

Gap	Issues	Source of action	Action	Milestone	Status	Mar-14
Decrease Young people unemployed	Apprentice Programme	CYC Apprenticeship Programme	CYC to help Young people to gain work experience and obtain references to assist in securing onward employment	CYC Implementation of the Pre apprenticeship Programme	Completed Qtr1	Apprenticeship strategy agreed by CMT on 20.2.13 included :New pay rates for all apprentices from 1.4.13(£4.98 for first 12 months then £6.19); Change to recruitment practice from Sept 13 to a vacancy management approach (whereby all posts are considered for apprenticeships subject to suitability) with a small number of supernumerary positions still to be offered.
Decrease Young people unemployed	Apprentice Programme	CYC Apprenticeship Programme	CYC to help Young people to gain work experience and obtain references to assist in securing onward employment	Implement CYC's 3 year Apprentiship programme for 16-18 year olds and increase the number of apprentices obtaining NVQ L2	in progress	86 supernumerary apprenticeships created since 2011. Launch of vacancy management in September 2013 whereby vacant posts are considered to be offered as apprenticeships to increase number of apprentices gaining employment within CYC. 9 apprentices have secured permanent employment in CYC.
Female Managers		Workforce Strategy	Develop leadership skills of women middle managers	CYC to develop female heads of service to enhance their management and leadership potential	Completed	Women in Leadership Programme completed

Decrease Young people unemployed	Decrease NEET	ACE Raising the Participation Age Delivery Plan	Decrease Neet	<p>Deliver the 'Raising the Participation Age' delivery plan and continue to expand the apprenticeship offer in York.</p> <p>Through implementation of the plan support more young people with Special Education Needs and Disability (SEND) into flexible working packages and work with mainstream providers of post education to improve the retention and progression of 16 and 17 year olds.</p>	in progress	<p>Full year figures (to August 2013) from NAS showed 352 16-19 year olds started Apprenticeships in 2012/13. This represented a marginal increase from the previous year (350) at a time of regional and national falls due to new rules around funding. 53 young people high level SEND are participating at York College and Askham Bryan College in facilities supported by funding bid discussed in September update, up from 22 in 2011/12. Latest participation data (March 2014) shows 16-18 year old NEET rate at 4.8%, below both regional and national averages.</p>
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	<p>Create a baseline to identifying the number of local, SME and voluntary sector organisations awarded CYC contracts Oct and monitor</p>	completed Q4	0

Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Ensure equalities is embedded within CYC's commissioning and procurement framework through the implementation of equality checklists	completed Q4	Procurement equality check lists for over £50k complete
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Develop mixed markets by ensuring access to tender activities are created and supported by the use of pre-tender market engagement activities. These may take the form of individual meetings or workshops where CYC will discuss our requirements to make sure there are no barriers to suppliers bidding for business	completed Q4	Pre-going out to market all tender opportunities are reviewed to see whether it is relevant that there engagement sessions are held. The recent exercise to procure the cafe is a good example of this where two engagement sessions were held. Resulting in a third sector organisation being successful. Please see the attached link for the case study. http://www.york.gov.uk/info/200164/council_and_democracy/797/co-operative_council/7

Engagement	Reduce numbers of staff bullying	Workforce Strategy	Develop Dignity at work policy	Launch Dignity at work policy and raise awareness with CYC staff to reduce the incidences of bullying	completed Q4	Completed
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Require tenderers to demonstrate if awarded the contract how the contract award will benefit Communities of Identity when submitting tender details	completed Q4	Social Value questions are currently being asked within the tender documents, where relevant and compliant with EU procurement law.
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Establish recording mechanisms to identify how many people (Community of Identify) have gained employment through awarding of CYC contracts.	deadline passed not started	0

Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Establish an Equality Charter which is a statement that CYC and our suppliers promote equality when we procure goods, services or works. CYC will work with our top 200 existing suppliers to have them sign up to the charter. With effect from 1st January 2013 we will be asking all new and prospective suppliers to sign up to the charter as standard practice	completed Q4	The Equality Charter is on the CYC website: http://www.york.gov.uk/info/200326/procurement/806/equality_charter New suppliers to CYC via Supplier force accept the Charter by signing up to Supplier force. Suppliers with a spend over £1000 on FMS will be contacted to let them know about the Equality Charter - if we don't hear back from them within a month it shall be assumed that they have signed up to the equality charter.
Health	Health and well being of young people	CCPR Service Plan	Provide opportunities for young people to access leisure and recreational activities	Work with schools and partners to target 'Shine' funding to provide activities for children and young people from low income families	Completed	A comprehensive programme is available

Engagement	Engagement	CCPR Service Plan	Strengthen engagement and empowerment opportunities for Communities of Identity	Develop preferred methods of communication by young people so they can 'have their say' on CYC services	Completed	Task completed. However, work continues in this area through the Involvement Group in ACE. Yorzone has been developed by young people for young people. The lead on this is the Youth Support Service - Carole Pugh.
Transport	Disabled Visually impaired	Get on Board Programme	Implement the ' Get on Board Programme to Provide accessible transport information for disabled blind or partially sighted people	Implement the ' Get on Board programme' and - Upgrade city centre interchanges to ensure that they are more accessible (bus stop clusters at Rail Station, Rougier Street, Piccadilly, The Stonebow and Theatre Royal / Exhibition Square).	in progress	Works at Piccadilly, York Rail Station and Stonebow largely complete, although RNIB equipment yet to be fitted. Exhibition Square work to take place during Summer 2014, Rougier Street during Winter 2015.

Decrease Young people unemployed	Decrease Young people unemployed	J Massey work underway	Decrease Young people unemployed	Develop an action plan to reduce the number of young people 18-24 unemployed in response to the findings of the Learning City and Scrutiny review.	Completed	Action Plan completed
Transport		CES Service Plan	Encourage more people to cycle or walk in York	Develop York's cycling and pedestrian network	in progress	
Transport	Disabled Visually impaired	Get on Board Programme	Implement the 'Get on Board Programme to Provide accessible transport information for disabled blind or partially sighted people	Upgrade to key bus stops outside the city centre to be identified through on-street surveys.	in progress	Programme largely complete. Routes 1, 4, 5, 6, 7, 10, 11, 12, 13, 13A, 19, 20 completed, plus a range of other stops for lower frequency routes (e.g. in the villages around York). New easier to read timetables to be fitted at all stops at end April 2014 following successful trials on routes 10 and 19.

Child Care		ACE Service Plan	Implement the Early Years Delivery Plan to increase the number of Early Education Places	'Increase the take-up of childcare places by eligible two year olds'	in progress	During the Spring Term 2014 239 (79%) applications have been approved against the target of 300. All eligible two year olds have been offered a childcare place in their local area. Data on eligible two year olds who have not taken up early education places is shared with Children's Centre to further engage parents. Marketing materials updated to include information on broader criteria for Phase 2 and information/briefing sessions held with relevant key partners and agencies
Housing & Homeless	Community of Identity	Looked After Children Strategy	Improve Access to housing for care leavers	Develop a business plan which identifies the optimum accommodation arrangements for Care Leavers with complex needs	Completed	This small cohort of young people with diverse needs require individual plans which are co-worked with adult social care. The development of business plan has not proved viable. Each young person will need to receive individual attention.
Housing & Homeless	Community of Identity	Looked After Children Strategy	Improve Access to housing for care leavers	Develop a York framework for building the Independent Living Skills of Care Leavers	Completed	A programme of independence skills is now undertaken at Howe Hill Hostel for young people.
Housing & Homeless	Decency in the private Sector	HPP Service Plan	Improve decency of Houses in Multiple Occupation	Implement the Landlord Accreditation scheme to improve decency of houses in Multiple Occupation	Completed	Local scheme adopted . The target for the first year Dec 13 to Dec 14 was to have 50 Members. At the beginning of March 2014 26 Members had joined (25 landlords / small family companies have joined the scheme in addition to 1 letting agent with 34 properties registered on the site. Targets for year 2 are to have 200 members

Health	Young Mums	Public Health	Raise awareness of the signs of post natal depression amongst young mums	Raise awareness with non health professionals who come into contact with young mums about the signs and symptoms of post natal depression	Estimated completion date slipped	Unfortunately due to the loss of a post in CAMHS we have been unable to deliver this training. This will be discussed with a view to delivering next year
Health	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Deliver intervention and advice training sessions to health professionals aligned to the National Centre for Smoking Cessation aimed at reducing smoking amongst young people and pregnant women	Completed	Training took place on 29th May 2013 for professionals in order for them to deliver brief advice sessions
CAN Service Plan	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Produce Alcohol Strategy	Not started	This is an Old outcome This has now become part of the PH team and at the moment is not part of the JSNA priorities, there will be an Alcohol strategy but when is unclear

CAN Service Plan	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Produce a York in Recover Strategy		
Health	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Deliver bespoke training sessions to teams working with young parents to develop their skills in supporting young parents to reduce reliance on drugs and alcohol	Completed	Training ongoing through Altas
Health	Reduce smoking	Public Health	Reduce reliance on smoking, drugs and alcohol	Offer a specific family and carer support service delivered alongside generic provision for substance misuse	Completed	This has been commissioned
Health	Drug and alcohol	Public Health	Reduce reliance on smoking, drugs and alcohol	Undertake bespoke publicity campaigns with the Gypsy and Traveller community promoting drug and alcohol treatments	Completed	The Gypsy and traveller Drug and Alcohol services are part of a wider contract held by Lifeline

Housing & Homeless	Learning disabilities	HPP Service Plan	Improve access to housing for people with learning disabilities	Increase the number of accommodation units by 7 for people with learning disabilities by 2013	in progress	Dental accommodation scheme for people with learning disabilities opened. 82.6% of adults with learning disabilities known to social services have been supported to live independently
Child Care		ACE Service Plan	Improve the quality and provision of Early Years child care provision	Develop and implement a Quality Assurance and Improvement framework for all private and voluntary settings including childminders	Completed Qtr1	Framework in place
Decrease Young people unemployed	Decrease Young people unemployed	T Walters	Increase employment chances of young people	CYC partnering UoY to offer mentoring to undergraduates	Completed Qtr1	Programme launched October 2012, recruitment is ongoing via the University's Alumni Office.
Decrease Young people unemployed	Decrease Young people unemployed	T Walters	Increase employment chances of young people	CYC to work with the UoY to pilot internships for unemployed graduates	Completed Qtr1	Graduate Internship programme delivery arrangements are in place

Decrease Young people unemployed	Decrease Neet	ACE Service Plan	Increase employment, training and educational opportunities for people with learning disabilities	Bring more young people into participation post 16 by developing secure progression routes which meet learners' needs and those of local businesses	in progress	Latest participation data (March 2014) shows 16-18 year old NEET rate at 4.8%, below both regional and national averages.
Child Care		ACE Service Plan	Improve the quality and provision of Early Years child care provision	Develop protocols in conjunction with planning dept. and Ofsted for new settings	Completed Qtr1	Protocols have been developed
Procurement		Procurement Strategy	Embed equalities into the procurement and commissioning framework	Strengthen market capacity where it is weak by working with potential suppliers to understand the reasons and create a plan to address the situation	in progress	Meet the buyer focus groups sessions have been undertaken plus a programme of road show events
Equal Pay		Workforce Strategy	Ensure there are no inequalities in pay rewards for CYC staff	Complete the equal pay audit	Completed Qtr1	The equal pay audit has been completed

Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Operate our customer centre at West Offices from Spring 2013	Completed	Completed
Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Move toward making high quality internet access available in all York communities by 2015	in progress	
Decrease Young people unemployed	YP Learning Disabilities	ACE Service Plan	Increase employment, training and educational opportunities for young people with learning disabilities	Continue to develop provision for LDD learners post-16 and improve transition arrangements through PME Joint Panel	in progress	Report to ACE DMT (December 2013) on High Needs funding states that 107 (of 119) York resident high needs learners are in York based provision this year.

Fuel Poverty		HPP Service Plan	Reduce the number of households suffering from fuel poverty	Continue to bid for external funding to improve energy efficiency measures in properties	Completed Qtr1	Green Deal, Cabinet approved using the Leeds City Region model in April 2013 due to start April 2014. £124,000 green deal grants won by housing for solid wall insulations and £447,000 DECC funding for heating and insulation for vulnerable residents. £341,000 CERT Funding to help private sector households with energy efficiency. • Photovoltaic panels installed on over 400 council homes with a target of a further 380 homes. Air source heat pumps installed in 7 council homes funded by Renewable Heat Premium Payment grant.
Housing & Homeless	Dementia and other specialist needs	ACE Service Plan	Increase provision of accommodation for people suffering from dementia and other specialist needs	Complete two new build schemes at Lowfield Village retirement village	in progress	The Council's Cabinet agreed on 4 June 2013 to build two new care homes at Burnholme and Lowfield, the latter as part of a wider Community Village for Older People with a community hub and a range of housing accommodation for older people. The Council is still involved in a procurement process to select an external provider to design, build and run both care homes and the community village. Subject to planning permission, it is anticipated that building work will start in 2015, with the new homes opening in 2016.

Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Use Government funding to install photovoltaic panels to around 750 council properties. These convert daylight into electricity, helping tenants heat and run their homes for less.	Completed Qtr1	Scheme completed 479 systems fitted throughout the City producing an average of 3 Kilo watts per property in ideal day light conditions
Transport		Access York	Extend Park and Ride	Deliver phase 1 of Access York Park and Ride Programme	in progress	Opening date for new sites is now expected to be early June 2014.
Decrease Young people unemployed	Apprentice Programme	ACE Service Plan	Increase employment, training and educational opportunities for young people with learning disabilities	Continue to build the Apprenticeship and pre-Apprenticeship offer in York for LLDD	in progress	107 (of 119) York resident high needs learners are in York based provision this year.

Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Complete the CESP Programme delivering whole house solution energy efficiency measures to the Hull Ward area	Completed	CERT funding was extended until February 2013 and the council has worked hard with the Yorkshire Energy Partnership to ensure that York Residents can take full advantage of the available funding. The scheme (Wrapping up York) is being promoted by the Yorkshire Energy Partnership and York private sector householders have received 1205 measures. This equates to more than £341k worth of funding which has been drawn down. Nearly 1100 customers have made referrals following an advert in Your Voice in November 2012. It is anticipated that as a result a further 700 measures will be installed in to customers' homes.
Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Deliver the City Wide Carbon reduction emission efficiency programme to install free cavity wall and loft insulation to 2000 properties	Completed	Completed 2170 homes were made warmer and more energy efficient with loft and cavity wall insulation

Education	Attainment of FSM children	ACE Service Plan	Increase the educational attainment of children on free school meals in English and Maths	Work with schools to develop targeted strategies to accelerate the progress of FSM pupils	in progress	<p>The KS4 gap for % achieving 5A*-CEM remained the same at 29% in 2013. The KS4 gap has narrowed by 4 percentage points between 2011 and 2013 this has made York the 3rd most improved LA in England for narrowing the gap.</p> <p>A Pupil Premium conference is being planned school leaders and governors to take place in autumn 2014 to share examples of best practice in York and nationally.</p> <p>A summary report on the impact of the Pupil Premium in York is being prepared using York Challenge Partner reports and will be sent to Heads and Chairs of Governors at the end of April 2014.</p>
Education	Attainment of Looked after children	Looked After Children Strategy	Increase the educational attainment of Looked After Children	Ensure that looked after children and young people have timely individual Personal Educational Plans developed with the involvement of social care professionals focusing on the young persons educational needs to drive up standards	in progress	<p>PEPs have been re-designed - joint work between LAC EP and VSH. These have been re-circulated to all HTs and impact is already showing improved return rate. Currently PEP completion rate is 80%. Network with VSHs from across Yorkshire and Humber region has shown similar issues in other areas.</p> <p>LAC EP does termly random sampling of PEPs to moderate quality and advise on improvements.</p> <p>Issues More publicity and awareness raising about PEPs needed (school visits in Autumn term 2013 have helped here).</p>

Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Implement Green Deal pilot project to reduce fuel poverty in 30 properties by installing solid wall insulation	Completed	35 properties were installed with external solid wall insulation in the Leeman Road and 36 properties received new boilers. A Leeds City Region procurement exercise is underway to procure a new Provider for the whole of the LCR.
Fuel Poverty		Existing Programme	Reduce the number of households suffering from fuel poverty	Replace single-glazed timber windows with UVPC double-glazed windows in council owned properties, except in conservation areas where we have to fit secondary double glazing	in progress	On targets for programme to be completed
Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	When developing our website or printed information we will ensure that it is accessible to customers, whatever their background or level of need	in progress	First stage of review completed. Second stage review is underway

Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Use new digital technology, including mobile applications (apps) and social media, to bring our services into homes and businesses for the convenience of customers	Completed Qtr1	Various apps and websites have been developed allowing easier access to council services
Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Have one single number to call when contacting CYC by telephone	in progress	Work is underway and the Transformational programme will be looking at this as part of their work on improving access to information

Access to information		Customer Strategy	Improve access to information and CYC services for Communities of Identity	Work closely with other organisations to provide greater access to web-based services by improving the city-wide network of cabling-give York's Businesses a head start and make York even more popular, attracting new business and commerce into the area. Fibre-to-the-home (FTTH) to our the majority of our residents/homes by 2015	in progress	A voucher scheme has been launched following a successful bid for Government funding. SME's who receive a voucher get access to superfast broadband at a reduced cost. Still on track to achieve the target by 2015 through a blend of public and private sector investment.
Education	Attainment of SEN Children	ACE Service Plan	Increase the educational attainment Special Educational needs children	Work with school leaders to ensure they have a clear understanding of Ofsted framework in relation to SEN so they develop appropriate	in progress	Gaps against national performance indicators remain wide. The School Improvement Team have produced the Every Learner Counts training programme as part of the York Challenge and this is being piloted with schools during the summer term 2014.

Education	Attainment of SEN Children	ACE Service Plan	Increase the educational attainment Special Educational needs children	Develop guidance to support schools with the accurate identification of young people suffering from Behavioural , Emotional, Social Difficulties as these children are being miscategorised as the primary need for School Action Plus pupils to receive appropriate support in a more targeted way to help increase educational attainment	Completed Qtr1	Draft banding has been developed across the areas of need including: Learning, BESD, Autism, Speech and Language , Physical / Medical Hearing Impairment and Visual Impairment. A working party of Senior Leaders from schools has been established to consider further amendments
Engagement	Staff consultation groups to be more representative	Workforce Strategy	Staff Equalities Reference group to become more representative	Review staff representation on the Staff Equalities Reference group to make it more representative of the workforce	Completed Qtr1	Review of SERG has been completed

Housing & Homeless	Increase housing particularly affordable	HPP Service Plan	Get York Building	Implement the 'Get York building' Programme to increase the number of new homes built and the number of affordable homes available	in progress	Get York Building is underway. Although targets for housing have not been achieved. New development and now progressing.
Decrease Young people unemployed	Apprentice Programme	Funding Bid J Massey	Increase the number of Blame taking up apprenticeships	Secure funding through City Deals to support apprenticeship recruitment activity for 2013-2016 to include working with the BAME community	Completed	City Deals funding (£137k) from Leeds City Region has now been secured to support Apprenticeship Developments in York to September 2016.

Housing & Homeless	Community of Identity	HPP Service Plan	Improve Access to housing for Communities of Identity	Review Joseph Rowntree Foundation evaluation of sub regional CBL scheme specifically targeting their recommendations to improve access for all communities of identity including Gypsy & Travellers, customers with mental health issues and learning difficulties. Sub-regional CBL Equalities Monitoring Group to monitor	Completed Qtr1	CBL Scheme has been refreshed
Increase employment opportunities	Mental Health issues	CCPR Service Plan	Increase the employment opportunities for those people recovering from mental health problems	Work with partners to progress pathways into employment for people with mental health issues.	Completed Qtr1	By making use of current programmes across the new organisation, people with mental health issues now have better access to appropriate work preparation and employment pathways. AG update 22.04.13

Housing & Homeless	Older people and Disabled people	ACE Service Plan	Increase the number of elderly and disabled people able to remain at home for a long as possible	Widen CYC Telecare programme to enable elderly and disabled people to remain in their own homes for as long as possible	in progress	The service continues to grow but growth has slowed down in recent months due to some returns as a result of increased charges.
Housing & Homeless	Older people and Disabled people	HPP Service Plan	Increase the number of elderly and disabled people able to remain at home for a long as possible	Administer the Disabled Facility Grant expenditure to fund adaptations allowing disabled and older people to remain in their own homes	Completed	We continue to administer the DFG grant. This year we have completed 163 grant aided adaptations for disabled and older people to help them remain in their homes at a cost of approx £925k
Housing & Homeless	Community of Identity	HPP Service Plan	Improve Access to housing for Communities of Identity	Establish baseline for communities of interest re successful bidding / number of bids / number on waiting list as part of allocations review to evaluate access to services	deadline passed not started	

Housing & Homeless	LGBT	HPP Service Plan	Improve Access to housing for Communities of Identity	Develop an agreed equalities and diversity policy to ensure specialist housing is accessible and welcoming to all types of households	Completed	The Supported Housing Strategy target specific communities of Identity to improve housing accommodation to meet their needs.
Housing & Homeless	Community of Identity	HPP Service Plan	Improve Access to housing for Communities of Identity	Develop action plan to address the accommodation needs of Community of Identity in response to JRF findings	Completed	A Supported Housing Strategy has been completed
Transport	Young People	CES Service Plan	Improve Bus reliability	Award Quality Bus Contract	in progress	

Housing & Homeless	Mental Health	HPP Service Plan	Increase the number of supported housing units for people suffering mental health problems	Develop proposals to use a block of twelve council flats as a supported mental health scheme in Queen Anne's road. This would provide 10 units and an office potentially managed through the health service.	in progress	Limited progress met with Richmond fellowship who maybe interested in a joint project waiting for them to come back to us
Housing & Homeless	Gypsy and Traveller	HPP Service Plan	Improve Housing Provision for Gypsy and Traveller Community	Through an ongoing capital programme we will carry out £220k worth of improvements to the three Gypsy and Traveller sites across the city	Completed	Funding fully committed, work underway & will complete March 2013. Improvement work focuses on energy efficiency measures, reducing future responsive repairs costs & meeting travellers' priorities. High levels of customer satisfaction with work to date. Ongoing improvement programme to be developed for future years.

Housing & Homeless	Gypsy and Traveller	HPP Service Plan	Improve Housing Provision for Gypsy and Traveller Community	Establish the feasibility of securing funding from the Homes and Communities agency for the provision of additional pitches and facilities within the city to improve our offer to Gypsies and Travellers, reduce the waiting lists and address any overcrowding issues and unauthorised encampments.	Completed	the Homes and Communities Agency have approved funding to expand the Osbaldwick gypsy and traveller site.
Housing & Homeless	Gypsy and Traveller	HPP Service Plan	Improve Housing Provision for Gypsy and Traveller Community	Develop the Traveller Choice investment programme and secure funding for further improvements to Gypsy and Traveller sites	Completed	Investment funding priorities have been identified
Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	Develop a Hate Crime Strategy	Completed	Hate Crime Strategy has been approved

Decrease Young people unemployed	Decrease NEET	ACE Service Plan	Promote and target education and training opportunities for Gypsies and Travellers	Work with specific Traveller young people 14-19 in danger of becoming NEET	in progress	Feb 14 Role of Connexions worker extended to work with vulnerable young people in Y9, to help keep them engaged in their learning. Work continuing with current Y12 cohort to keep them engaged in education and training- so far none have dropped out of courses- 100% retention. This involves close liaison with families and colleges. Also targeted work with Traveller young people on Danesgate Community roll to ensure post 16 progression
Education	Attainment of Gypsy and Traveller children	ACE Service Plan	Promote and target education and training opportunities for Gypsies and Travellers increasing the educational attainment of Gypsy and Traveller children	Promote and target education and training opportunities for Gypsy and Traveller children to increase educational attainment in schools and community centres	Completed	Role of Connexions worker extended to work with vulnerable young people in Y9, to help keep them engaged in their learning. Work continuing with current Y12 cohort to keep them engaged in education and training- so far none have dropped out of courses- 100% retention. This involves close liaison with families and colleges. Also targeted work with Traveller young people on Danesgate Community roll to ensure post 16 progression.

Education	Attainment of Gypsy and Traveller children	ACE Service Plan	Promote and target education and training opportunities for Gypsies and Travellers increasing the educational attainment of Gypsy and Traveller children	Work closely with schools and families to address the growing trend towards home education for Gypsy and Traveller children particularly in KS3	in progress	<p>The research has not progressed. Staff shortages in TEMSS. University unable to offer funding.</p> <p>Targeted 1 to 1 work with individual families has been successful in keeping young people in school in a number of cases.</p> <p>Other positives: successful conference Jan 14 to raise awareness with other professionals who work with Travellers- share good practice. Excellent feedback from those attending and interest in further training events.</p> <p>Working with children's centre and Parenting team to deliver Strengthening Families course to vulnerable families from Osbaldwick site. One of the main aims of the course is to encourage and enable parents to support their children's learning in school.</p>
-----------	--	------------------	--	---	--------------------	--

Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Support families where there is persistent poverty through intensive Family Intervention Programmes and the Supporting Families Project	in progress	<p>In Jan 2014 changes to the way we provide support to children, young people and their families were made to improve the way safeguarding and early help services are provided.</p> <p>Integrated Family Service [IFS] became a 'Child in Need' service, targeting those families where without additional help and support children are at risk of becoming looked after or in need of safeguarding. This service is managed within CSC.</p> <p>This allowed for the Troubled Families arrangements to be simplified and strengthened through the introduction a small stand alone Family Focus Service to ensure we maximise the impact of our troubled families initiative in York.</p>
Income inequality	Personalised budgets	ACE Service Plan	More people taking up Personalised budgets and receiving direct payments	For those that are eligible offer Personalised budgets and encourage those in receipt of PB to receive direct payments	in progress	Targets have not been achieved this will remain a priority
Transport	Visually impaired	Get on Board Programme	Provide accessible transport information for blind or partially sighted people	Implement the ALERT system for blind and visually impaired people at all City centre bus stops	in progress	New easy to read timetables will be rolled out at the end of April 2014. Braille/ a-v to follow. A funding application for AV equipment was made at end March 2014 as part of York's LSTF bid for 2015/16.

Income inequality	Welfare Reform Benefit Changes	HPP Service Plan	Reduce the impact of welfare reforms	Implement the raising awareness campaign targeted at those who will be affected by welfare reforms	Completed Qtr1	A Corporate Welfare Reform Task group has been established and includes voluntary sector partners such as the Citizen's Advice Bureau. All CYC residents directly affected by the Welfare Reform Act changes have been identified. A range of initiatives to raise awareness and provide support to those affected is underway
Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	Raise awareness of hate crime through various media channels and the Safer York Partnership	Estimated completion date slipped	Updates are provided via various means; web pages both on Safer York Partnership; CYC equalities hate crime web page; LGBT Forum is attended and updated regularly; the North Yorkshire Police independent advisory Group is also updated. The following training has taken place 2013/2014; CYC customer services; CYC children centre staff.
Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	implement the relationship building project with; Turkish women's group	Estimated completion date slipped	This continues at the present time.

Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	Through Safer York Partnership to work alongside North Yorkshire police to increase 'reporting centres' and signposting support for incidences of hate crime victims	in progress	The partnership taking place with North Yorkshire Police, SYP and LGBT Forum and the Turkish women's group. No further work on NYP signposting hate crime centres has taken place, the officer who initiated this has moved post, replacement police officer has not been nominated.
Hate Crime	Hate Crime	Work in progress	Promote initiatives to reduce Hate Crime	Implement hate crime awareness training with voluntary and community sector organisations	in progress	No training has taken place with the voluntary sector hate crime reporting centres in York, this is due to lack capacity of voluntary sector staff.
Engagement	Engagement	CCPR Service Plan	Strengthen engagement and empowerment opportunities for Communities of Identity	Develop 13 Community of Identity Plans by 2015	in progress	The findings from the mapping exercise has been fed into a scrutiny topic in relation to equalities. As part of the scrutiny review members are planning to meet specifically with BAME communities to further explore and gather feedback before they make recommendations in the final scrutiny report.

Respect	Inclusive	CCPR Service Plan	York to be an exemplar for being and inclusive city	Work with York St John University to develop the community conversation approach with international students to improve young people's perception (especially Students) of feeling welcome and safe, living in the City.	Completed	In order to understand how international students can be made to feel more welcome in the City students on the International Foundation Programme and other international student volunteers came together with representatives of the community in York to discuss the experiences of international students in the city. The event, entitled 'Community Conversations', was hosted by YSJ International Discussions covered some of the issues facing international students in the city
Income inequality	Welfare Reform Benefit Changes	HPP Service Plan	Reduce the impact of welfare reforms	Implement Corporate Action Plan to reduce impacts of Welfare Reform	Completed	A Number of action are being implemented
Respect	Inclusive	New action	York to be an exemplar for being and inclusive city	Explore the potential for opening up community facilities for places of worship	deadline passed not started	

Respect	Inclusive	Work in progress	York to be an exemplar for being and inclusive city	Achieve City Sanctuary Status to ensure York is a place of welcome and safety for people fleeing persecution.	in progress	An action has now been identified within Communities, Culture and Public Realms 2014/15 business plan with Charlie Croft as lead officer. This is to further develop the Fairness and Equality Board and determine 2 work strands, one of which is a Welcoming City. this will have links to cultural events, community engagement activity and human rights city initiative.
Income inequality	Welfare Reform Benefit Changes	HPP Service Plan	Reduce the impact of welfare reforms	Provide staffing resource to support those people affected by the welfare reform changes to claim additional benefits and gain skills in financial and budget management	Completed Qtr1	Two Housing and employment debt advisers have been appointed and commenced work on the 7th of Jan 2013

Respect	Inclusive	Work in progress	York to be an exemplar for being and inclusive city	<p>Create More Opportunity to Celebrate through multi cultural and multi faith initiatives through :</p> <ol style="list-style-type: none"> 1. Supporting Divali Festival, Festival of Faiths 2. Stage Holocaust Memorial Day event 3. Support the National Centre for Early Music – World music programme 4. Provide Support for the YUMI to stage events 5. Working with partners on City of Human Rights 	in progress	<p>1. Officer support to external groups delivering Diwali (Oct/Nov), Interfaith Week (Nov) and International Festival Culture and Faith (Apr). 2. HMD planning of event underway and leading on Steering Group. 3. NCEM in receipt of annual funding and events promoted on York Festivals website. 4. Officer advice and support provided when requested. 5. Officer attends steering meetings of Human Rights City Project and provides support and advice.</p>
Health	Teenage Parents	ACE Service Plan	Develop preventative measures to reduce teenage pregnancy	Work with health partners and others to ensure the provision of a comprehensive and effective contraception service for young people	Completed Qtr1	We have successfully transferred PCT sexual health provision to the Local Authority and we are now going through a two year re procurement exercise

Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Support the registration for, and take-up of, free school meals.	Completed Qtr1	<ul style="list-style-type: none"> Streamlined the application process meaning parents only have to apply once when their child starts school. This allows the LA to check whether the pupil remains eligible for fsm throughout their education. Worked with schools to increase the publicity around fsm and encourage parents to apply indicating the benefits to pupils, families and schools (in terms of attracting more funding) Negotiating with local Job Centre Plus to look at introducing a scheme piloted in other LA area's where parents don't have to make a separate application to the LA for fsm. Information is shared between LA and local job centre plus.
Income inequality	Living wage	Cabinet report	Work towards making York a ' Living Wage' city	Develop with partners a ' Living Wage in York' declaration and action plan	in progress	Action plan and communication plan has been developed as part of the anti poverty campaign . The campaign target is to increase the number of businesses in the city paying the LW by 50 a year.
Income inequality	Living Wage	Cabinet report	Work towards making York a ' Living Wage' city	Support York's Living Wage week	Completed Qtr1	Completed
Health	Carers	ACE Service Plan	Support the physical and emotional wellbeing of carers to enable them to continue in their caring role and to maintain employment	Review the Flexible Carers Grant Scheme to ensure that it is targeted to those most vulnerable, in need and at risk	Completed Qtr1	Following consultation with the Carers Strategy Group a new process has been set to start from the 1st January 2012 and essentially this will mean that Carers who are in receipt of means tested benefits will be given priority for the receipt of the Flexible Carers Grant. The impact of this will be review in the new year.

Health	Teenage Parents	Public Health	Develop preventative measures to reduce teenage pregnancy	Develop programmes and deliver workshops at 'No Wrong Door conference' to enable early identification of young people most at risk of teenage pregnancy	Completed	Completed. Training programme ongoing
Transport	Learning Difficulties	CES Service Plan	Improve access to education, training and work opportunities via effective affordable transportation networks for young people	Explore the feasibility of extending YorZone Card to 18 years olds leaving school	completed Q4	YorZone Card has been extended to 18 year olds
Health	Looked after children and young people leaving care	Looked After Children Strategy	Improve Health outcomes for Looked After Children	Develop Health Passports for Care Leavers	in progress	

Health	Looked after children and young people leaving care	ACE Service Plan	Improve Health outcomes for Looked After Children	Review the CAMHS offer to Looked After Children and explore options to create a specialist post to support TAC model where children and Young People are at risk of becoming looked after	Estimated completion date slipped	Some initial scoping work with the CAMHS providers was undertaken and a model proposed. It was agreed that this should be explored as part of the re-commissioning of the overall CAMHS offer to the City. This aspiration has been shared with the PCU. In the meantime, the Keeping Families Together programme within Children's Social Care has been successful in reducing the overall Looked After Children population for the City.
Health	Looked after children and young people leaving care	Looked After Children Strategy	Improve Health outcomes for Looked After Children	Continue to operate mental health drop-in & provide consultation to Pathways Team providing effective emotional and mental health support to Care Leavers aged 18 and above	in progress	Drop in sessions will be available at Howe Hill hostel for young people from May 2014 on a monthly basis for two hours. Staff are also pathway staff are also able to access support for clients
Income inequality	Living Wage	Cabinet report	Work towards making York a ' Living Wage' city	Include ' Living Wage' element in the Procurement equality checklists	Completed Qtr1	The Living Wage is addressed in the Tender Documents

Income inequality	Living Wage	Cabinet report	Work towards making York a ' Living Wage' city	Implement Action Plan	in progress	Action plan and communication plan has been developed as part of the anti poverty campaign . The campaign target is to increase the number of businesses in the city paying the LW by 50 a year.
Health	Looked after children and young people leaving care	Looked After Children Strategy	Improve Health outcomes for Looked After Children	Involve Young People and Looked After Children in the You're Welcome health initiative to make health provision more accessible and user friendly to these groups		
Health	Looked after children and young people leaving care	Work in progress	Improve Health outcomes for Looked After Children	Target bespoke work for substance misuse to care leavers and oversee the development of care packages ensuring safe transition to adult services	Completed	Atlas (Lifeline) link in with the pathway team and Howe Hill. Transition worker in post at Atlas

Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Offer through Future Prospects a new type of support to families on working age benefits over the next 3 years to help them on their journey back to work.	in progress	We have worked with a total of 314 individuals on this programme- with a total of 15 new families per month, 32 learning outcomes per month and 2 jobs per month
Increase employment opportunities	Females	J Massey work underway	Increase the number of females in employment	Refresh the Employment, Learning and Skills Strategy focusing on increasing employment opportunities of women, lone parents, adults with mental health issues and learning difficulties and unemployed people from the Gypsy and Traveller Community	Completed	York Skills Strategy - Unlocking York's Potential to be published end October 2013. Targeted programmes in place to support unemployed 18-24 year olds, Over 50s & adults with learning difficulties and disabilities into work.

Increase employment opportunities	Females	J Massey work underway	Increase the number of females in employment	Continue to provide training courses to Traveller women in conjunction with the Travellers Trust, to develop 'employability' skills in literacy, self confidence, and communication skills	in progress	22 learners have attended courses, all on accredited courses. Many of these have gone on to further courses. For most, the accreditation gained has been the first ever achieved. Many women have also gone on to gain employment.
Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Target localities with the greatest poverty through the Citizens Advice Bureau 'Small Change Project' on family budgeting.	in progress	
Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Undertake an annual comprehensive needs assessment about child poverty and share the findings across the Children and Young People's partnership to inform future planning	in progress	

Child Poverty	Reduce Child Poverty	Child Poverty Strategy	Reduce Child Poverty	Focus the commissioning of services by publically funded groups on support and preventative support for those children, young people and families struggling against disadvantage and discrimination	in progress	
Respect	Inclusive	Work in progress	York to be an exemplar for being and inclusive city	Work with partners across the city to establish the feasibility of York becoming the first Human Rights City in the UK	in progress	An action has now been identified within Communities, Culture and Public Realms 2014/15 business plan with Charlie Croft as lead officer. This is to further develop the Fairness and Equality Board and determine 2 work strands, one of which is a Welcoming City. this will have links to cultural events, community engagement activity and human rights city initiative.
Housing & Homeless	Teenage Parents	HPP Service Plan	Increase housing provision for teenage parents	Provide supported housing units for teenage parents at Howe Hill	Completed Qtr1	Supported Housing units are available for teenage parents at Howe Hill