

Terms of Reference

The Fairness and Equalities Board is a partnership made up of private, public and voluntary sector representatives working together to create a fairer York, which celebrates diversity and ensures that our respective workforces reflect the community in which we live.

Members: -

- **Voluntary Sector:**
 - One person to be appointed by the Voluntary Sector Strategic Forum
 - One person to be co-opted by the board
- **Specialist organisations representing people from the protected characteristics:** Two people to be co-opted by the board
- **Higher York:** One person to be appointed by Higher York
- **Joseph Rowntree Foundation:** One person to be appointed by JRF
- **City of York Council Cabinet Member(s):** Ex officio
- **Businesses / Employers:**
 - One person to be appointed by the HR Directors Group
 - Two people to be co-opted by the board
- **Members without portfolio:** Up to 4 people to be co-opted by the board

Vision:

To ensure that the principles of the Fairness Commission are advanced, and that:

- York has good community relations and that people and groups get on well together;
- Equality of opportunity is increased and everyone can prosper and flourish;
- The city's workforce is reflective of our community.

Priorities 2013/15:**1. A fairer York – narrowing the gap in equality outcomes**

- To maintain an overview of progress being made to better use data to understand the issues and challenges faced by communities of identity and to use this to narrow the gap in equality outcomes.

2. Respecting and celebrating diversity

- To create more opportunity to celebrate through multi-cultural and multi-faith initiatives.
- Help faith communities to increase access to appropriate facilities and places of worship.

3. An enabling, positive diverse workforce

- To increase corporate social responsibility amongst the city's employers.
- To build social factors into citywide procurement and contracting processes.

Actions / Measures of success

Priority	Action / Measures
1. A fairer York – narrowing the gap in equality outcomes	Increase the number of jobs for young people and disabled people and the routes into them through training and apprenticeship schemes. (Learning Partnership)
	Reduce the number of young disabled people not in education or training (NEET). (Learning Partnership)
	Increase the number of women in employment, especially full time employment. (Economic Partnership)
	Increase the educational attainment of looked after children and Gypsy and Traveller children.

	(Learning Partnership)
	Continue to reduce the attainment gap between children in York who do not receive free school meals and those who do or who live in deprived areas. (Learning Partnership)
	Provide support to enable people with learning difficulties to access good quality housing. (Housing Strategy)
	Decrease the number of economically vulnerable people who are living in non decent housing. (Housing Strategy)
	Meet the housing needs of the Gypsy and Traveller community.(Housing Strategy)
	Reduce the number of BME families living in overcrowded conditions. (Housing Strategy)
	Provide options for young people and teenage parents to access good quality housing. (Housing Strategy)
	Support carers to maintain employment. (Carer's Strategy/ Economic Strategy?)
2. Respecting and celebrating diversity	Promote cultural activities at a neighbourhood level using the City of Festivals programme to celebrate our diversity.
	Improve young people's, including student, perception of feeling welcome and safe living in the city.
	Level of problem 'Hate crime - crimes against people because of their religion, sexual orientation etc' (As measured by the Big York Survey annually)
	To What Extent Do You Agree Or Disagree That It Is A Place Where People From Different Backgrounds Get On Well Together? (As measured by the Big York Survey annually)
	Support the establishment of a new mosque in the city.

	Undertake and act upon research to understand the issues faced by BME groups.
3. An enabling, positive diverse workforce	Employ, support and develop a workforce that is representative of our Communities of Identity.
	Make best use of local volunteer groups and social enterprises to help deliver services to the community.
	Promote introduction of the living wage across the city.
	Endorse the inclusion of factors in local procurement that reduce inequalities and promote good employment practice.

Governance

The board will meet quarterly.

A Chair and Vice Chair will be elected from amongst the membership of the Board on an annual basis.

Organisations with the right to appoint nominees to the board may nominate a standing deputy. In the event that a member is unable to attend the deputy will have the same rights as the member that they are deputising for.

The membership of the partnership shall be reviewed annually prior to the annual meeting of the partnership to be held in June (or as near as possible) of each year. New members required will be sought using Nolan principles.

The individual term of office will be 3 years for all except the ex officio members. Members may not be re-nominated until 3 years after they last served.