

Equality Objectives 2017:

1) Better understand our diverse communities and their needs

2) Strengthen community participation and influence in decision-making

Key Actions	Supporting Actions	Lead	Outputs / Outcomes
<p>Develop a community profile for the city, addressing data and intelligence gaps by involving people in the 'communities of identity' and marginalised groups.</p> <p>Develop the Community Voices approach, in partnership with York CVS, to:</p> <ul style="list-style-type: none"> • Work with our partner organisations / forums so we can collectively engage the people we all support to bring them together to get to know one another, learn more about their experiences, and stimulate ideas • Allow our communities to set their own agenda rather than telling them what to talk about • Bring a focus on the important topics and create opportunities to inform, engage and consult with 	<p>Gather and share community intelligence through the work of teams such as Communities and Equalities and the newly formed Local Area Teams.</p> <p>Continue to develop Ward Profiles.</p> <p>A refreshed Engagement Strategy with effective engagement tools so that communities are encouraged and able to participate in local decisions.</p> <p>Talkabout panel to be developed so that the feedback reflects the views of the city's diverse population including people in the 'communities of identity' and marginalised groups.</p> <p>Use the Better Decision Making Tool (BDMT) to capture our engagement with communities and to be mindful of the extent this represents the voice of people from the 'communities of identity' and marginalised groups. The BDMT is</p>	<p>Corporate Management Team</p> <p>Assistant Directors, Heads of Service Executive members</p>	<p>York has a community profile in the form of a 'living' document.</p> <p>Our Surveys – Talkabout Panel understand more about the communities who are participating in consultations and local decisions, so we know where there is more work to do.</p> <p>The consistency and quality of assessments resulting from the BDMT indicates that the process is embedded as part of decision making</p>

<p>partners, city leaders and a wider forum of people on one or more topics</p> <ul style="list-style-type: none"> • Create a supportive and positive environment, helping grow ideas into something real and enabling people to use their voice • Enable 'Community Voice Volunteers' to contribute to and influence the work of York's various strategic decision-making boards and to reflect back the views of Communities of Interest groups on topics of importance. • Work within a Human Rights framework reflecting York City of Human Rights declaration • Feedback to the Council's Executive and other statutory organisations in the city 	<p>embedded within the Council's project planning methodology 'All About Projects'.</p> <p>Service plans will demonstrate community involvement. The BDMT will be used for all Executive decisions and will be integrated into service plans.</p> <p>Training across the organisation to help managers and staff better understand the profile and needs of communities and strengthen their understanding of equalities and human rights.</p> <p>Co-ordination of Leading Together, SEE and other workforce groups across the council to engage them in delivery against the objectives.</p>		<p>across service areas.</p> <p>All service plans have an associated BDM tool assessment.</p> <p>A high level of staff awareness and skills related to community engagement, equalities and human rights.</p>
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3) Strengthen our position as an equal opportunities employer and service provider

4) Improve customer experience to advance equality and respond to people's different needs

Key Actions	Supporting Actions	Lead	Outputs / Outcomes
<p>Refresh HR policies and procedures and procurement procedures so our commitment to equalities and human rights is embedded in the way we recruit, and do business.</p> <p>Take positive “proportionate” steps to help remove the hurdles faced by sections of the community that are under-represented in the council workforce.</p> <p>Address gaps in equality data - have clear communication with staff about why we are asking for equality data and how it will be used.</p> <p>Ensure that our face to face and phone based resources focus on those customers with personal and more complex needs.</p>	<p>Use the Better Decision-Making Tool on HR policies to identify the impact on the ‘communities of identity’.</p> <p>Ensure that:</p> <p>Our digital infrastructure supports digital inclusion activity to support residents and businesses in accessing online resources and services.</p> <p>Free wifi supports access to services</p> <p>Our Communication Team and Strategic Intelligence Hub aid our engagement with, and understanding of, our residents and our data including a single view of customers.</p>		<p>Policies and procedures embed best practice and have clear commitment to advance equalities and human rights.</p> <p>Workforce profile (HR Digest) shows positive impact of policies and procedure.</p> <p>Data monitoring and evaluation is included in service plans.</p>

5) Strengthen the Council's leadership role in developing and sharing good practice

Key Actions	Supporting Actions	Lead	Outputs / Outcomes
Strengthen the Council's approach to achieving social value through procurement.	Placing an appropriate action in the Procurement Strategy Action Plan .	Director of Customer and Corporate Services	Commissioned and procured services improve the economic, social and environmental well-being of the area.
Develop and share best practice in the area of equalities and human rights	Re-shape the Fairness and Equalities board as a Human Rights Board which will be a forum to develop and share best practice in the area of equalities and human rights.		The Council and partner organisations have a growing understanding of best practice in equalities and human rights and increasingly use these approaches.