

Income Inequality

Equality Scheme Priorities (Green: Achieved; Red Not Achieved)

York to become a 'Living Wage' City

Together with partners will implement an awareness campaign for those identified as being affected by the welfare reform changes.

Appoint staff to support those adversely affected by welfare reforms and assist in finance and budget management

Reduce the impact of Welfare Reform as much as possible and ensure people claim the benefits they are entitled to.

Make sure that those eligible are offered a Personalised Budgets (PB) and for those in receipt of PB increase the numbers receiving direct payments

Achievements

CYC has been accredited as a Living Wage Employer by the Living Wage Foundation. April 2013, living wage introduced benefiting 570 staff. Living wage has also been implemented by Aviva, Joseph Rowntree Foundation, Joseph Rowntree Housing Trust, York, CAB and York CVS. 'York is the first city outside London to have such a concentration of Living Wage employers and a commitment to tackling the problems of low pay across the city' (Rhys Moore, Director of the Living Wage Foundation).

A welfare reform working group is taking proactive measures to mitigate the impacts of welfare reform. Housing Services have created two Money and Employment Advisors posts who have visited over 800 affected tenants providing advice to secure their financial stability.

Areas to Address

Continue to promote the ' Living Wage ' within the City
Work to mitigate the impacts of welfare reform.
Continue to tackle Child Poverty, Fuel Poverty and the increasing emergence of Food Poverty within the city.

The gross weekly pay for females residence based has decreased by £17.60 from £462.80 to £445.2

In terms of income inequalities for the first time since 2007, average earnings for full time workers resident in York have risen above the national average. Average earnings for those working in jobs in York have also increased and York now sits second highest in the region for workplace pay, which shows significant progress in this area.

All strands of work across the council that support financial inclusion have been brought together under a Financial Inclusion steering group with funding to support new work. Advice hubs have been established in community settings located in schools, libraries and children's centres. The Tang Hall Hub, one of nine weekly, community-based advice sessions recently celebrated its first anniversary. During its first twelve months it helped customers claim £43,000 of new benefits and manage debts of nearly £250,000.

Working with the Salvation Army, a £27k DWP grant was used to target advice and support to private tenants affected by Local Housing Allowance changes.

A 'Gateway' service along with drop in and telephone advice services provided by CAB and partners are up and running.

The policy on direct exchanges and transfers has been relaxed enabling council tenants with low level arrears to move if they are affected by the spare room subsidy providing they demonstrate a commitment to reducing their debt. This has resulted in a 70% increase in completed direct exchanges.

Under-occupying council tenants are actively encouraged and supported to downsize and an incentive scheme providing flexible financial assistance up to £2,500 has been introduced.

The gender pay gap residence based has increased by £19 from £77.9 to £96.9

Number of adults and older people and carers receiving self directed support and those receiving this via direct payment needs to improve.

York's Performance status compared to others Green Better - Red Worse

Earnings	09/10	10/11	11/12	12/13	13/14	Trend	GB	Yorkshire & Humber
Average earnings of residents - Gross weekly pay	479.1	481.7	492.3	523.1	523.0	Stable	518.1	479.1
Average earnings of residents - (% difference York & Region)	5.5%	4.0%	5.4%	11.1%	8.4%	Decreased		8.40%
Average earnings of residents - (% difference York & GB)	-2.4%	-4.2%	-2.2%	2.8%	0.9%	Decreased	0.9%	
Gross Weekly Pay Full time Female Residence Based	430.2	461.7	451.4	462.8	445.2	Decreased	459.8	414.5
Gross Weekly Pay Full Time Male Residence Based	502.8	495.3	515.8	541.6	542.1	Stable	558.8	519.4
Difference in gender pay gap residence based - £	72.6	33.6	64.4	77.9	96.9	Increased		

Number of adults, older people and carers receiving self-directed support in the year to 31 March as a percentage of all clients receiving community based services and carers receiving carer specific services		31.50%	31.50%	31.50%	33.85%	Increased	56.20%	53.80%
Number of adults, older people and carers receiving self-directed support via a direct payment in the year to 31 March as a		14.40%	14.40%	14.40%	9.39%	Decreased	16.80%	15.20%
Rent arrears								
Council House Tenants				2012/13 full year	April to Mar (Year End)			
Current council tenant arrears as % of annual rent due				1.62%	1.31%	Decreased		
% of rent collected (including current arrears brought forward)				98%	98.04%	Increased		