with no qualifications
The number of schools rated as 'Outstanding' or 'Good'.	
Educational attainment of Children on Free School Meals, Looked After Children, Children with Special Educational Needs and Gypsy and Traveller Children.	

## **Health and Wellbeing:**

*Working to improve health outcomes for those living within deprived neighbourhoods, preventing homelessness, reducing the increasing incidence of food and fuel poverty, tackling alcohol, smoking and substance misuse issues amongst young people and pregnant women, reducing obesity, particularly childhood obesity, and increase the number of physically active adults.*

*We will improve support for those with a mental health condition and the increasing number of people with dementia and/or suffering social isolation whilst enabling them to live independently within the community.*

*We will recognise the valuable contribution that volunteers, carers, young carers and communities make.*

## **Homelessness**

York takes a preventative approach to homelessness through partnership working and pro-actively engaging with those at risk of homelessness at an early stage. Over the last year homelessness has reduced against a back drop of high housing costs and the impact of welfare reforms. Households in temporary accommodation are the lowest they have been since 2010/11.

A Single Access Point referral scheme has been introduced which all resettlement, temporary and supported accommodation agencies use across the city. This is to ensure targeted support is provided for customers requiring floating support and supported accommodation regardless of the access route customer's use.

Streetlink a 24 hour helpline to help rough sleepers has been introduced and the number of beds available for though at risk of being rough sleepers has increased. York has been given status of 'rough sleepers' champions and mentors other local authority areas in best practice to tackle rough sleeping.

Since the opening of How Hill Young People Resettlement Service in early 2012, the numbers of 16-17 year olds accepted as homeless has significantly reduced from 40 (2010/11) to 1 (2013/14). The scheme provides intensive supported accommodation for young homeless people aged 16-21. This multi-agency service offers young people a staged approach to resettlement and tenancy sustainment and a planned route into accommodation rather than via the statutory homeless route giving them the skills to live independently.

York has also been chosen to host a MEAM (Making Every Adult Matter) project .The MEAM project focuses on individuals experiencing combinations of problems such as homelessness, substance misuse, mental ill health and offending and will target rough sleepers in York.

However... Whilst homelessness is being tackled effectively we will take a proactive approach to homeless prevention.

### Key Actions

Implement the MEAM project
Improve the temporary housing offer and extend the resettlement service to increase support available to vulnerable members of our communities

### Health

Provisional Public Health Outcomes Framework (PHOF) figures show that for males, life expectancy for York has increased slightly to 79.6 years higher than the English Average at 79.2 and that for female’s life expectancy has also increased slightly to 83.2 years, higher than the English average at 83.

York’s population is on the whole healthy (83.9% stated that they are in very good or good health compared to 80% regionally and 81.2% nationally) according to latest Census Data 2011. 92% of York’s Black and Minority Ethnic population consider themselves in good or very good health, higher than the White British population.

York has lower levels of disability than regionally and nationally.

York is 2<sup>nd</sup> lowest in the region for where there is one person in a household with a long-term health problem or disability with dependant children (3.2%). 19.8% of these households have no dependant children, 3<sup>rd</sup> lowest in the region.

6.6% of the population have a long-term health problem or disability which significantly limits their day to day activities, lower than regionally (9.1%) and nationally (8.5%).

The number of disabled people taking part in physical activity is increasing helped by initiatives such as 'Celebrate Ability Week'.

The annual Celebrating Ability Day has been extended to a week long event 'Celebrating Ability Week'. This week-long celebration of sport and physical activities for disabled people, reflects the growth in disabled sport participation post Paralympics. It celebrated disabled people's ability to take part in and play sport, and highlighted the increasing number of sporting opportunities available for disabled people in York. Over 100 people took part in different activities, all of which were provided by local clubs or groups. Two of the events also had an impairment specific theme and provided opportunities for Deaf or hearing impaired individuals, as well as people with sight loss organised in conjunction with the Wilberforce Trust, the York Blind and Partially Sighted Society and British Blind Sport to take part .

**However ...** There is a disparity in health outcomes between the more affluent and more deprived areas. Life expectancy differs between richest and poorest. Data for 2010-2012 suggests an improved (shortened) life expectancy gap for men in York (8.5 years in 2009-2011 down to 7.2 years) but a worse (increased) life expectancy gap for women in York (5.6 years in 2009-2011 up to 5.9 years). Locally, the gap is reducing for males but increasing for females.

The main specific causes of death contributing to life expectancy in York in 2009-11 for males were coronary heart disease and chronic obstructive airways disease. For females it was chronic obstructive airways disease and lung cancer.

### **Key Actions**

Support Recruitment campaigns to recruit , train and support health and wellbeing champions within organisations who then support individuals from within their own communities experiencing poorer health outcomes by signposting and providing health and wellbeing information and supporting older people who are isolated to participate in the social groups or communities that are available in York.

Smoking, alcohol use and obesity have a significant impact on the health of our residents.

### Smoking

Smoking prevalence in York is lower than the national average and York is already meeting the target for adult smoking prevalence (18.5% or less by the end of 2015)

However ... too many pregnant women continue to smoke. York is not currently meeting the target of 11% or less at the time of delivery. York aspires to be a 'no smoking city, which means less than 5% of the adult population smoking by 2025. Although smoking prevalence of routine and manual workers is below the English and Regional average it has increased.

### Key Actions

Employers in the city to support 'No Smoking Campaigns'
Establish an effective York model for tobacco control and establish a York Tobacco Alliance and implement the NICE guidance 'Quitting smoking in pregnancy and following childbirth.
Secure continuous funding and a location for Yorbabe the young parents to be ante natal service which holds sessions on smoking cessation, drug and alcohol use.

### Alcohol

Specialist local alcohol treatment services are provided in York by York Lifeline

A series of measures have been put in place to attempt to reduce levels of excess alcohol consumption in the city. An Alcohol Restriction Zone (ARZ) has been put in place allowing the police to easily move people who are seen to be consuming alcohol in an irresponsible manner which is likely to lead to anti-social behaviour. More recently, this has been expanded; many of the trains to and from the North East have become 'dry' where no alcohol is taken onto the trains.

Following learning from Yorkshire Ambulance Service in Leeds which helped over 700 people last year a Community Medical Unit (CMU) a collaboration between City of York Council’s Safer York Partnership (SYP), Yorkshire Ambulance Service NHS Trust (YAS) and Street Angels became operational in June 2014 and is a bespoke unit with a waiting and clinical assessment/treatment area on board where Emergency Care Practitioners assess, treat and discharge appropriate patients with minor illnesses or injuries – therefore reducing admissions to York Hospital’s Emergency Department. A night-bus operated by York’s Street Angels is parked on weekends and race days where people can stop, rest and sober up a little prior to going home.

**However** ..... Alcohol consumption continues to present a challenge with 29.7% of adults over 18 drinking at “increasing risk levels”. York has the 7<sup>th</sup> worst estimated levels of binge drinking in the country.

**Key Actions**

Work with the Drug and Alcohol Action Team and Young Persons Substance Misuse Group, to improve information and support a change in culture to reduce the harm caused by binge drinking and substance misuse.
Develop an alcohol strategy for York to include consideration of; licensing, harm prevention, interventions and brief advice, crime and disorder, hospital based and specialist treatment services, parental alcohol misuse, risky behaviours in young people, and older people and alcohol
Work with York Universities , Colleges and Schools in York to raise awareness of the detriments of excess alcohol consumptions by young people
Explore the potential to develop a SMART recovery mutual aid group for young People (16-25) to support young people with substance misuse issues and addictions to recover

**Obesity**

Lack of physical activity can contribute to people becoming obese. In York a significantly higher proportion of the population are physically active, 61.5% of the population compared to the England average of 56%. York has the second lowest proportion of people in Yorkshire & the Humber recorded as taking part in no physical activity.



**However ...** Almost a quarter of the population in York are inactive and although the prevalence of excess weight in adults is estimated to be 58.4%, which is lower than both the English and Regional averages there are still too many people in York who are obese. Whilst the proportion of overweight and obese children remains lower than the national average, (22.2 per cent for reception and 33.3 per cent for year six in 2012/13) a more detailed analysis at a ward level illustrates some marked difference according to localities. In the Guildhall Ward children in year 6 who are obese is higher than the national average as are reception children in the Westfield Ward.

The Children and Young People’s Weight Management Pilot Programme has been implemented designed through consultation with families and local community partners including voluntary agencies to tackle childhood obesity. This programme will be rolled out across the City

**Key Actions**

Implement findings from Children and Young People’s Weight Management pilot across York.
Deliver sport and active leisure programmes to increase the number of people taking part in physical activity.
Reinforce the message on healthy eating

**Poverty**

To help those in financial difficulties York Financial Assistance Scheme was launched April 2013 and through this the council provides non – mandatory financial help to vulnerable people. It helps individuals and families who need emergency financial support. Since April 2013, 1138 people have received support and of these, 176 were under 25.

A key priority over the last year which will remain so is to reduce poverty in the city. The Financial Inclusion Strategy Group comprising council officers, Citizen Advice Bureau and South Yorkshire Credit Union have been implementing successful initiatives through the use of £300k awarded from the Council’s Economic Inclusion Fund (EIF) to deliver its action plan. £80k of EIF was award to the Citizens Advice Bureau (CAB) who levered in £250k lottery funding and established the ‘Advice York Partnership to deliver a two-year project to transform citywide advice

provision. CAB is the lead partner, with all agencies taking a 'no wrong door' policy approach.

Following lobbying by York's Youth Council £60k EIF was awarded for cashless payment systems to be installed in three secondary schools aimed at increasing the uptake of Free School Meals.

% of children eligible in the primary sector taking a free school meal increased to 76.8%. The % of children eligible in the secondary sector taking a free school meal remained stable at 76.3%

The Financial Inclusion Steering Group have recently worked with the England Illegal Money Lending Team to develop an anti-loan shark campaign, including the introduction of an anti-loan shark charter, which is the first in Yorkshire and only the sixth nationally. This charter was launched in October 2013.

City of York Council approved a vision for a 'poverty –free York' building on the work of the York Poverty Action Group a partnership between the Council, The Press, Joseph Rowntree Foundation, church representatives, the NHS, the Citizens Advice Bureau, the South Yorkshire Credit Union and the York Economic Partners

Housing and poverty was the focus of York's *Housing Week 2013* which saw a total of 25 events during the week with over 600 people attending. Following on from this Housing Services are supporting Rental Exchange. A scheme developed by Big Issue and Experian to help build up the credit scores of Social Housing tenants using their rent payment histories. This service is being introduced for CYC tenants and potential other York based social housing tenants. 66% of CYC tenants will immediately see an increase in their credit score as a result of incorporating their rental data to the credit bureau database giving them access to affordable credit and financial data.

Earlier this year, the council Supported by the Joseph Rowntree Foundation, York's Citizens Advice Bureau and Age UK York got together with switching expert iChooser to make it easier for everyone to switch and save money on their ever increasing fuel bills. February's switch was a big success and 751 York residents signed up.

On average, each household in York who switched energy tariffs saved £169. Community energy champions, supported with training by the new Home Energy Support coordinator are working with residents to reduce fuel poverty.

Fuel poverty continues to be an issue. The number of excess winter deaths in the over 85's has increased and is higher than both English and Regional figures

To tackle food poverty in the City, following the success of last year's York Harvest campaign the Press and other employers in the city have run a second campaign. Carecent and York Foodbank benefit from the food donations received.

**However .....** Whilst overall York is a prosperous city, there are still too many people facing poverty with 9000 workless households and 4,500 children living in poverty with some areas of the city above regional and national figures. The number of Food Bank distribution centres in the city has been increasing. York food bank has been open for two years and now has 4 distribution centres located in some of York's most deprived wards. Data from York Food Bank shows that 1,245 vouchers, in the 12 months to January 2014, to help feed 1,780 adults and 930 children were redeemed.

**Key Actions (In addition to actions outlined under Economic Wellbeing)**

Explore potential for external funding to develop an environmental plan aimed at reducing carbon footprint and fuel poverty
Broker the best deals for Energy Switching schemes
Maximise the impact of the Energy Company Obligation to reduce fuel costs in the most deprived areas and the hardest to heat homes.
Extend debt advice centres in GP surgeries and Community Hubs
Undertake campaigns on affordable eating
Increase the number of cashless systems in schools to encourage uptake of free school meals

## An Ageing Population

The growing needs of our ageing population and particular challenges around mental health and emotional wellbeing of older people present a challenge. In York it is thought that there are 2,725 people currently living with dementia and this is expected to rise to 3,209 by 2020.

York is an early adopter of a national recognition pilot for dementia friendly communities led by the Alzheimer's Society. Partnership work is underway to make York a *dementia friendly* city. Initiatives are being implemented to raise awareness, educate and support residents, businesses, communities and services to find solutions to the problems dementia raises.

There is a rising need for aids/adaptations and 'stay at home' services to support independence. Last year nearly 3000 customers benefited from the Warden Call and Telcare Service.

At 34.8 % the number of adults and carers receiving self directed support is low and those receiving this support via a direct payment has continued to reduce from 14.4% (11/12) to 9.39% (13/14).

There are a high percentage of people who suffer from social isolation. In 13/14 only 43% of adult social care users reported that they have as much social contact as they would like.

A free resource pack providing ideas on how to tackle loneliness is available from <http://www.jrf.org.uk/publications/loneliness-resource-pack> . The resource pack is an outcome of the research project supported by Joseph Rowntree to tackle Loneliness. In York two areas took part. Research findings found that the main causes of loneliness were due to ageing, family issues, not knowing neighbours, a lack of community facilities and chances to get involved with the community. York's Lidgett Grove Methodist Church established a very successful Community Café offering company and activities, initially starting as a pilot it has been so well-supported and popular that it has continued beyond the pilot timescale and work is underway to develop the facility into a Community Hub.

## Key Actions

Continue to implement Dementia Friendly initiatives'
Develop initiatives' to tackle loneliness and social isolation drawing on the resource pack produced following the research into loneliness by the Joseph Rowntree Foundation.
Increase community involvement from schools with elderly person sheltered housing schemes to tackle loneliness and isolation
Implement initiatives to increase the uptake of self directed support
Continue to market the services of Warden Call and Telecare to increase take up

## Disabled People in York

Health Watch York (an independent consumer champion that gathers and represents the views of the public about health and social care users) have recently completed two research projects: Discrimination by Disabled People in York and Access to Health and Social Care Services for deaf people. Findings from the research found that disabled people are subjected to negative comments and both reports suggest that life for disabled people and deaf people could be improved through increased awareness raising about living with impairment, awareness-raising of issues disabled and deaf people face and better training for staff in all professions, particularly those in public-facing roles. The reports conclude that it is important that organisations are fully aware of their obligations under the Equality Act 2010 which requires service providers to avoid unlawful discrimination against disabled people and make reasonable adjustments to enable them to access services.

## Key Actions

Revise Equality Plan Action Plan to incorporate actions approved by the Health and Wellbeing Board to tackle discrimination and improve access to services for disabled people and those suffering from an impairment
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## Mental Health

It is estimated that at any one time there are around 25,000 York residents experiencing various kinds of mental health problems, ranging from anxiety and depression to severe and enduring conditions including dementia and schizophrenia. Much of this can go under the radar. There is a need to improve understanding of the full range of mental health needs in the city.

### Key Actions

Undertake detailed research on the full range of mental health needs in the city and report findings to the Health and Wellbeing Board.
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Promote mental health wellbeing in the workplace
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## Carers

There are over 18,000 carers in York, many of whom have been caring for their relatives or friends for a considerable period of time of these 1146 are young carers aged under the age of 25.

York has further underlined its commitment to carers with the city's Health and Wellbeing Board adopting the national Carers' Charter, enshrining a commitment to empower and support carers, and inviting a number of carers to share their experiences with the Board. It is hoped that other organisations within the City will adopt the Carers' Charter. City of York Council has also helped to develop a national toolkit to help commissioners plan for and deliver services for Carers.

City of York Council has helped create a national toolkit to support health and social care professionals plan services for carers. The toolkit gives providers an overview of the services for carers in their local area helping to address gaps in provision, pinpoint which groups and communities are being served and improve communication between carers, service commissioners and providers.

**However ...** Carers are often a forgotten part of a local community and it's crucial that care commissioners ensure that services are available for and tailored to carers. It is estimated that around a third of young carers provide care for someone with a serious mental health problem who is their parent or holds a parental role.



Surveys to assess the impacts upon young carers point to raised risk of stress, anxiety, low self esteem, depression, eating problems, sleeping difficulties and self harm as well as poorer educational attainment

It is expected that there will be an increase in both the number of older people being supported by carers, as well as the number of older carers. It is likely that more people will become 'mutual carers' where two or more people, each experiencing ill health or disability, will care for each other.

## Key Actions

Encourage more organisations to adopt the Carers Charter
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## Volunteers

York is renowned as a volunteering city. The city has a large and varied voluntary and community sector, with 22 international, 108 national and 627 local charities based in York. People of all ages and backgrounds volunteer in the city to help others, as well as to develop their own skills and gain new experience. Volunteers enable a huge amount of valuable work to take place in the city; work that otherwise wouldn't happen.

A new social care hub has opened in Rougier House. Its key role is to support voluntary and community organisations to complement health and social care services across the city and improve the lives of vulnerable Residents.

A locally devised York Charter for Volunteering detailing a set of standards has been developed which provides a framework and principles around volunteering

**However...** Whilst many people do volunteer data from the council's Big York Survey shows that out of 2,144 respondents 447 (21%) volunteer at least once per week (slightly less the national average). Over 45% of respondents highlighted that lack of time prevented them for volunteering. Whilst many employers in York have their own staff volunteering schemes we need to encourage more employers to support volunteering activities.

**Key Actions**

Encourage more employers to develop staff volunteering programmes and adopt York's Charter for Volunteering.

**Health and Wellbeing Priority - Looking Ahead we aim to:**

<b>Increase</b>	<b>Decrease</b>
<p>The number of households for whom positive action has prevented homelessness</p> <p>Life Expectancy in York's most deprived Wards</p> <p>The % of physically active adults and disabled people in sport and leisure activities</p> <p>% of children in primary and secondary schools taking a free school meal</p> <p>Increase the number of people living independently</p> <p>Self reported well-being</p> <p>Number of adults , older people and carers receiving self directed support and the proportion who receive this via direct debit</p> <p>Number of people volunteering at least once per week</p>	<p>The number of children in poverty</p> <p>Fuel Poverty</p> <p>Excess winter deaths for 85+</p> <p>Obesity in Children and Adults</p> <p>Smoking by women, pregnant women and those in routine and manual occupations</p> <p>The % of over 18's drinking at increasing and at risk levels</p> <p>People feeling lonely and isolated.</p>



## Community Wellbeing:

*Making York a welcoming city, respecting and celebrating diversity, building strong communities where people from different backgrounds respect each other and get on well together, where people feel safe and children are happy, tackling and preventing hate crime, bullying in schools (particularly against LGB pupils), anti-social behaviour, honour crime and domestic violence.*

*We will empower communities to develop their own solutions to local issues enabling them to access, influence and co-design and commission services to meet agreed outcomes.*

*We will improve housing conditions and increase access to affordable housing for the elderly, disabled people, those with a mental health condition, the BME community, Gypsy and Traveller Families and young people particularly those leaving care.*

*We will ensure that equality information is collected, monitored and used to improve access to services and service provision, and we will tackle negative and discriminatory attitudes from the public and service providers towards BME, LGBT, disabled people, those with a mental health condition and deaf people.*

## Welcoming City

York has a long history of being a welcoming city embedded in the City's history. In the Middle Ages, the Sanctuary Knocker on the north door of York Cathedral gave anyone who had committed a serious offence, the opportunity to claim sanctuary by knocking at this door.



Bring Hope All Ye Who Enter

York is passionate about welcoming all and celebrating diversity. Organisations in the City are working to make York a vibrant, diverse, fair and safe city. 90.8% of York's population were born within the UK, with 2.7% born in other EU countries and 5.5% born outside the EU. 3,678 arrived in York between 2010 and 2011 which is the highest proportion in the region.

York is seeking recognition as a City of Sanctuary and a Human Rights City. York’s City of Sanctuary movement welcoming refugees and asylum seekers are working in partnership with City of York Council seeking recognition for York as a City of Sanctuary.

Work is also underway for York to be declared a Human Rights City. The York Human Rights City Network has received continued funding for another three years from the Joseph Rowntree Charitable Trust and the Joseph Rowntree Foundation. Over the next three years, a regular programme of training, events and festivals in York will highlight human rights issues both locally and globally.

York also hosts a programme of events to celebrate diversity including for the second year running holding York’s International Celebration of Faith and Culture. Other events and celebrations include Refugee Week, Gay Pride, and Black History Month etc.

York as a ‘Welcoming City’ is a key priority for York’s Fairness and Equalities Board.

**Key Actions**

Achieve City of Sanctuary Status
Achieve Human Rights City Status
Implement ‘ Welcoming City’ initiatives including creating worship space for the small faith communities who are not in a position to have their own premises
Develop a Domestic Violence Strategy
Support campaigns on Domestic Violence and No to Hate Crime Campaigns and raise awareness of these issues within organisations

**Crime and Anti Social Behaviour and Domestic Violence**

York is a relatively safe city. Crime has fallen across the city for the eighth consecutive year falling by 5% on the previous year. This aspect of York is well recognised by those who reside here. Results of the Big York survey 2013 showed an increasing percentage of residents who feel York to be a safe place to live at 80% and a stable percentage of residents who feel their local area is safe 79%. However, people living in deprived areas and disabled people are less likely to agree.

Hate Crime has reduced from 169 incidents in 2009/10 to 98 in 2013/14. The highest number at 82 was in relation to race.

The number of reported cases of Anti Social Behaviour reduced from 13,892 (2012/13) to 13,047 in 2013/14. 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 the ASB Hub, resources, powers and expertise from NYP and CYC have been merged, bringing a more efficient, timely and appropriate response to ASB in the city.

The City has been working to address alcohol related crime a recent study found that alcohol related attendance in York's hospital had reduced since 2011.

A York Hospital study (called *The Influence of Alcohol on York Emergency Department*) has reported how partnership working through the Safer York Partnership's (SYP) Alcohol, Violence and Night time Economy (AVANTE) task group has helped to address alcohol related crime and anti-social behaviour in York and reduced alcohol related attendance in York Hospital's Emergency Department reducing from 19.7% in 2011 to 14.9% in 2013-14.

A new multi-agency Safeguarding Hub and Central Referral Unit has been located at the council's West Offices. The unit oversees joint teams from City of York Council, North Yorkshire County Council and the police who work together to prevent and deal with serious crimes of abuse such as child sexual exploitation and serious domestic violence.

In the past year the York Health and Wellbeing Board has established a domestic violence strategy group with membership from all the relevant agencies and representatives from the CYSCB. The group's role is to develop a York Domestic Abuse strategy and action plan. The Council has been awarded White Ribbon City status in recognition of its commitment to raising awareness of the issues of domestic abuse and violence against women and children.

While the number of repeat incidents of domestic violence has decreased the number of domestic violence incidents has increased from 2,476 (12/13) to 2,823 (13/14).

## **Bullying in Schools**

City of York Council undertake surveys in primary and secondary schools covering physical health, emotional wellbeing and bullying. In 2013 1,559 Year 8 and 2,540 Year 4, 5 and 6 completed the survey. The 2013 equality data from the secondary school submission showed that, although being called 'gay' was not the most prevalent reason for being bullied; it had increased and is now a key focus within the CYC Anti Bullying Strategic Plan. Tackling bullying and homophobic bullying in schools will remain a priority for this plan.

**However ...** Although the number of hate crimes reported in York is relatively low many feel that these numbers are unrepresented and many incidents go unreported. There has been a 14% increase in the number of domestic abuse incidents compared to last year and this includes a 3% increase in the number of incidents involving 16 – 18 year olds. The biggest category for domestic abuse is 20 – 25 year olds. North Yorkshire has developed a risk identification check list in collaboration with young people, for use with young people up to the age of 25. In York the number of children with a Child Protection Plan reduced slightly from 38 to 36. Neglect is the largest single category of child protection plans, often alongside other forms of maltreatment including domestic abuse, physical abuse, and sexual abuse. Many children who live within neglecting families are disadvantaged from early life and encounter social, emotional, behavioural and educational difficulties as they grow older.

## **Key Actions**

Develop a Domestic Violence Implementation Plan for York
Implement a Domestic Violence Early Intervention Project
Support campaigns on Domestic Violence and raise awareness of these issues within organisations
Support 'No to Hate Crime' Campaigns and raise awareness of these issues within organisations raising awareness on how hate crime can be reported

## Housing

Housing costs remain a challenge. York is one of the most expensive places to buy or rent in the region. York requires over 1,000 new homes each year to meet housing need including the need for affordable housing.

The ambitious Get York Building Programme is creating much needed new private and social housing. Six major sites are now in progress, supporting the Local Plan ambition to build 22,000 homes by 2030.

As well as building new housing it is critical that we make the best use of existing homes. In 2013/14 over 100 empty properties were returned to use. In York, one in five households rent from the private sector, where some of the worst conditions can be found. In 2013 the council introduced a Landlord Accreditation Scheme to improve standards. Funding was successfully sought to increase the number of sites for the Gypsy Roma and Traveller Community.

A Supported Housing Strategy has been developed to address the supported housing needs of the City, and to prioritise resources appropriately. The strategy examined the needs of seven groups: older people, mental ill-health, learning disabilities, young people, offenders, homeless people and substance misuse.

A higher percentage of adults with learning disabilities in settled accommodation was achieved in 13/14 at 82.6% higher than both English and regional figures

The % of adults in contact with secondary mental health services living independently with or without support increased from 63.9% to 68.6% (13/14). Higher than both English and Regional figures

The housing needs of BME and Migrant Workers was looked at in 2009. The study revealed that the housing needs of this community were largely met in terms of accommodation they occupied but that there was a need to increase awareness of and access to housing advice and information for these groups.

**However ...** More housing to support vulnerable people is required. For example, there are currently a number of people with a mental health diagnosis who are not able to have their accommodation needs met through the existing housing stock, either due to the demand, or because they have a dual diagnosis (for example a mental health condition coupled with substance misuse issues) which make them unsuitable for

the accommodation a available. Alternative medium term supported housing is required.

**Key Actions**

Implement the ‘Get York Building’ programme to increase the number of private and social housing in the City.
Improve housing conditions in the Private Sector and review the success of the Landlord Accreditation Scheme.
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.
Increase the number of accommodation units for people with learning difficulties and mental health issues.
Implement the Gypsy and Traveller Choice Programme to improve the conditions of pitches.

**Community Wellbeing Priority - Looking Ahead we aim to:**

<b>Increase</b>	<b>Reduce</b>
% of people who think York is a Safe City % of people who agree that people from different backgrounds get on well together. Net additional homes Number of new affordable homes Housing accommodation for the most vulnerable in particular for Disabled people and those suffering from a mental illness The number of homes meeting safety standards in the private sector The number of Landlords signing up to the Landlord Accreditation Scheme.	Hate Crimes Incidents of Domestic Violence. The number of Children subjected to a Child Protection Plan



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**Corporate & Scrutiny Management Committee****10 November 2014**

Report of the Assistant Director, Governance &amp; ICT

**Update on Implementation of Recommendations from Previously Completed Scrutiny Reviews****Summary**

1. This report provides Members with their third update on the implementation of the recommendations arising from the previously completed scrutiny review on Engaging Communities.

**Background**

2. In September 2012, having considered a scrutiny topic submitted by Cllr Barnes on 'Engaging the Disaffected', this Committee agreed to undertake a scrutiny review to look at the issues affecting levels of community engagement across the city, in the following three areas:

- i. Community Engagement
- ii. CYC Customer Services
- iii. Financial Inclusion

3. The following Councillors took part in the work on the review on behalf of the full committee:

Cllr Chris Steward  
Cllr Carol Runciman  
Cllr Neil Barnes  
Cllr Sian Wiseman  
Cllr Jenny Brooks

4. After some initial investigation, the following review remit was agreed:

To identify ways of empowering people and improving community engagement

Objectives:

- a. To improve communications between CYC and Parish Councils
  - b. To improve communications in non-Parish Council areas.
5. In May 2013, the Corporate & Scrutiny Management Committee signed off the Task Group's draft final report and it was subsequently presented to the Cabinet in June 2013.
  6. The first update on the implementation of the approved recommendations was presented to this Committee in November 2013. Having noted the information provided, the Committee chose not to sign off any of the recommendations at that time, and agreed to receive a further update in six months time.
  7. In May 2014, the Committee received a further update and agreed to sign off recommendations i. – vi, and ix. – xi. This latest report provides a further update on the outstanding recommendations

**Consultation**

8. The Head of Communities and Equalities and the Democratic Services Manager have provided the implementation update information contained within Annex A, and will be in attendance at this meeting to answer any questions arising.

**Options**

9. Members may decide to sign off any individual recommendations where implementation has been completed, and can:
  - a. request further updates and the attendance of the relevant officers at a future meeting to clarify any outstanding recommendations relating to the review or;
  - b. agree to receive no further updates on the review

**Council Plan 2011-15**

10. The review supported the Council's aim to build strong communities and be a city full of active and self-reliant communities, where everyone has an effective voice in local issues and where there is a strong sense of belonging.



### Implications

11. There are no known Financial, Human Resources, Equalities, Legal, ICT or other implications associated with the recommendation made in this report.

### Risk Management

12. In compliance with the Council's risk management strategy, there are no known risks associated with this report.

### Recommendations

13. Members are asked to:
- i) Note the contents of this report and its Annex.
  - ii) Sign off all recommendations that have been fully implemented
  - ii) Request a future update on any outstanding recommendations

Reason: To raise awareness of those recommendations which are still to be fully implemented.

### Contact Details

<b>Author:</b> Melanie Carr Scrutiny Officer Scrutiny Services 01904 552063	<b>Chief Officer Responsible for the report:</b> Andrew Docherty Assistant Director, Governance & ICT 01904 55
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**Report Approved**  **Date** 30 October 2014

**Wards Affected:**

**All**



**For further information please contact the author of the report**

**Background Papers:** None

### Annexes:

**Annex A** – Update on Community Engagement Scrutiny Review – *to follow*

### Abbreviations:

**Cllr** – Councillor

**CYC** – City of York Council

**ICT** – Information & Communication Technology

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**Update on Implementation of Approved Recommendations  
Arising From Engaging Communities Scrutiny Review**

Approved Scrutiny Recommendation	Update on Implementation in November 2013	Update as of May 2014	Update as of November 2014
<p>vii. In regard to council consultation, more time should be given to enable Parish Councils and Residents Associations to participate, as consultation needs to go to a meeting for discussion, not just to individuals.</p>	<p>A working group has looked specifically at this topic and developed new resources to support staff through the consultation and engagement process. A training workshop was delivered to staff on the 27<sup>th</sup> September – the first of a programme of workshops, to promote good practice, promoted through corporate training offer. The resources will be launched as part of the upgraded to the council’s intranet system. The Federation recently met with Kersten and offered to play a role in future council consultation – how this will operate will be worked up with the Federation.</p>	<p>We are working to make resources available to staff via the current intranet system due to technical difficulties with the proposed new site.</p>	<p>Engaging for Everyone a half day course for CYC staff has been devised piloted and included in the core training offer. Engaging Lunchtimes – monthly themed sessions have been scheduled and each session is followed by an engagement network meeting. These sessions are open to staff and community groups. The January 15 session is all about working with Parish Councils and is delivered in partnership with the chair of the York Branch Local Council Association.</p> <p>In addition - On 21 July we held an initial meeting with Parish Councils and Residents Associations to discuss the future of</p>

			<p>Council services provided in their areas.</p> <p>The background to the meeting was the need to improve the way we work together in view of the inevitable reduction in the resources that will be available to us in future.</p> <p>Some themes that came out of the meeting were:</p> <ul style="list-style-type: none"><li>• The need for better communication channels between the Council and the parishes and more effective networks between community groups and other partners</li><li>• The importance of find ways to protect key services such as grass cutting and maintaining roads</li><li>• The need for culture change, with residents taking more</li></ul>
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			<p>responsibility for their own actions</p> <ul style="list-style-type: none"> <li>• The potential for parish councils to take a greater role in deciding how services are provided in their areas</li> </ul> <p>There is now a follow-up meeting to be held on 19 November, 2:00 pm – 4:00 at West Offices with Parish Councils.</p> <p>Work has also begun to develop and deliver training in conjunction with representatives from a number of RA's that will be added to the core training offer.</p>
viii. The council to ensure that feedback is given to PCs and RAs on their consultation responses	This is improving following the work of the working group & further improvements should be seen through the resources available via the new intranet. Further workshops and training will be developed with the Parish Councils & Federation.	See above	See above

<p>xii. Report authors to include appendix of abbreviations in reports where appropriate - to aid ease of reading. The list can be tailored to each committee and duplicated for all reports relevant to that committee, with revisions/additions where needed</p>	<p>Current practice is to state in full the name of an organisation/initiative etc for its reference in a report, with the abbreviation in brackets alongside. Throughout the report thereafter it is acceptable to use the abbreviation. Annexing a separate list of abbreviations may not be the most environmentally friendly solution. Neither would it be a user friendly solution, as the reader would have to flick back and forth to search for each abbreviation used. The appropriate use of a separate annex would be where a report contains a significant number of technical abbreviations. In addition, the Heads of Civic &amp; Democratic Services and Strategy, Partnerships &amp; Communication are planning to work together to deliver a revised report</p>	<p>Democratic Services continue to check all reports as part of their agenda publication process. Where a report author has not provided a list of abbreviations the relevant Democracy Officer will request one. If necessary as a result of time constraints, the DO will create the list.</p>
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	template, style guide and associated training to improve the way public reports are in general, which will include addressing this issue.		
xiii. Improve joint working at Ward Team Meetings by the adoption of the Statement of Intent shown at para 41 of the final report.	The Communities and Equalities Team are liaising with Councillors to add to discussions at Ward Team Meetings.		A piece of work is currently being undertaken to develop support and training for ward teams. A survey has gone to each ward team member.
xiv. Communities & Equalities Team to identify areas of the city where no Parish Council or Resident Association currently exists and identify a private resident association or some other type of community group to disseminate council information through.	Each Resident Assoc. page on the Council website now provides a map showing the area covered by the Association. Parish Council areas can be identified using the YorkMap on the council website. Work is continuing to identify community groups in areas not covered by either a Parish Council or Residents Association		Every ward currently has either a Parish Council or a Resident Association. Some have both.  In addition, each ward has a number of Community based organisations ranging from friends of groups to sports and young people's groups.
<u>Scrutiny Comments on Updates Received</u> Nov 2013 – No recommendations signed off – Further update required in six months May 2014 – Recommendations i.-vi, and ix-xi sign off – Further update required in six months			

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**Corporate & Scrutiny Management Committee**  
Report of the Equalities Review Task Group

10 November 2014

**Equalities Review - Draft Final Report**

**Summary**

1. This draft final report presents the information gathered in support of the Equalities scrutiny review, together with the draft recommendations proposed by the Task Group, for this Committee's consideration.

**Background to Review**

2. In September 2013, this Committee received a report highlighting the criteria for achieving Excellence for the Equality Framework for Local Government (EFLG), together with an update on progress in implementing the council's Excellence Equalities Improvement Action Plan against each of the EFLG performance areas. Representatives from Barnsley Metropolitan Borough Council, an authority who had already achieved the excellent level in their EFLG, attended the meeting to share their experiences and provide information on their journey to achieving that level.
3. A further report was presented to the Committee at its meeting in November 2013, which suggested there may be a role for Scrutiny in helping the authority to achieve excellence level for the Equality Framework for Local Government. The report provided a number of review options and the Committee agreed to proceed with a review around raising awareness of the democratic process amongst York's Communities of Identity, and identifying any required equalities training for Members.
4. The Committee set up a Task Group made up of the following members, to carry out the review on their behalf and tasked them with identifying an appropriate review remit:

Cllr Ruth Potter  
Cllr John Galvin  
Cllr Neil McIlveen  
Cllr Lynn Jeffries

## Initial Information Gathered

5. The Task Group met for the first time in early December 2013 and received background information on the Equality Framework for Local Government and specific information on the its performance area 'Community Engagement and Satisfaction':
6. Equality Framework for Local Government (EFLG)  
The EFLG helps an organisation demonstrate to its service users and the wider community that equality is fully embedded in everything it does and the services it delivers, in particular for those with protected characteristics. These are individuals who are protected by the Equality Act 2010 in that they can not be treated unfairly or discriminated against, harassed or victimised because they have one or more protected characteristic. In York those with protected characteristics are known as Communities of Identity (COIs) which covers:
  - Age
  - Disability – physical and mental impairment
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
  - Carers
  - People living in York's most deprived areas
7. The EFLG covers five performance areas, and it is intended that this review will help support improvements in one of those areas – 'Community Engagement and Satisfaction'.
8. Community Engagement and Satisfaction  
The important thing with community engagement is ensuring that the views of a wide cross-section of people who live and work in an area are obtained. This means finding ways to facilitate the participation of all local people, including the vulnerable and marginalised, through working effectively across agencies and with partners. Community engagement and satisfaction comprises two main elements:
  - Engagement structures
  - Effective engagement

9. EFLG Assessors examine whether effective forums are in place to enable all equality stakeholders / representatives of vulnerable and marginalised groups to challenge and scrutinise decision-making and progress; and whether key sections of the community are satisfied that the authority and its partners have listened to them and taken their views into account.
  
10. There were five improvement actions identified within the 'Excellence Equalities Improvement Action Plan' that relate to the Community Engagement and Satisfaction performance area. All of those actions have been completed i.e.:
  - Identifying where those who share protected characteristics reside in York
  - Reviewing how Community Impact Assessments (CIAs - formerly known as Equality Impact Assessments) are undertaken
  - Reviewing how the Equality Advisory Group examines community contracts
  - Writing a case study demonstrating how EAG has involved a diverse range of people who have influenced service delivery
  - Creating fact sheets to show how members consult and engage
  
11. Having considered the initial information provided and taking account of the views of CSMC that the review should focus on raising awareness of the democratic process amongst York's Communities of Identity, and identifying the equality training needs of Members, the Task Group agreed the following review remit:

Aim

To encourage wider involvement in the Council's democratic traditions i.e. elections, decision making and community engagement, by raising awareness across York's Communities of Identity, and in particular those who have protected characteristics under the Equality Act 2010.

Objectives:

- i. Examine national best practice by other Local Authorities currently achieving excellence level in their democratic traditions
  
- ii. Identify optimum methods for raising awareness of the democratic process amongst York's Communities of Identity.
  
- iii. Identify any barriers in York preventing the involvement of York's Communities of Identity, and identify possible solutions

- iv. Identify appropriate equalities training required for members to help them better serve Communities of Identity within their wards

### **Further Information Gathered**

#### **12. Objective (i) - National Best Practice Examples**

In September 2013, CSMC received a presentation from the Equality and Diversity Manager from Barnsley Metropolitan Borough Council, an authority who had already achieved the excellent level in their EFLG. He provided information on the journey undertaken by his authority to achieve excellence and stressed the importance of evidencing the journey and the need for continuous improvement.

13. In regard to the EFLG performance area 'Community Engagement and Satisfaction', **Barnsley** were able to evidence how they engaged young people in democracy, local decision-making and service improvement through their work with Barnsley's Youth Council and its various sub-groups and networks.
14. They provided evidence of funding and support for a number of community events and their use of them for community engagement and improving their understanding of different communities (e.g. Diversity Festival, Carers' Event and transition conference for parents of disabled children).
15. In addition, Barnsley were able to evidence how they had improved neighbourhood engagement and service delivery with partners in individual neighbourhoods through engagement specifically designed to appeal to the local communities in each area. They were able to show how their Councillors engaged in the development of area plans and ward working, feeding in their local knowledge to help improve operational, strategic and community resilience. They also seek comments and feedback through all their council publications, and promote the option for groups to request an officer or a councillor to meet with them to explain services or policies.
16. It was confirmed that Barnsley:
  - Provide all information in easy read format
  - Improved their website to make it more accessible and improved the way they cascade information to those not online
  - Use Equality Forums to assist in the preparation of tender specifications

17. **Newcastle Council** also achieved excellence level by demonstrating a good understanding of their communities. They were shown to be good at sharing information with partners and using it to influence the way priorities are determined to drive service improvement.
18. They provided clear evidence of a very strong commitment to tackling inequalities in Newcastle from councillors and officers. There was clear evidence of cross party support in ensuring that equality and diversity was an integral part of the work that the council was undertaking. Newcastle Council is seen as a regional leader in terms of progressing work on the equality and diversity agenda and the council is keen to lead by example.
19. Newcastle residents were shown to be satisfied with the opportunities they have for engaging with the council. This was evidenced through focus groups and site visits involving community representatives. The council was seen to value the contribution made by the voluntary and community sector, by its development of its good working relationship with the sector and through its support of groups through resource allocation.
20. Newcastle Council has worked hard to ensure that its services are accessible to its residents and this has been highly valued by its residents. The council has also been proactive in using impact assessments to help adapt services and help inform decision making. In particular, the council has responded well to tackling child poverty and has achieved Beacon status for this work.
21. Newcastle Council also provided evidence of a good range of equality and diversity training, as well as positive action initiatives to ensure that their workforce receives appropriate support to develop their skills. Finally, the council had also achieved Charter Plus for Councillor Development and Investors in People across all directorates.
22. Here in **York**, The Task Group received an update on the mock peer assessment undertaken in preparation for the Council's planned Excellence level assessment. The findings from the mock assessment specific to the EFLG performance area 'Community Engagement and Satisfaction' are shown at Annex A.

23. **Objective (ii) - Methods for Raising Awareness Specific to York's Communities of Identity**

The Task Group received information on a community mapping project undertaken by the Council to understand the engagement experiences of York's many communities across the city, which was initiated following a previous peer challenge visit in mid June 2013.

24. The main purpose of the project was to identify all the communities in the city, including black and minority ethnic communities living and working in York, and assessing their engagement experience and formulating a better way for them to engage with the council and other local communities at large.

25. Over a period of five months, various community groups in York were identified and interviewed, both on a 1-2-1 basis and through group discussions and the evidence showed that the experience of each community group differed widely depending on the location, size and composition of members and needs of their community.

26. Recognising that the work undertaken on the project, supported their scrutiny review, the Task Group noted the assessment of the engagement experiences of those communities that many BME communities felt less comfortable with what would be considered the more traditional ways of engaging with the Council e.g. Residents Forums. It showed that some groups are well organised and hold regular formal meetings, whereas others are less structured, coming together to meet informally or to celebrate religious occasions etc. The Task Group also noted the resulting list of contacts drawn up from a wide range of York's BME communities, including:

- Chinese Christian and Professional Association
- Japanese Family Association
- Sri Lanka Community Association
- Bangladesh Community
- Indian Community
- Nepalese Community
- Philipino Community
- Turkish Community
- Refugee Action York (RAY)

27. **Citizenship & Encouraging New Citizens to Vote**

The Task Group learnt that as part of the citizenship process, York Registrar provides each applicant with an information pack.

At the citizenship ceremony itself, Electoral Services provides each new citizen with an electoral registration form (with some guidance notes) and a personalised letter encouraging them to register.

28. Encouraging Young People to Vote

The Task Group considered information on the 2010 General Election which showed that only 44 per cent of 18 to 24-year-olds voted (50% of men aged 18-24 and 39% of women aged 18-24), the lowest turnout of all age demographics. Even if they wanted to cast a vote on polling day, more than half of 18-24 year-olds could not, because they hadn't registered to vote and were not on the electoral register.

29. The Task Group were pleased to note the work of a national social enterprise 'Bite the Ballot' (BTB) which had been founded to address the lack of young people voting in Britain. As young people can register to vote at 16, BTB has established [National Voter Registration Day](#), taking place on 5<sup>th</sup> February each year.

30. In addition, over the past three years, BTB has been running workshops in schools, youth clubs, colleges and youth offending institutes and has registered more than 15,000 young people to vote.

31. As part of their workshops they talk about issues young people relate to like the educational maintenance allowance (EMA) being cut, youth clubs closing, how expensive travel is, university tuition fees being tripled etc. They then get young people thinking about the country's budget, getting them to divide up the money showing there's not enough of it to go round, leading to difficult decisions have to be made, in an effort to demonstrate that if you're not part of the conversation you're views don't count.

32. They also highlight the concessions governments make towards the demographic that vote the most i.e. pensioners - 96% of the over 65s are registered to vote and there's an inherent link between voter registration and policies e.g. the winter fuel allowance, free bus passes, free eye tests and free prescriptions.

33. As the work of BTB has proven successful (as detailed above), the Task Group queried what the Council as the Local Education Authority, was doing to help reignite this country's democratic traditions by encouraging secondary schools to educate York's young people on their rights to vote etc.

34. They learnt that whilst these workshops have not been run in York's secondary schools and colleges, the council has previously participated in a pathfinder programme, known as 'Take Part York', which aims to support young people across the city to take a more active role in local democracy. A resource pack was produced for primary and secondary school children, to provide young people with the opportunity to influence local decision making.

35. In addition, as part of an annual Local Democracy Week, the Council also invites a number of schools to spend a morning in the Mansion house learning about the role of the Lord Mayor and in the afternoon participate in a mock budget meeting hosted by the Lord Mayor. Members of the city's Youth Council have also previously been invited to participate.

36. Equalities Advisory Group (EAG).

In April 2014, the Task Group received information on the current make-up of the Group and the role it plays within the Council. They also received feedback from a neighbourhood working workshop held in June 2013, at which EAG attendees were asked to consider the following questions (see feedback at Annex B):

- When the council advertises local meetings or events in your neighbourhood how do you prefer to be informed about them?
- If you want to have your say on a local issue what are your preferred methods of communication?
- What is your preferred style of meeting or event? Are there any barriers that prevent it from being a positive experience?

37. The Task Group agreed more could be done to encourage individuals from York's COIs to feed into the work of the Group, particularly those who are not already members of the organisations represented on EAG. They also agreed that EAG was under utilised and could be used as a vessel for improved consultation with COIs.

38. Opening Doors Heritage Lottery Fund Bid

In May 2014, the Task Group received information on Stage 1 of the Council's bid to the Heritage Lottery Fund (HLF) for money to open up the Mansion House to the public, and an update on the preparation of detailed plans for Stage 2 of the bid which were due to be submitted in November 2014.



39. In particular, the Mansion House, Guildhall & Civic Manager provided an update on the democracy strand of the HLF bid and information on the sort of groups being consulted (including hard to reach) in order to encourage 'wider community engagement' with the Council's democratic traditions and ties in the Mansion House - see a summary of the Activity Plan shown at Annex C.
40. The Task Group were pleased to note that the plans involved working with different audiences to raise awareness of the project, consulting on the proposed plans and trialling activities with specific audiences. And, that this work would be evaluated and fed into the Activity Plan part of the HLF bid.
41. **Objective (iii) - Barriers to Involvement**  
Having considered the project work outlined in paragraphs 23-26 above the Task Group recognised that amongst other issues, BME groups were finding it difficult to understand their rights, in regard to participating in the Council's democratic processes including registering for party, voting and standing for election. In particular, they noted that the Turkish and Ghurkha communities in York were keen to be more involved in the Council's democratic processes.
42. To follow up on this, and in support of their review objectives (ii) & (iii), the Task Group agreed to undertake a consultation event with 'Communities of Identity' groups to:
- Help improve awareness of the council's democratic traditions
  - Further explore their views and discuss the barriers they perceive that limit their involvement
43. The event was held in late June 2014 and invitations were sent to representatives from BME communities across the city. Following a brief introduction to the scrutiny review, the attendees were given the opportunity to participate in a short tour of the Mansion House. There was also a series of stands which the attendees could wander around. Each stand covered a theme highlighting the current methods of engagement & opportunities for participation, and each was manned by appropriate officers (see below).

**Stands**

**Staffed By:**

- |   |   |
|---|---|
| • Residents Associations & Parish Councils  | Neighbourhood Manager                                     |
| • Setting up a Community Group  | CVS Advice & Learning Team Representative                 |
| • Being a Cllr and Residents Forums   | Members of the Task Group                                 |
| • Volunteering (Schools Governors, Street Buddies, Snow Warden  | CYC Volunteer Coordinator                                 |
| • Local Democracy & Community Engagement (Mansion House HLF bid; decision making; registering to speak etc) | Democratic Services Manager                               |
| • Citizenship and Elections   | Electoral Services Manager & Registration Service Manager |
| • CYC Contact Centre  | Customer Services Support Manager                         |
| • Equalities Advisory Group   | Community Involvement Officer                             |
| • Housing   | Tenant Equalities & Engagement Facilitator                |

44. Officers were asked to keep in mind that some of the attendees might have English as their second language so the information they provided on the evening needed to be kept simple and supported by handouts/leaflets etc.

45. CVS agreed to provide information on how to start up or develop a community group, voluntary organisation or social enterprise, together with some information on how BME communities might engage with other groups through forums and get their voice heard through representative structures.

46. Consultation Findings & Analysis

A breakdown of the feedback from attendees and CYC officer responses to some of the issues raised is shown at Annexes D & E.

47. Having considered the attendees comments (shown in column 1 of Annex D) the Task Group agreed that improvements were required to:

- CYC's relationship with University Community Groups
- Communication on Council Services
- Representation on EAG
- Public Participation
- Member Induction Training – understanding ward demographics etc
- Design & Use of Community Hubs
- Volunteering – reaching out to under-represented communities

48. They therefore agreed the following:

- a. Feedback on website issues to be forwarded to team working on website improvements including the need for a translation tool
- b. Toolkit by ward to be included on website
- c. Ward Demographics / Profiles and information on the Joint Service Needs Assessment at ward level should be provided to Members as part of their induction as a new Cllr
- d. Members should receive mandatory training on corporate equalities and at ward level.
- e. Member Training is required on CIA's
- f. The Council could disseminate more information via Community Hubs for those with no access to internet
- g. General improvement is required in the ways CYC communicates the services it provides. They suggested that CYC looks for opportunities to use other organisations communications to provide information on Council Services etc e.g. schools, Parish Councils etc
- h. Share feedback regarding representation on EAG with the group, and consideration should be given to how to improve its profile amongst York's COIs.
- i. Communication with University Community Groups needs improving as they could be used to disseminate appropriate information and improve engagement.

j. In an effort to encourage the public's engagement and interest, better use could be made of West Offices' lobby area e.g. by providing access to information on:

- Public meetings taking place in the building
- The Council's democratic processes
- Elected Councillors.

This could also include providing facilities for the public to register to speak at meeting etc.

49. The Task Group also considered all the engagement tools currently made available by the Council (see Annex F) and the different channels of influence i.e:

- Frontline channels of influence e.g. Equality Advisory Group, Residents Forums, Scrutiny Reviews
- Secondary Channels e.g. Ward Teams, Task Groups, Meet the Director
- Strategy e.g. Fairness & Equality Board, , Without Walls, Fairness Leadership Group
- Support & Quality Profiling and Monitoring - from the Teams who facilitate the channel e.g. Communities & Equalities, Overview & Scrutiny

50. They recognised that not all the engagement tools would be suitable for every community group but that offering and better advertising the range of ways to engage, would help BME community groups and individuals to identify a method that best suited their needs.

51. **Objective (iv) - Equalities Training for Councillors**

Since the last local election in May 2011 access to equalities training has been limited to an 'Equalities and Human Rights Workshop' run as part of the Council's induction programme for new Councillors. Whilst this was aimed at new Councillors, all 47 were given the opportunity to participate. In addition, during municipal year 2011/12 Councillors could choose to access an online course in Equalities through this Council's membership of the online 'Modern Cllr' training programme. In 2012/13 the Council's membership lapsed and no equalities training has since been included in the annual core training programme.

52. The Task Group agreed that the only way to ensure the uptake of equality training would be to make it mandatory. Suitable equalities training for Councillors would need to be identified so that it could be recommended to the Member Steering Group.

### **Draft Review Recommendations**

53. In light of their findings above, the Task Group agreed to make the following draft recommendations for this Committee's consideration:
- i. Feedback from consultation to be taken into account as part of the ongoing work to update the Council's website
  - ii. New Councillor Induction to include ward demographics / profiles and information on the Joint Service Needs Assessment at ward level
  - iii. Members training on corporate equalities and at ward level to be mandatory.
  - iv. Member Training to be provided on Community Impact Assessments (CIAs)
  - v. Consideration to be given to improving CYC communication, including better use of Community Hubs, use of other organisations communication tools, and University Community Groups
  - vi. EAG to consider its membership to ensure it properly reflects all of York's Communities of Identity and identify improvements in the way it engages with those Communities, recognising that the organisations currently involved do not represent all of the COIs in the city.
  - vii. Facilities to be provided in the lobby area of West Offices to enable improved access to information for, and greater participation by members of the public.

### **Options**

54. Members may choose to:
- a) Endorse all or some of the draft recommendations above
  - b) Identify additional recommendations

### **Council Plan 2011-15**

55. This review supports the Council's corporate priorities of building strong communities and protecting vulnerable people.

## Implications

56. **Legal** - This review will support the Council in achieving its legal and moral duties to promote equality of opportunity and better enable it to be sensitive to the diverse needs for local services within its communities.
57. **Equalities** - Under the Equality Act 2010 the council has responsibilities to promote equalities as a provider of services, as a democratic body which is representative of all interests in the community, as a major employer and as a community leader. Councillors in their leadership role therefore have responsibility in establishing a strong vision for equality and improving equality outcomes.
58. The **Financial** and **HR** implications associated with the draft recommendations above is currently being sought and will be included in this report prior to its presentation to Cabinet.

## Recommendation

59. Having considered the information within this draft final report the Corporate & Scrutiny Management Committee is recommended to endorse the draft recommendations listed in paragraph 53 above.

Reason: To support the Council in its efforts to achieve 'Excellence Level' in the Equality Framework for Local Government, and progress the work of the of the Corporate & Scrutiny Management Committee in line with agreed scrutiny procedures and protocols.

## Contact Details

### Author:

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### Chief Officer Responsible for the report:

Andrew Docherty  
AD Governance & ICT

**Report Approved**  **Date** 31 October 2014

**Specialist Implications Officer(s)** N/A

### Wards Affected:

All



**For further information please contact the author of the report**

**Background Papers:** None

**Annexes:**

**Annex A** – Findings from Mock Assessment of the EFLG performance area  
'Community Engagement and Satisfaction'

**Annex B** – Equality Advisory Group Feedback from Neighbourhood Working  
Workshop held June 2013

**Annex C** – Heritage Lottery Fund Activity Plan

**Annex D** – Feedback from Attendees at Consultation Event

**Annex E** – Officer Update on Multi-Agency Hate Crime Strategy for York

**Annex F** – Council Engagement Tools

**Abbreviations:**

BME – Black, Minority, Ethnic

BTB – Bite the Ballot

CIAs - Community Impact

Assessments

COIs – Communities of Identity

CYC – City of York Council

EAG – Equality Advisory Group

EFLG - Equality Framework for Local  
Government

EMA - Educational Maintenance  
Allowance

HLF – Heritage Lottery Fund

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# Community Engagement and Satisfaction

Annex A

## Key strengths include:

- \*\*\* Excellent engagement with young people and Gypsies and Travellers.
- Evidence of 'You Said We Did'.
- York Dementia Without Walls.
- EAG – Representatives from diverse organisations Shows outcomes: -factsheets for cllrs. refined by EAG; budget – explain financial cost of emptying bins

# Community Engagement and Satisfaction

Annex A

## Key strengths include:

- York is interested in obtaining feedback from the voluntary sector and effectively shares information to enable the voluntary sector to give their views
- \*\*\* York has effectively involved the voluntary sector organisations and listened to people's views when closing its elderly peoples homes
- Staff from Policy Unit working with Community Engagement Team –doing outreach with emerging and hard to reach groups to discuss how to involve

# Community Engagement and Satisfaction

Annex A

## Areas for Improvement / insufficient evidence

- Continued emphasis on trying to engage with harder to reach groups (to get views on services and experience etc.) And giving good feedback on what we've changed as a result of consultation
- Concern that engagement is too inconsistent e.g. -Older people care homes -Individual budgets and payment cards
- Increased engagement with isolated people (e.g. elderly in their own homes)
- Would like public consultation events led by less visible groups – i.e. more engagement with “quieter” residents rather than the same old objectors

# Community Engagement and Satisfaction

Annex A

## **Areas for Improvement / insufficient evidence**

- Messages from YP – Do not cut Youth Inspectors or Lighthouse
- Engagement with BME, LGBT and people with learning difficulties needs to be more consistent and joined up
- Info on E and D needs to be all in place and more on difference it is making for assessment purposes
- More needs to be done to hear the voice of those with Dementia
- The voice of those in poverty is not heard loudly enough
- Meeting the Director sessions at times raises people's expectations and when issues are not addressed can lead to tension

## **Equality Advisory Group Feedback from Neighbourhood Working Workshop held June 2013**

### A) Communicating - How to give people a voice

- Needs to be a variety of options
- Face to face enables accountability and check understanding
- Understanding of a ward committee/residents forum (training?)
- (diversity of committee and officials, life experience)
- Email (with response within reasonable time, a big positive = it gives you proof)
- Petitions – thresholds for debate?
- Person from the community as facilitator (balance of power)
- Facebook, Twitter
- Surveys (Survey Monkey, Google forms)
- Use libraries
- If letters are used this requires a response
- Use the email [shapingneighbourhoods@york.gov.uk](mailto:shapingneighbourhoods@york.gov.uk) to engage with the Communities and Equalities Team
- Invite Councillors to our groups
- Encourage voting at elections
- Use village / ward newsletters
- Have meetings based on single issues
- Agree dates in advance
- Put out reminder 7-10 days in advance
- Use social media
- Use Radio York /other radio stations
- Promote on council tax bills e.g. the annual meeting

### B) Meetings & Events - how to get people coming

- Begin with “What’s in it for You” , use short snappy titles like “Have Your Say”
- Think about where they have their meetings and make it easy for people to get there, give directions, if any access needs contact...
- Think about training needs for Chairs
- Ground rules
- Posters in shops, GPs etc, public notice boards, libraries, leaflets not inside newspapers, social media etc
- Offer childcare arrangements
- Get estate managers to encourage people to go
- Make sure there are clear action points and reporting back

- Have a surgery style meeting before the main meeting (Ward Cllrs, council officers, Police)
- Enable people to feed in advance
- Go to where people are e.g. mobile surgeries
- Join in with parish councils, residents associations, community groups
- Report back to community i.e. action taken, funding decisions etc
- Canvassing (sensitively and empathetically, training requirement? – to give confidence to interact effectively with different people)
- Have single issue meetings
- Use social events/fairs, tap into existing events in the city e.g. clothes exchange sloppy slipper freebies etc
- Use public sector services e.g. health testing
- Use joint partnership presentations
- Include feedback in the meetings
- Involve the student community reps
- Have an inclusive approach to minority groups, welcoming environment

## Mansion House- Opening Doors HLF Activity Plan Summary

### 1. Introduction

We have passed Stage 1 of our bid to the Heritage Lottery Fund (HLF) for money to open up the house to the public and are now preparing detailed plans for Stage 2 with a view to submitting the bid in November 2014.

Part of these plans involves working with different audiences to raise awareness of the project, consult on the proposed plans, and trial and activities with specific audiences. The evaluation of this consultation exercise and piloting activities will feed into the Activity Plan part of the HLF bid.

### 2. The Aims of the Activity Plan part of the HLF bid are twofold:

**A) To consult different groups/audiences** on the proposed plans and activities for the Mansion House through a variety of methods including leaflets, exit surveys, on-line surveys, web and social media, focus groups, outreach, Open Days etc. These groups include:

- i. **York Residents** e.g. Friends of the Mansion House and Guildhall Residents
- ii. **Young People** e.g. Youth Council, Schools Councils, Scouts and Guides, Out of School clubs, Youth clubs
- iii. **Families** e.g. on-site family activities and off-site outreach to community centres
- iv. **Schools** – primary and secondary
- v. **Adult Education Groups** e.g. York University – Centre for Lifelong Learning, CYC Adult Learning, WEA, WI, U3A
- vi. **Special Interest Groups** e.g. local and family history groups, decorative arts societies, Friends of York Cemetery, York Georgian Society, Civic Trust, YAYAS, NADFAS, York Professionals etc.
- vii. **Hard to Reach Groups e.g.** Show Me- looked after Children, Kyra Foundation, BME new citizens
- viii. **York Council Officers & Members e.g.** Staff Development and/or Induction days and Open Days

**B) To trial and evaluate activities with different groups/audiences**

- i. To set up Advisory Committees as part of the long term governance structure of the project including; Young people, Residents, Teachers etc.
- ii. Set up focus groups
- iii. Pilot a range of activities with different groups including:
  1. Family activities during May half-term and summer holidays
  2. Schools activities during summer and autumn terms including democracy week
  3. Teacher days in Summer term
  4. Adult Education Groups visiting in Summer and Autumn terms and day schools during the summer
  5. Visits from special interest groups
  6. Outreach to hard to reach groups
  7. Open days and/or tours for officers and members
  8. Skills and Training Development Placements e.g. MA students from York University (Institute for Public Understanding & PGCE Students), York St. John's University ( BEd students), York College etc.

**3. Milestones**

- i. April – completion of initial discussions, creation of evaluation matrix etc., setting up focus groups and consultation meetings, planning activities to be delivered in summer
- ii. April- August 2014 – Consultation exercises with various groups, trial of pilot activities and collection of quantitative and qualitative data/responses/comments
- iii. 30 August 2014 – end of consultation and activity period and beginning evaluation of data collected
- iv. 30 September – Evaluation completed -beginning of final draft of Activity Plan
- v. 21 October- Final draft Activity Plan and bid complete- beginning of fine tuning of bid
- vi. 21 November submit bid



Feedback from Attendees	CYC Responses provided by relevant officers to the Task Group in September 2014			
<ul style="list-style-type: none"> <li>We need to know publicly what happened to the 'One City Strategy' – we need to see an action plan or be formally updated on what happened to it</li> </ul>	<p>The Council is currently refreshing the York Equality Scheme and the Fairness and Equalities Board has suggested that as part of this refresh, the Scheme is broadened out to become a city-wide document. This will be called 'The One York Strategy' and will replace the One City Strategy. It will go to Cabinet in December 2014 for approval and then to Without Walls, via the Fairness and Equalities Board. (Assistant Director - Communities, Culture and Public Realm)</p>			
<ul style="list-style-type: none"> <li>We need to see that the Health &amp; Wellbeing Board is actively developing a plan for tackling health inequalities.</li> </ul>	<p>The Health and Wellbeing Board is in active discussions with the Fairness and Equalities Board (FEB), part of the Without Walls local strategic partnership, to ensure that clear lines of strategic accountability for health inequalities can be developed, and the potential for overlapping or conflicting remits minimised. The FEB has been asked to consider formal affiliation to the Health and Wellbeing Board, and while such discussions are continuing, we expect to be able to come to a resolution by the end of the year. (Strategic Support Manager - Adults and Public Health)</p>			
<ul style="list-style-type: none"> <li>We need to see an action plan associated with the 'York Embracing Diversity: Hate Crime Strategy' in place and being implemented by all agencies</li> </ul>	<p>A detailed response to this was provided by the Head of Community Safety – see Annex E</p>			
Other Feedback from Attendees	Improvements to CYC website	Improved Community Support	Improved Communication	Improved Relations Council/Students
<ul style="list-style-type: none"> <li>2000 Chinese students in York – any translation available?</li> </ul>	✓		✓	
<ul style="list-style-type: none"> <li>72 languages in York – mosaic experience</li> </ul>				
<ul style="list-style-type: none"> <li>Your services – for help with housing etc – visual trailer – pictures explain better</li> </ul>	✓		✓	
<ul style="list-style-type: none"> <li>Google translate</li> </ul>	✓		✓	
<ul style="list-style-type: none"> <li>Accessibility and Translation tool at top of every page</li> </ul>	✓		✓	
<ul style="list-style-type: none"> <li>More visual / picture clues</li> </ul>	✓		✓	
<ul style="list-style-type: none"> <li>Could the Council offer more opportunities for international students such as certain cooperation, programmes, volunteering, and charities?</li> </ul>		✓		✓
<ul style="list-style-type: none"> <li>Some of the work the Council has done is very good but the university students have never heard of them before, so probably the Council could have more cooperation with the Universities.</li> </ul>			✓	✓
<ul style="list-style-type: none"> <li>Student Communities – most of them do not know what is around (infrastructure or opportunities). They keep themselves busy with studies or part time jobs. Not sure how to address the issue.</li> </ul>			✓	
<ul style="list-style-type: none"> <li>The founder of York St John Sri Lankan Assoc would be very happy to come and talk to you and bring people to talk to you.</li> </ul>			✓	
<ul style="list-style-type: none"> <li>Language – work – experience.</li> </ul>				
<ul style="list-style-type: none"> <li>Protections for overseas students (safety, accommodation)</li> </ul>		✓		
<ul style="list-style-type: none"> <li>Job vacancies during term time</li> </ul>		✓		
<ul style="list-style-type: none"> <li>Connection between local communities and societies (with Chinese societies).</li> </ul>			✓	
<ul style="list-style-type: none"> <li>Charities support for students.</li> </ul>		✓		
<ul style="list-style-type: none"> <li>We need support form the Council when we organise activities.</li> </ul>		✓	✓	
<ul style="list-style-type: none"> <li>People from our community are highly qualified but when it comes to good job offers and interviews, communication has played as a big barrier. This does not mean they do not know English but may be the pronunciation is an issue etc, so the interviewer perceives differently.</li> </ul>		✓		
<ul style="list-style-type: none"> <li>Interpretation and translation services – In order to communicate effectively, services need to have appropriate interpretation and translation services in place, publicising them and training staff in their use.</li> </ul>	✓	✓	✓	



## **UPDATE ON EMBRACING DIVERSITY: A MULTI-AGENCY HATE CRIME STRATEGY FOR THE CITY OF YORK**

Embracing Diversity: A multi-agency hate crime strategy for the City of York was approved by the Safer York Partnership (SYP) Board in April 2013. Until August 2014, delivery of the strategy was overseen by a Hate Crime/Prevent Co-ordinator working within the Community Safety Team. However, following a restructure earlier in the year, it was agreed that the delivery of strategy and ownership of the hate crime agenda would sit within the newly established multi-agency Anti-social Behaviour Hub.

The overarching strategic aim of the strategy is to stop hate crime occurring through a programme of hate crime prevention and where it does occur, to respond in a timely way that addresses its impact on victims and the wider community. Within that remit, the following objectives were included in the strategy.

### **Raise Awareness of hate crimes to aid prevention**

When the strategy was launched, extensive work was undertaken with the voluntary sector support services and local media to raise awareness of hate crime. This has been undertaken in conjunction with North Yorkshire Police, North Yorkshire County Council and the seven districts within North Yorkshire to ensure a consistent approach is taken within the sub-region. Work has been undertaken with key agencies to develop multi-agency awareness training and this has now been delivered.

The decision was taken not to develop a multi-agency strategic delivery group as the needs of specific groups in relation to hate crime can be very specific. Instead, work has been undertaken to develop strong links with the relevant voluntary sector support agencies and to work through the overarching anti-social behaviour structure to bring together both statutory and voluntary sector understanding.

Operational links have been established between the anti-bullying steering group and the ASB Hub.

An extensive re-vamp of the Safer York Partnership website is about to be undertaken which will significantly improve the way members of the community can access support and get information on hate crime and how to report it.

Posters and leaflets have been widely disseminated across the city, explaining how to report hate crime. An audit of voluntary groups was developed as part of the consultation process which led to the development of the strategy and contacts with these groups established.

A hate crime pack containing posters, leaflets and reporting forms was agreed with North Yorkshire County Council and North Yorkshire Police and has been widely disseminated.

### **Make it easier for people to report hate crime**

Communities of interest have been consulted to ensure that processes are acceptable and this has been signed off by the EAG. Part of this process included mapping and publishing a simple flowchart that detailed how to report hate crime and how it would be dealt with.

Media work is ongoing with periodic campaigns to raise awareness on hate crime reporting. This will form part of the communication strategy for Safer York Partnership and will be refreshed when the new website goes live. Work has been undertaken with the statutory and voluntary sector to develop hate crime reporting processes as part of the development of the hate crime packs. Awareness and training has been undertaken with a wide range of organisations.

A network of 13 reporting centres has been established. However, it is very rare that reports are received from these centres with the majority of incidents being reported directly to the police or the local authority.

### **Improve the support available to victims of hate crime**

Work has been undertaken with voluntary sector support services to ensure that there is wide understanding of the support that is available to victims. Hate crime has featured as a priority within North Yorkshire Police with regular information provided on the force intranet about how to deal with reports of hate crime. Hate crime is included within the remit of the anti-social behaviour hub and forms part of the risk assessment process where repeat and/or particularly vulnerable victims can be identified, discussed on a daily basis and action plans put into place. The Hub also runs the multi-agency problem solving (MAPS) process which includes the ability to convene a hate crime panel should the need arise.

Links have been established with the relevant support groups to ensure that information on their services can be made available to victims of hate crime through the ASB Hub.

Work has been undertaken as part of the establishment of the ASB Hub to embed hate crime within its victim centred approach.

### **Improve data capture and develop a more accurate reflection of the extent and breakdown of hate crimes and incidents**

Data capture on hate crime is still poor and it is estimated that it is still very much under reported. Whilst support agencies can give anecdotal evidence of incidents occurring, there are very few formal reports received. The level of hate crime in 2013-14 was 98 crimes. This was three more incidents (3% change) than the previous year. The pattern has followed a similar trend to previous years with the majority of incidents being of a racial nature and with small clusters of incidents centred on taxi services and late night refreshment establishments.

Breakdown of hate crime by ward and type has now been included in reports to the Safer York Partnership Board. Whilst it is possible to map this data, the level of incidents and spread across the city (with the exception of late night economy related incidents in the city centre) does add value to the availability of raw data.

As part of the development of the ASB Hub, work has been undertaken with North Yorkshire Police to ensure that repeat/vulnerable victims of hate crime are included in wider work to identify vulnerable victims of ASB. Hate crime has not been the subject of a dedicated thematic forum to date but has featured in workshop discussion on ASB more generally at the annual Crime Summit.

Jane Mowat

Head of Community Safety, City of York Council

September 2014

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Theme	Frontline Channels					Secondary Channels					Council Team
<b>Equalities</b>	Equality Advisory Group - public participation	Meet the Director	Meet the Leader			Equality Advisory Group	Meet the Director	Meet the Leader	Scrutiny Reviews	Welcoming City Task Group	Communities & Equalities (C&E)
<b>Health &amp; Wellbeing</b>	Inclusive Sports										SAL
<b>Planning</b>	Planning Panels					Community Forums	Parish Councils				C&E
<b>Customer Services</b>	Customer Contact Centre										Customer Services
<b>Volunteering</b>	Volunteering										C&C
<b>Housing / Tenants</b>	Residents Associations	Estate Walkabouts	Tenant Panels	The Federation	Face to Face: Estate Manager						Housing / C&E
<b>Various</b>	Annual Residents' Survey										Policy
<b>Local Democracy</b>	Residents Forum	Face to Face: Community Involvement Officer	Contact Ward Cllr								C&E
<b>Young People</b>	Youth Council										Youth Support Services
<b>Various</b>	Citizens Panel										Marketing & Communications
<b>Local Democracy</b>	Council Meetings - public participation	Face to Face: Ward Cllr	Petition the Council			Participation in Local Democracy	Becoming a Cllr	Scrutiny Reviews			Democratic Services
<b>Innovation</b>	Genius										Performance
<b>Transformation</b>	Transformation Programme					Re-wiring Council Website Focus					Policy & Performance
<b>All</b>	Social Media Channels	Council Website	Ward Twitter	Council Twitter							Various

**Communities of Identity**

1. Age (0-100)
2. Carers (of older and disabled people)
3. Disability (blind, learning disability, deaf, physical disability)
4. Gender (male / female)
5. Gender Reassignment (transgender)
6. Pregnancy/Maternity (before /after baby)
7. Marriage & Civil Partnership
8. Race
9. Religion, belief (different faiths: christian, hindu, muslim etc)
10. Sexual orientation (gay, lesbian, bi-sexual, questioning)

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**Corporate & Scrutiny Management Committee**  
Report of the AD Governance & ICT

**10 November 2014**

**New Arrangements for Petitions**

**Summary**

1. This report provides details of the new arrangements agreed by Council in October 2014 for dealing with petitions received by the Authority. It sets out the role of this Committee in those arrangements and specifically asks Members to consider those petitions received since the new arrangements were put in place.

**Background**

2. At a reconvened meeting of the Audit and Governance Committee on 2 October 2014, the Committee agreed and recommended to Council some new arrangements for dealing with petitions received. Those arrangements were approved by Council on 9 October 2014. In order to ensure some scrutiny of the actions taken in relation to petitions received either by Members or Officers, it has now been agreed for details of and actions relating to those petitions to be considered by this Committee.
3. Full Council also agreed to amend this Committee's terms of reference to enable it to consider petitions in accordance with the new arrangements. Details of the Committee's terms of reference as now revised are attached at Annex A for information.

3. **The Process**

Details of the new arrangements and process for responding to petitions are set out in Annex B to this report, together with a range of potential options available to the Committee in considering petitions. Those options are not meant to be exhaustive and the key message to scrutiny being that Audit & Governance Committee considered those to be a starting point and by way of suggestion only.

## **Schedule of Petitions Received**

4. Attached at Annex C is a schedule of petitions received to which the new arrangements apply. Ultimately, this schedule will become a database into which staff across the Council can enter the appropriate receipt and action details. That will ensure much more accurate coverage of petitions received within the Council. Discussions are taking place with our IT (Information Technology) Department about the best way to achieve this. Naturally, there has not been time since the Council Meeting in October to bring that together. So, the attached schedule provides details of petitions received to date made known to Democratic Services at this stage. It includes details of any actions taken by officers or Members since the petitions have been received.
5. This Committee will receive a schedule of petitions received and any action taken in this way at future meetings, as and when petitions are received.
6. Members are asked to note that some petitioners will wish to attend the meeting to speak and present their petition.

## **Next Steps**

7. The Committee now needs to consider the petitions and actions taken, where applicable and consider what it might like to do or recommend next, if anything. If Members feel that appropriate action has already been taken or is planned, then no further consideration by scrutiny may be necessary. As highlighted in Annex B, some of the possible options for Members in relation to the petition details give in Annex C are:
  - Request a fuller report in particular cases and might be expected to do so when a petition has received substantial support.
  - Note receipt of the petition and the proposed action.
  - Request a more detailed report on the matter.
  - Ask the relevant decision maker or the appropriate Cabinet member to attend the Committee to answer questions in relation to it.
  - Undertake a detailed scrutiny review, gathering evidence and making recommendations to the decision maker.

- Put the matter forward to be considered as a potential topic for a future scrutiny review.
  - Refer the matter to Full Council where its significance requires a debate in that forum.
8. Following this meeting, the lead petitioner will be kept informed of this Committee's consideration of their petition, including any further action Members may decide to take.

### **Consultation**

9. All Groups have been consulted throughout the process of considering more appropriate ways in which for the Council to deal with and respond to petitions. That consultation resulted in consideration of a report by Audit & Governance Committee, which, in turn, made recommendations to Full Council to bring about this change.

### **Options**

10. Members have a range of options before them in relation to their consideration of these petitions. These are set out above in paragraph 7.

### **Implications**

11. There are no known legal, financial, human resource or other implications directly associated with the recommendations in this report. However, depending upon what, if any, further actions Members agree to there may, of course, be specific implications for resources which would need to be addressed.

### **Risk Management**

12. There are no known risk implications associated with the recommendations in this report. Members should, however, assess the reputational risk by ensuring appropriate and detailed consideration is given to petitions from the public.

## Recommendations

13. Members are asked to:

- (i) note the change in the Committee's terms of reference to enable it to consider petitions received by the Council;
- (ii) consider the petitions received so far as set out in Annex C and agree an appropriate course of action in each case;
- (iii) report its actions and findings in relation to these petitions to Full Council as required by the new arrangements

Reason: To ensure the Committee carries out its new requirements in relation to petitions.

## Contact Details

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### Chief Officer Responsible for the report:

Andrew Docherty  
AD Governance & ICT

Wards Affected:

Report Approved  Date 4 November 2014  
All

**Background Papers:** None

### Annexes:

Annex A – Committee's Terms of Reference, as amended  
Annex B - New arrangements and process for responding to petitions  
Annex C - Schedule of petitions received to which new arrangements apply

## Revised Terms of Reference Corporate and Scrutiny Management Committee

10.1 The functions of the Corporate and Scrutiny Management Committee are:

No.	Delegated authority	Conditions
1	<p>To oversee and co-ordinate the work of Scrutiny Committees. This will include:</p> <ul style="list-style-type: none"> <li>• Allocating responsibility for issues which fall between more than one Scrutiny Committee;</li> <li>• Allocating, in consultation with the Chair/Vice-Chair, urgent issues to be considered by an appropriate committee (including ad-hoc scrutiny committee), as may be necessary;</li> <li>• Reviewing progress against the work plans of the Overview and Scrutiny Committees, as may be necessary and receiving bi-annual updates from Chairs of those scrutiny committees, as required;</li> <li>• Receiving periodical progress reports on specific scrutiny reviews, as requested;</li> <li>• Considering and commenting upon any final reports arising from completed reviews produced by the Overview and Scrutiny Committees as required.</li> </ul>	Subject to budget and resource availability
2	To consider any decision “called in” for scrutiny in accordance with the Scrutiny Procedure Rules as set out in Part 4 of this Constitution and to question any Cabinet Member in relation to decisions made, as may be required.	
3	To exercise the powers of an overview and scrutiny committee under section 21 of the Local Government Act 2000 and to promote a culture of continuous improvement across all	

<b>No.</b>	<b>Delegated authority</b>	<b>Conditions</b>
	corporate, strategic and business services through developing, challenging and reviewing those services.	
4	To provide an annual report to Full Council on the work of the Overview and Scrutiny function.	
5	To consider and recommend to Cabinet an appropriate budget to support undertaking scrutiny reviews as part of the Council's budget setting process and to manage the overall allocation of any such budget.	
6	To periodically review the overview and scrutiny procedures to ensure that the function is operating effectively and recommend to Council any appropriate constitutional changes relating to the scrutiny structure or procedural rules.	
7	<i>To receive details of petitions received by the Council in line with the Council's published arrangements and responses or proposed responses to those petitions. To consider using its powers as a scrutiny committee to support the Council in responding appropriately to issues raised by such petitions and, in so doing, to promote public engagement.</i>	

## **Arrangements for Handling Petitions Once Received by Council**

### **Process**

- 1 Corporate and Scrutiny Management Committee (CSMC) will receive details of petitions received by Council, Members and Officers (including e-petitions)
- 2 The petitioner to be notified, within five working days, of how the petition is being handled
- 3 All petitions, containing more than ten signatures, will be added to a new Council database
- 4 The Cabinet Member will have the option to consider the petition prior to a CSMC meeting
- 5 A report will be presented to Full Council detailing the petitions that have been considered by the Committee and the action taken in response.

### **Options for Corporate and Scrutiny Management Committee**

These could include:

- The Chair, in advance of the meeting, or the Committee itself could request a fuller report in particular cases and might be expected to do so when a petition has received substantial support.
- Simply noting receipt of the petition and the proposed action.
- Requesting a more detailed report on the matter.
- Asking the relevant decision maker or the appropriate Cabinet member to attend the Committee to answer questions in relation to it.
- Undertaking a detailed scrutiny review, gathering evidence and making recommendations to the decision maker.
- Putting the matter forward to be considered as a potential topic for a future scrutiny review.
- Referring the matter to Full Council where its significance requires a debate in that forum.

**Public Participation**

The normal public participation rules will apply at meetings of the Corporate and Scrutiny Management Committee allowing members of the public to speak for up to three minutes in relation to a petition on the agenda. The Committee would though have greater flexibility to ensure enhanced public involvement.

Options might include:

- inviting the petitioner to deliver a presentation
- the submission of other evidence or identification of witnesses that the Committee could ask to attend.



Petition Details	Petition Type	No of Signatures (Approx)	Responsible Officer	Decision maker (e.g. Cabinet Member, Director)	Date of Consideration	Action Agreed	Date of Consideration by CSMC & Outcome
<b>Peter Hill Drive, Clifton</b> – request to block the road at one end due to speeding vehicles on the road	Hard copy presented to Council, 09-10-14 (Cllr Douglas)	65	Richard Bogg, Highway Development Manager - Network Management T: 01904 551426	Cabinet Member for Transport	11-12-14 Public Decision Session		10 November 2014
<b>Burton Stone Community Centre</b> – concern that the Council’s changes a the Centre will not cater for the continuation of the York Coronary Support Group’s exercise classes	Hard copy presented to Council, 09-10-14 (Cllr Douglas)	115	Andrew Laslett, Operations Manager T: 01904 553370	Cabinet Member for Health & Community Engagement	27-11-14 Public Decision Session		10 November 2014
<b>South Bank Avenue</b> – breaking of the 20mph speed limit on the road and request for implementation of traffic calming measures	Hard copy presented to Council, 09-10-14 (Cllr Gunnell)	63	Simon Parrett, Transport Policy and Modelling Manager T: 01904 551631	Cabinet Member for Transport	11-12-14 Public Decision Session		10 November 2014

<p><b>Site H30 – Land between The Village and the railway line,</b> objection to the inclusion of the site in the draft Local Plan</p>	<p>Hard copy presented to Council, 09-10-14 (Cllr Reid)</p>	<p>150</p>	<p>Martin Grainger, Head of Planning and Environmental Management T:01904 551317</p>	<p>When the Local Plan is submitted to the Secretary of State for examination one of the documents submitted alongside the plan will be a statement of consultation. Any petitions received to the Plan process will be included within this document to which Cabinet and Full Council will have final sign off, prior to the Plan being sent to government.</p>	<p>TBC</p>		<p>10 November 2014</p>
<p><b>Walmgate/Navigation Road</b> – call on Council to extend the rollout of the 20mph limit to the Walmgate/Navigation Road area before the end of 2014</p>	<p>Hard copy presented to Council, 09-10-14 (Cllr D’Agorne)</p>	<p>230</p>	<p>Simon Parrett, Transport Policy and Modelling Manager T: 01904 551631</p>	<p>Cabinet Member for Transport</p>	<p>11-12-14 Public Decision Session</p>		<p>10 November 2014</p>

<p><b>York Deaf Society</b> – petition the Council and the Charity Commission to investigate the funding provided to the York Deaf Society, the lack of access to the Social Club and services provided by the Society to the wider deaf community in York and the current management within the Society</p>	<p>Hard copy presented to Council, 09-10-14 (Cllr Barnes)</p>	<p>300 approx</p>	<p>Gary Brittain Commissioning &amp; Contracts Manager  T: 01904 554099</p>	<p>Cabinet Member</p>	<p>18-11-14</p>	<p>Adult Social Care Commissioning team meeting Jorvik Deaf Connections to discuss aspects of the concerns on 18-11-14. Officers have also briefed the Cabinet Member for Health and Community Engagement.</p> <p>The Council is however unable to comment or investigate some aspects raised within the petition but is able to give a summary of the services provided by the Society at present.</p>	<p>10 November 2014</p>

<p><b>Castlegate</b> - Review the decision to remove the provision of holistic information, support and counselling for young people 16-25 in York, provided by Support Workers, Careers Advisors and Counsellors at Castlegate</p>	<p>Online change.org Link attached: <a href="http://www.change.org/p/james-alexander-review-the-decision-to-remove-the-provision-of-holistic-information-support-and-counselling-for-young-people-16-25-in-york-provided-by-support-workers-careers-advisors-and-counsellors-at-castlegate">http://www.change.org/p/james-alexander-review-the-decision-to-remove-the-provision-of-holistic-information-support-and-counselling-for-young-people-16-25-in-york-provided-by-support-workers-careers-advisors-and-counsellors-at-castlegate</a></p>	<p>1,600</p>	<p>Jon Stonehouse, Director of Children's Services Education and Skills T: 01904 553798</p>			<p>Decision of Cabinet (09-10-14) called in to CSMC (Calling-In) meeting, 31-10-14. Referred back to Cabinet (Calling-In) meeting on 25-11-14</p>	<p>10 November 2014</p>
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**Corporate & Scrutiny Management Committee**  
Report of the AD Governance & ICT

**10 November 2014**

**Update on Corporate Scrutiny Review ‘Supporting Older People’**

**Summary**

1. This report provides an update on the progress with the agreed corporate scrutiny review on Supporting Older People, and asks Members to note the planned way forward.

**Background**

2. At a meeting in June 2014, this Committee agreed a theme for this year’s corporate scrutiny review, following the discussion at the Annual scrutiny work planning event held in May 2014.
3. The Committee tasked the individual scrutiny committees with identifying a suitable review remit (in line with their particular terms of reference) that would support the agreed theme of ‘Supporting Older People’. They also asked that the reviews all be concluded by the end of February 2015, ready for presentation to this Committee at its meeting in March 2015, to allow sufficient time for this Committee to consider the findings for each and agree an overall set of recommendations.

**Progress to Date**

4. In late July 2014 the **Economic & City Development Overview & Scrutiny Committee** agreed the following aim and objectives for the contribution to the corporate review and appointed a Task Group to carry out the work on their behalf:

Aim

To ensure the city is adopting the most appropriate strategies to enable those older people who want or need to be in employment or otherwise actively engaged in the life of the city, to do so, thereby increasing opportunities for employers in the city and the city as a whole to benefit from the experience and expertise of older people.

Objectives

- (i) To consider national best practice for identifying the support requirements of older people who are actively seeking work.
  - (ii) Identify national best practice and examples of good practice in York for attracting and retaining older people in employment.
  - (iii) Identify the challenges/barriers for businesses and support providers in the city.
  - (iv) Establish any unmet demand needs in York.
5. The Task Group met for the first time in September 2014, to appoint a Chair and to receive some initial information in support of their review. A further meeting was planned with the intention of inviting a number of representatives from outside organisations, but this was delayed due to the changes in the parent committee which affected the make-up of the Task Group.
  6. The changes to the committee membership have recently been formalised and at it next meeting they will be deciding the make-up of the Task Group. Whilst officers are continuing to gather information in support of the review, the Task Group have yet to progress their work, although they have been invited to a future Experience Works 50+ event. These delays mean the review is unlikely to be concluded by the end of this municipal year.
  7. In July 2014 the **Health Overview & Scrutiny Committee** agreed a Task Group to carry out their review contribution to the corporate review. Task Group met in late October 2014 for the first time to discuss a number of topic proposals but agreed that they needed to consider the services currently available across the city before agreeing their topic, and therefore agreed to meet with a number of outside organisations to help inform their review proposals.
  8. The Task Group will present their suggested review remit to a future meeting of the Health Overview & Scrutiny Committee before formally commencing work on the review. This approach means it will not be possible to complete the review by the end of February 2015 as required by this Committee.

9. In June 2014 the **Learning & Culture Overview & Scrutiny Committee** considered two proposals for their contribution to the corporate review, around 'Supporting and Encouraging Physical Activity including exercise, social activity and/or volunteering, and 'Improving Intergenerational Interaction', but were unconvinced that either suggestion was suitable for the committee to undertake
10. Instead they debated whether it would be possible to carry out their already agreed review on 'Disabled Access to York's Cultural Sector' in such a way that it would address the needs of older people, but expressed concerns about stigmatising people who were getting older and associating them with having a disability. Recognising that this approach would not do justice to either topic, they agreed not to contribute directly to this year's corporate review and instead to concentrate on their "Disabled Access to York's Cultural Sector" review before determining whether the recommendations from that review could benefit older people.
11. The **Community Safety Overview & Scrutiny Committee** was unable to identify a suitable topic contribution to the corporate review.

### **Analysis**

12. Bearing in mind the delays in commencing the two agreed reviews relating to older people, it will not be possible to conclude the required work before the start of the purdah period, and both Committees will therefore need to complete their work on those reviews in the new municipal year.
13. As a result, it would not be possible for this Committee to bring the findings from both reviews together and create a corporate review final report, before the commencement of the purdah period and the end of this municipal year.
14. Whilst it is recognised that the findings from those two reviews will complement each other, it is also true they will work equally well as two stand alone reviews.
15. Without a contribution from all the Overview & Scrutiny Committees, the 'Supporting Older People Scrutiny Review would be limited in any corporate recommendations it could make.

## Recommendations

16. Members are recommended to:

- i) Note the continuation of the two scrutiny reviews set out in paragraphs 4-8 above, related to the originally agreed corporate theme for this municipal year
- ii) Abandon the corporate scrutiny review identified for this municipal year.

Reason: To ensure there is no scrutiny review work undertaken during the purdah period.

## Contact Details

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### Chief Officer Responsible for the report:

Andrew Docherty  
AD Governance & ICT

Report Approved  Date 31 October 2013

Wards Affected:

All



**Background Papers:** None

**Annexes:** None



<b>Meeting Date</b>	<b>Corporate &amp; Scrutiny Management Committee Draft Work Plan for 2014-15</b>
23 June 2014 @ 5pm	<ol style="list-style-type: none"> <li>1. Attendance of the Deputy Leader – Update on Priorities &amp; Challenges</li> <li>2. Report on Possible Corporate Review Topic for 2014-15</li> <li>3. Report on Request to Change Terms of Reference of two Scrutiny Committees</li> <li>4. Workplan 2014/15 inc. verbal update on Equalities Scrutiny Review</li> </ol>
14 July 2014 @ 5pm	<ol style="list-style-type: none"> <li>1. Year-End Finance &amp; Performance Monitoring Report</li> <li>2. Scoping Report on possible Procurement Scrutiny Review</li> <li>3. Single Equality Scheme Year End Update and Emerging Single Equality Scheme Priorities</li> <li>4. Workplan 2014/15 inc. verbal update on Equalities Review</li> </ol>
8 Sept 2014 @ 5pm	<ol style="list-style-type: none"> <li>1. Bi-annual Workforce Strategy 2012-15 Monitoring Report</li> <li>2. Update on Refresh of Single Equalities Scheme inc. Introduction to focus areas relevant to CSMC</li> <li>3. Loans &amp; Grants Review - Update on Implementation of Recommendations</li> <li>4. Workplan 2014/15 inc. verbal update on ongoing scrutiny reviews</li> </ol>
10 Nov 2014 @ 5pm	<ol style="list-style-type: none"> <li>1. Feedback Report on progress with Single Equalities Scheme</li> <li>2. Community Engagement Review - Update on Implementation of Recommendations</li> <li>3. Equalities Scrutiny Review – Draft Final Report</li> <li>4. Report on Council Petitions</li> <li>5. Update on Corporate Scrutiny Review ‘Supporting Older People’</li> <li>6. Workplan 2014/15</li> </ol>
12 Jan 2015 @ 5pm	<ol style="list-style-type: none"> <li>1. Second Qtr Finance &amp; Performance Monitoring Report (to include workforce statistics)</li> <li>2. Procurement Overview Report inc. further options and alternatives identified by Rewiring Public Services Programme</li> <li>3. Scrutiny Support Budget Monitoring Report</li> <li>4. Workplan 2014/15 inc. verbal updates on any ongoing reviews</li> </ol>
9 March 2015 @ 5pm	<ol style="list-style-type: none"> <li>1. Bi-annual Workforce Strategy 2012-15 Monitoring Report</li> <li>2. Workplan 2014/15</li> </ol>
6 April 2015 @ 5pm	<ol style="list-style-type: none"> <li>1. Attendance of Deputy Leader – End of Year Update</li> <li>2. Attendance of Cab Mbr for Finance, Performance &amp; Customer Services– End of Yr Update</li> <li>3. Third Qtr Finance &amp; Performance Monitoring Report</li> <li>4. Older People Corporate Scrutiny Review – Draft Final Report</li> <li>5. Workplan 2014/15 &amp; Verbal update on any ongoing reviews</li> </ol>

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