
**Decision Session - Executive Member for
Culture, Leisure and Tourism**

23 October 2017

Report of the Assistant Director (Communities & Equalities)

Equality Objectives

Summary

1. This paper proposes updated equality objectives for the council.

Recommendations

2. The Executive Member is asked to agree the equality objectives set out in the annex to this report.

Background

3. The Council is required by the Equality Act 2010 to publish:
 - Equality objectives at least every four years
 - Relevant information which demonstrates compliance with the Equality Duty at least annually.

Updated objectives are now required.

4. In January 2015 a peer assessment was carried out by the Local Government Association (LGA) under the Equality Framework for Local Government (EFLG) which concluded that the City of York Council satisfied the criteria for the 'Excellent' level within the framework.
5. Since that time, the Council has continued its equality journey, working with the city's Fairness and Equalities Board to put in place the "Fairer York Strategy". This strategy represents our vision for an equal, inclusive and welcoming city, setting out what the city wants to achieve and how we can demonstrate the progress we are making. Key priorities to further equality within the city are established to ensure that everyone can enjoy the excellent quality of life our city offers. The strategy brings together key inequalities across a range of areas including jobs, skills, education, health and life circumstances, setting out the improvements we would like to see and expanding on the successful work already done to tackle inequality in the city.

6. The Fairer York strategy supports wider work in the city which has recently seen York declaring itself a “Human Rights City”, as well as achieving City of Sanctuary status. It also sits alongside service-led work to address inequality notably the Council’s Local Area Team model which is a multi-agency approach bringing partners together in a local area to address the needs of children and families, to prevent the escalation of needs, and to reduce inequality of outcomes for our communities across York.

The LGA Equality Framework

7. The LGA equality framework has five areas of performance:
- Knowing your communities
 - Leadership, partnership and organisational commitment
 - Involving your communities
 - Responsive services and customer care
 - A skilled and committed workforce
8. The feedback report provided by the assessment team highlighted the council’s strengths under each heading as well as those areas requiring further development. The development areas identified form the basis of the revised equality objectives proposed here.

Area of performance	Proposed Equality Objective
Knowing your communities	Better understand our diverse communities and their needs
Involving your communities	Strengthen community participation and influence in the decision making process
Responsive services and customer care	Improve customer experience to respond to people’s different needs
A skilled and committed workforce	Strengthen our position as an equal opportunities employer and service provider
Leadership, partnership and organisational commitment	Strengthen the Council’s leadership role in developing and sharing good practice

Consultation

9. The objectives proposed have been developed following

consultation with the city's Fairness and Equalities Board.

Options

10. It is open to the Executive Member to agree the objectives or put forward amendments to them.

Analysis

11. Further detail on the proposed objectives is attached at the annex. The objectives will help to ensure that the council plays its part in delivering on York's Equality Strategy: 'A Fairer York' and achieving its vision of an equal, inclusive and welcoming city where everyone can reach their own individual potential, can access opportunities and realise their aspirations, and are not limited because of who they are or where they live.

Future Reporting

12. The Council's 'Fairer York' scorecard will be further developed over time to reflect the new equality objectives. Reports on performance against the objectives will be brought back to the Executive Member.

Council Plan

13. The equality objectives further the Council Plan priority of being a council that listens to residents and its aims of celebrating and championing the diversity of our population and encouraging everyone to play an active role in the city.

Implications

14. There are no Finance, Human Resources, Legal, Crime and Disorder, Information Technology, Property or Other implications arising from this report.

Risk Management

15. In compliance with the Council's risk management strategy the main risks that have been identified in this report are those which could lead to the inability to meet business objectives (Strategic) leading to non-compliance with legislation (Legal & Regulatory), damage to the Council's image and reputation and failure to meet stakeholders' expectations (Governance). Measured in terms of impact and likelihood, the risk score has been assessed as "Medium" meaning that regular active monitoring is required.

Annex: Equality Objectives

Author:	Chief Officer responsible for the report:			
Charlie Croft Jan Kilmartin	Jon Stonehouse Corporate Director of Children, Education and Communities			
	Report Approved:	✓	Date:	9/10/17
Wards Affected:				All ✓