

# Corporate Fairness and Inclusion Strategy and Single Corporate Equality Scheme





## Word list

### Audit Commission

An independent watchdog which checks on public services to make sure services are doing a good job.

### Consultation

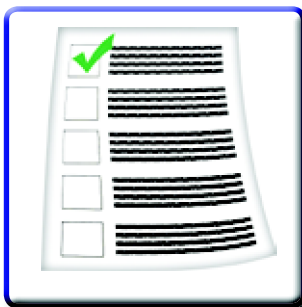
A way of finding out what people think.

### Corporate Engagement Strategy

A big plan to help the council find out what people want and tell people about services.

### Equality Framework for Local Government

Actions that all councils have to follow to make sure they meet equality law and best practice



### Equality Impact Assessments

A way of checking how a service or policy might affect groups of people in the equality strands.

### Equality Scheme

Actions to make sure no-one is excluded from council services and employment because of their gender, age, race, sexual orientation, disability or religion and belief.

### Equality Strands

These are people grouped by their gender, age, race, sexual orientation, disability or religion and belief. We aim to make sure that people are not treated unfairly because of these things.

### Fairness and Inclusion

Making sure that people are treated fairly and get the support they need to take part in the community.



### Partners

The groups we work with in the private, public, community and voluntary sectors.

## Sexual Orientation

Whether a person is gay, lesbian, straight or bisexual.

## Strategy

This is a big plan - which usually lasts for several years.



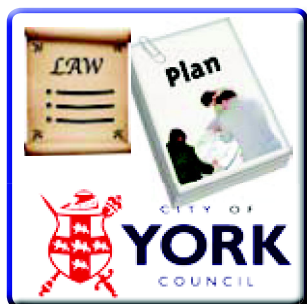
## What's in this booklet?

- About the council
- What are 'fairness and inclusion'?
- Why 'fairness and inclusion'?
- Who lives in York? What is life like in the city?
- Making the lives of people from the equality strands better, in York – main actions from July 2009-2012: (The Single Corporate Equality Scheme 2009-12)
- Who will make sure the strategy and scheme happen?
- How will we know the strategy is working?
- Tell us what you think



## About the Council

The council is made up of many different services. Each of these must meet different needs, laws and ways of working.



The Fairness and Inclusion Strategy and the Single Corporate Equality Scheme 2009-12 will make the way we work more consistent **across the council**. They put disadvantaged people **first** when we plan and deliver our services.



## What are 'fairness and inclusion'?

They are about **treating people in line with their needs** and making sure people do not get worse services and jobs because of their:

- Gender
- Disability
- Race
- Age
- Religion and belief
- Sexual orientation



## Why fairness and inclusion?

Because it is important to:

- People who live in the city - because it makes their lives better
- Councillors and council staff working with partners in the private, public, community and voluntary sectors. They all have said that:



"We will do our best to make sure that all citizens, regardless of race, age, disability, sexual orientation, religion or belief or gender, feel included in the life of York. We will help improve prospects for all, tackle poverty and exclusion, and make services and facilities easy to access."



- To do as Equalities law asks. It protects people who may suffer discrimination because of their gender, disability, race, age, religion and beliefs or sexual orientation. These are the called the **equality strands**.

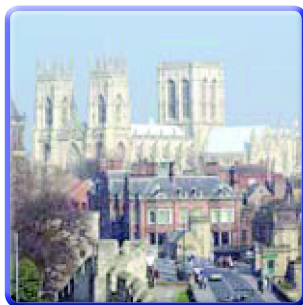


The law says the council must be **fair and inclusive** in services and jobs. It also says that the council must promote fairness and inclusion in the community it serves and the organisations it works with. It asks the council to set up action plans to show how it will meet equalities law.



- **The people who inspect us.** They work for the **Audit Commission** and check that the council is doing a good job. They expect us to do everything we can to meet the needs of groups of people in the equality strands so everyone has equality of opportunity when using our services or working with us.

They also expect the council to spend money wisely, where it will help as many people from the equality strands as possible, or groups of people from the equality strands that are particularly vulnerable.



## Who lives in York? What is life like in the city?

To write this strategy, we first thought about who lives in York and what life is like in the city.

A mixture of people live in York.

If only 100 people lived in York in 2001:

- **91** would class themselves as White British and **9** as Black and Minority Ethnic
- **52** would be women, **48** would be men
- **41** would be over **45** years old; **23** would be under 19 years old
- About **5** would have different sexual orientations
- **17** would have no faith or belief; **76** would, with about **74** of them saying they were Christian
- **17** would have long-term illness



## More about York

York's population is growing. There are more women, older people and Black and Minority Ethnic groups.



People from different religion and belief backgrounds, and the Lesbian, Gay, Bisexual and Trans communities are asserting their identities and needs more.

York is a 'well off' city with small areas where people are not so well off. In comparison to other people who live in York, they often face poor education, health and job prospects.

## Difficulties people face in the city

Over two years, we asked groups of people from the equality strands to tell us about difficulties they face in the city. This is what they told us:



- Difficulty in **accessing information, services and jobs**
- Possibly unfair treatment in services and jobs
- **Feeling safe in the community**
- **Bullying and harassment** in services and jobs
- **Isolation.** There is a need for support networks and places for people to meet.



**Bullying and harassment**

The Council will think about what to do about these issues every time it plans and delivers what it does. Officers and councilors will also ask:



- Does what we are doing or planning to do lead to people from the equality strands being treated unfairly? What can we do about this?
- Does it make it harder for them to get services or jobs? What can we do about this?
- Does it make them feel safe, welcome and included in the council and in York? If so, can we do these things in other work we do?



[www.york.gov.uk](http://www.york.gov.uk)

This process of thinking and acting is called an **Equality Impact Assessment (EIA)**. We do many Equality Impact Assessments a year and the action we need to take is published on our web site every year.

## **Making the lives of people from the equality strands better in York**



Below are the main actions that we have planned from July 2009 to July 2012. They will help us to make the lives of people from the equality strands better. These actions make up our **Single Corporate Equality Scheme**.

### **Theme 1 - Know the community**

The lives of people in York are affected by their differences in terms of gender, age, disability, race, religion or belief and sexual orientation.

Knowing our community is about:



- collecting **information and feedback** to help understand differences within and between groups in York
- looking at issues that affect people's lives. These are things like access to services, health, education, community safety and access to jobs.
- making sure that we reach all parts of our community and listen to what different groups tell us about their lives.

## Theme 2 - Leadership, partnership and commitment



Vision and commitment to fairness and inclusion are key to making people's lives better.

Our councillors are important in this. They know about different groups in the community.

Our managers and staff will work in partnership with these groups.

They will work with others to look at:



- how our money is spent.
- fairness and inclusion in how we buy goods and services and how we give grants.
- involving people from the equality strands in planning and delivering services and checking how good services are.

## Theme 3 – Engaging with people from the equality strands



We need to recognise people's different needs, situations and goals. To do this we need to take away the barriers that limit what people can do and be.

Equality law says that the council must engage with people from protected groups - particularly vulnerable people.



[www.york.gov.uk/  
council/community\\_  
eng](http://www.york.gov.uk/council/community_eng)

Find out more in our **Corporate Engagement Strategy** please have a look at: [www.york.gov.uk/council/  
community\\_eng](http://www.york.gov.uk/council/community_eng)

We will work with vulnerable groups through our **Social Inclusion Working Group** and our **Staff Equality Reference Group**. Both these groups have people from all six equality strands in them. They aim to include people in making our services better.





## Theme 4 – Providing responsive services

All services must take into account the needs of people from the six equality strands.

We will look at how services and decisions by the council or partner organisations affect people from the equality strands. This is to make sure that we don't treat them unfairly.

This is called carrying out an **Equality Impact Assessment**.



[www.york.gov.uk](http://www.york.gov.uk)

Each year these will be put on the council's web site at: [www.york.gov.uk](http://www.york.gov.uk).

Each assessment will lead to action plans. These will be part of our service plans.

## Theme 5 – Having a diverse workforce

The make-up, skills, commitment and understanding of our workforce are important. They make a big difference to how we deliver fair and inclusive services.

This means we will set up a **Workforce Strategy**.

This will have clear equality aims. It will take into account our local labour market and barriers that people from the equality strands face in getting jobs.

We will also make sure that:

- we check the way we work to see how it affects equality
- our training deals with equality
- all staff are treated with respect in the workplace.





## Theme 6 - Acting in each business area

The council has several business areas called “**Directorates**”.

Each of these will put in place their own **Fairness and Inclusion Action Plan** for 2009-12.

These will be called **Directorate Single Equality Schemes**.



### Who will make sure the strategy and scheme happen?

Councillors who make up the council executive and very senior managers who make up the council management team will make sure they happen.

Our **Social Inclusion Working Group** and **Staff Equality Reference Group** will give them advice.

All councillors, staff and partners will help make sure that fairness and inclusion are at the heart of everything the council does.

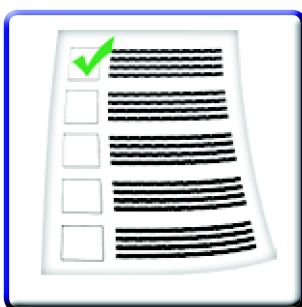


### How will we know the strategy and scheme are working?

Every year we will check progress with our single corporate equality scheme and publish how we are doing on the internet.

We shall also check whether people from the equality strands get better results from what we do and we will tell everyone what we find.

To help us do this we shall use the **corporate fairness and inclusion scorecard**.



This has four parts:



- 1 Whether we have made progress in meeting the targets we have set locally using a list of **national performance indicators**.

They are about equality and inclusion across the city and the whole council, for example about increasing the numbers of people supported to live independent lives.



- 2 Whether we have made progress in meeting targets set locally, using a list of **local performance indicators** set by the council. These are things like how many women and Black and Minority Ethnic officers have senior jobs in the council.

- 3 The level of the Equality Framework for Local Government reached by **the council as a whole**.

- 4 Completing a programme of **Equality Impact Assessments** every year. Making sure that actions from past assessments are put in our service plans.

We will ask for feedback from the **Social Inclusion Working Group** and our **Staff Equality Reference Group** about how we are doing.



## Tell us what you think

We wrote this strategy and scheme after we had involved and talked with lots of people and groups.

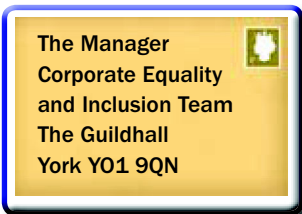
We will look at the strategy and scheme each year. This is because our city, the council and the environment are always changing.



[equalities@york.gov.uk](mailto:equalities@york.gov.uk)

Email your views to [equalities@york.gov.uk](mailto:equalities@york.gov.uk)

You can write to:



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Corporate Equality and Inclusion Team  
The Guildhall  
York YO1 9QN

**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)

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

Bu bilgiyi kendi dilinizde almanız mümkündür. (Turkish)

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