

Meeting of the Social Inclusion Working Group

14 January 2009

Report of the Director of People and Improvement

Equality and Inclusion Strategy and Single Equality Scheme 2009-12 - Approach and consultation

Summary

1. This report outlines the approach to the Council's Equality and Inclusion Strategy and Single Equality Scheme 2009-12 that follow on and update:
 - a. Pride In Our Communities, the Equality strategy and schemes 2005-8, and
 - b. the Single Corporate Equality Scheme for the period July 2008 to July 2009.
2. The report also outlines past and future consultation to offer the opportunity to people from the equality strands to influence the contents of the strategy and scheme 2009-12.
3. The report is for information and offers an opportunity for members to become familiar with the approach and contents of the strategy.
4. The first draft of the strategy and single equality scheme 2009-12 will be brought to SIWG for consideration and comments in spring 2009, before it is submitted to the appropriate Council decision making meeting for approval by summer 2009.

The Strategy

5. The Equality and Inclusion Strategy outlines the reasons behind and the way in which Council intends to use resources available to promote and embed equality and inclusion in its business and employment practice. The approach is substantially influenced by

legislation, inspection requirements and public sector quality standards.

6. The contents of the strategy are expected to cover:
 - a. Brief details of the national regional and local context within which the strategy and schemes will be developed including:
 1. The equality profile of our residents, service users and staff as available at the time of writing the strategy
 2. A statement of intent outlining Council strategic aims and objectives for equality and inclusion
 - b. Progress with equality and inclusion work in the Council for the period July 2005 to July 2009, including the work of SIWG
 - c. Involvement and consultation in developing the Single Equality Scheme, including identifying main issues that residents and staff from the Equality strands think the Council needs to focus on
 - d. Governance groups that will plan and deliver the strategy and single equality scheme by:
 1. Identifying and assessing Council functions and policies for relevance to equality and inclusion
 2. Conducting equality and diversity impact assessments and consultation on proposed policies
 3. Monitoring policies and practices for adverse impact on equality and inclusion
 4. Publishing the results of assessments, consultations and monitoring
 5. Making arrangements to ensure public access to information and services
 6. Ensuring Equality in employment and procurement practice
 7. Gathering evidence to measure performance based on an agreed performance management framework with targets and outcomes

The Single Equality Scheme

7. The Single Equality Scheme will list the actions that Council will take between July 2009 and July 2012 to ensure that gender, race, disability, sexual orientation, age and religion and belief equality and inclusion is promoted in its business and employment practices.
8. The Scheme will identify senior managers or groups of managers who will lead each action and the date by which the action should be completed. Its contents will be based on community engagement and consultation, the findings of Equality Impact Assessments (EIAs) of key Council policies and practices and the contents of plans of action that each Directorate will put in place a result of consultation, engagement and EIAs
9. There is a legal requirement for the Council to put in place and publish Equality scheme(s) for gender, race and disability. However, Council has a policy and is required by the bodies that inspect it and the Local Government Framework (the standard by which Equality and Inclusion work is evaluated in the public sector), to also have schemes in place for age, sexual orientation and religion and belief.

Consultation

10. Consultation and engagement that will inform the strategy and scheme includes:

Done

- Consultation and engagement undertaken to inform key Council policies and strategies that promote Equality and Inclusion and complement the Equality and Inclusion strategy -such as the Young People's Plan, Homelessness Strategy, Physical and Sensory Impairment Strategy
- Disability and Ethnicity conferences – June 2007
- The Changing Population of York Conference – Oct 2007
- SIWG Chair and Vice Chair community “surgeries” - Oct 2007 to March 2008
- SIWG Development Day– Feb 2008
- The Disabled People Together Day – March 2008
- SIWG/OPA survey – June 2008
- SIWG/Interfaith Forum survey – August 2008
- YREN Open Forums – On going
- York College students 1-2-1 with Equality and Inclusion Manager – May 2008

- Feedback from staff: International Women's Day 2008; Dead Ernest June 2008
- SIWG Disabled People Together Day – March 2008
- Meeting with the CVS Chair and CEO – October 2008
- SIWG EIAs Fair: Help us to get it right Day – Nov 2008
- The Place Survey – January 2009

In progress

- Gender groups community research undertaken by the National Management Trainee placed with the Equality and Inclusion Team – by early summer 2009
- Staff Equality reference groups – the first group will meet in January 2009
- Staff survey 2009 – March 2009
- SIWG Development Day – February 2009
- Profiled Equalities data will be available from a number of recent and upcoming surveys, i.e. Place Survey, Housing Tenants Survey, Cycle Survey, etc.

To do

- 1-2-1s with groups which are engaged in the SIWG but have not undertaken membership surveys funded by SIWG – by early spring 2009
- A targeted Residents Survey (depending on staff capacity and costs) - asap
- SIWG to consider and comment on draft strategy and scheme – May 2009

Corporate Priorities

11. The strategy and schemes will contribute to all corporate priorities including service and organisational development and improvement and SIWG objectives.

Implications

12. These are as follows:
 - **Financial** – None
 - **Human Resources (HR)** – None

- **Equalities** - The strategy and single equality scheme will help the Council achieve its equality and inclusion aims and objectives
- **Legal** - None
- **Crime and Disorder** - None
- **Information Technology (IT)** - None
- **Property** - None
- **Other** - None

Risk Management

13. N/A

Recommendations

14. To note the report

Reason: To inform members about the development of the equality and inclusion strategy and schemes 2009-12.

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report:
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Report** **Date** 5-01-09
Approved

Wards Affected:

All

For further information please contact the author of the report