

Report of the Director of Communities and Neighbourhoods

Single Equality Scheme Year End Update and Emerging Single Equality Scheme Priorities

Introduction

1. This report provides highlights on progress of the Single Equality Scheme which was launched December 2012 and identifies recurring and emerging priorities for inclusion in the refresh of the scheme to be completed October 2014. **Appendix 1** provides detailed information concerning achievements and emerging priorities.
2. In addition to the headline priorities identified from the review of the existing scheme consideration will also be given to priorities emerging from the Joint Strategic needs Assessment and Rewiring Public Services Transformational Programme.
3. The refreshed Equality Scheme will be further strengthened to reflect partner organisations equality priorities identified through the Fairness Equalities Board and the refreshed scheme will be a partnership document.
4. Equality score cards following recommendations from the mock inspection have been developed for each of the priority themes included in the Single Equality Scheme and are attached in Appendices as follows:
 - Access to Advice and Services Appendix 2
 - Affordable Childcare Appendix 3
 - Community Engagement Appendix 4
 - Educational Attainment Appendix 5

- Employment, Unemployment, Apprenticeships Appendix 6
- Income Inequality Appendix 7
- Poverty Appendix 8
- Health and Wellbeing Appendix 9
- Housing, Independence, Homelessness Appendix 10
- Procurement Appendix 11
- Respecting and Celebrating Diversity and Community Safety Appendix 12
- Transport Appendix 13
- CYC Workforce Appendix 14

Summary

5. Overall good progress has been made in implementing the scheme. The process status of the SES Action Plan is attached at Appendix 15. Actions to address the priorities are in development or are still to be developed.

Recurring and Emerging Priorities

6. Listed below are the headlines of the key areas of focus for the refreshed Single Equality Scheme.
 - a. Improve the satisfaction of customers who have dealings with the council in that they have been treated fairly and with respect.
 - b. Meet the target to increase the number of affordable childcare spaces and increase the percentage of childcare settings that are good or outstanding
 - c. Improve satisfaction with engagement and involvement in decision making particularly for those living in deprived wards
 - d. Increase educational attainment of Looked after Children, SEN Children and children on Free School Meals.
 - e. Work to improve access to better quality full-time well paid jobs.

- f. Increase Employment Opportunities for people with disabilities and learning difficulties
- g. Increase Apprenticeship starts particularly for those aged 19 to 24
- h. Improve the % of Year 12 who are LDD who are in Employment, Education or Training.
- i. Reduce York's gender pay gap between males and females
- j. Continue to mitigate the effect of Welfare Reform and lead on Financial Inclusion
- k. Continue the work on Child Poverty and increase the number of children eligible for free school meals
- l. Continue to reduce the number of looked after children
- m. Reduce the incidences of winter deaths for those aged 85+
- n. Support food poverty initiatives
- o. Reduce childhood obesity
- p. Develop initiatives to deal with the increase and predicted increase in people suffering from dementia
- q. Deal effectively with the increase in people presenting with Autism
- r. Increase the % of older people and carers who are receiving self directed support including the % of people via a direct payment.
- s. Reduce smoking amongst young people, pregnant women and routine and manual occupational groups.
- t. Reduce the number of adults drinking alcohol at increasing and at risk levels.
- u. Increase the % of people with a long term disability in sport
- v. Improve quality of life outcomes for Gypsy and Travellers
- w. Improve health outcomes for the LGBT Community
- x. Increase the number of homes especially affordable homes.
- y. Increase access to housing for disabled people and those suffering mental illness

- z. Raise standards in the private rented sector. Increase the number of Landlords signing up to the Landlord Accreditation Scheme to improve housing conditions in the Multiple Occupation sector.
- aa. Improve homeless prevention for those with a disability and those suffering from a mental illness
- bb. Reduce the incidents of Hate Crime particularly racially motivated crime
- cc. Deal effectively with Anti Social Behaviour
- dd. Improve satisfaction that people feel part of their local community particularly for people living in deprived areas and BaME residents
- ee. Improve satisfaction with local areas as a place to live in particularly for Carers, people living in deprived wards and people with disabilities.
- ff. Improve satisfaction with people living in deprived areas, young people, BaME and carers that people from different backgrounds get on well together.
- gg. Diversify CYC workforce to reflect York's working age community i.e. men, BaME, young people and people with a disability
- hh. Improve satisfaction with staff engagement particularly for disabled and LGBT staff
- ii. Continue to reduce the incidences of bullying in the workforce.
- jj. Improve the Health and Wellbeing of Staff
- kk. Increase the % of staff declaring their sensitive information.

Consultation

- 7. As this is a progress report on implementation of the Single Equality Scheme no consultation has been undertaken.

Council Plan

- 8. These proposals relate to the Council's corporate priorities of building strong communities and protecting vulnerable people, as set out in the Council's Plan 2011-15.

Implications

9. As a progress report there are no implications as this stage.

Recommendations

10. The Scrutiny Committee are requested to note progress and identify any other equality issues in relation to Community of Identify for consideration in the refresh of the Equality Scheme.

Reason: To help ensure that relevant equality issues are reflected in the revised Equality Scheme.

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	Report Approved	√	Date 4 July 2014
Specialist Implications Officer(s) -			
Wards Affected:			√
For further information please contact the authors of the report			

Background Papers: None

Annexes

Appendix 1 Single Equality Scheme Highlights and Priorities

Appendix 2 Access to Advice and Services Appendix

Appendix 3 Affordable Childcare Appendix

Appendix 4 Community Engagement Appendix

Appendix 5 Educational Attainment Appendix

Appendix 6 Employment, Unemployment, Apprenticeships Appendix

Appendix 7 Income Inequality Appendix

Appendix 8 Poverty Appendix

Appendix 9 Health and Wellbeing Appendix

Appendix 10 Housing, Independence, Homelessness Appendix 10

Appendix 11 Procurement Appendix

Appendix 12 Respecting and Celebrating Diversity and Community
Safety Appendix

Appendix 13 Transport Appendix

Appendix 14 CYC Workforce Appendix

Appendix 15 Action Plan

List of Abbreviations used in the report:

BaME – Black, Asian and Minority Ethnic

LDD - Learning Difficulties and Disabilities

LGBT - Lesbian, Gay, Bisexual, and Transgender

NEET - Not in Education, Employment, or Training

SES – Single Equality Scheme

SEN – Special Educational Needs