
Corporate and Scrutiny Management Committee **8 September 2014**
Report of the Director of Communities and Neighbourhoods

Single Equality Scheme Update and Refresh

Introduction

1. The report provides an update on the refresh of York's Equality Scheme. Members are requested to note progress, comment on the draft priorities and draft outcomes relevant to this committee, and advise whether these priorities and outcomes should be the area of focus in the revised equality scheme, or are there any others that should be considered.

Background

2. York's Single Equality Scheme 'A Fairer York' was approved in December 2012 and is in the process of being refreshed. The purpose of an Equality Scheme is to tackle inequalities, discrimination and disadvantage for those who have characteristics protected (York's Community of Identity) under the Equality Act 2010 :
 - Age
 - Disability – physical and mental impairment
 - Gender reassignment
 - Marriage and civil partnership
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
 - Carers
 - People living in York's most deprived areas
3. The current scheme whilst including partnership actions is very much a council document. It is the intention that the revised scheme will move from being a council document to a partnership document recognising that no one agency can tackle York's inequalities alone. The new equality scheme is expected to gain the support of partners by December 2014 and will be a key piece of evidence in the Local

Government Association Equality Assessment programmed for January 2015 when the council hopes to move from Achieving to Excellent in the Equality Framework for Local Government.

4. As members of this committee are aware Corporate and Scrutiny Management Committee have overall responsibility for scrutinising the council's approach to equalities. At your meeting in July 2014 you received a year end report on progress of the council's existing Equality Scheme and considered a long list of issues for possible inclusion in the refreshed equality scheme. At that meeting you agreed that the issues should be grouped in line with the terms of reference of the individual overview and scrutiny committees and presented at their next round of meetings (currently underway) and that each committee be asked for their views on which of those issues should be prioritised areas of focus and included in the refreshed equality scheme. Also that each committee receive an update on the issues relevant to their terms of reference as part of their ongoing quarterly finance and performance monitoring reports.

Emerging Priorities

5. Since the meeting in July 2014 things have moved on from the report. Year end analysis of key equality measures, Health and Wellbeing Strategy priorities, Fairness and Equalities Board priorities, council Business Plan priorities, issues arising from the Joint Strategic Needs Assessment and discussions with Building Strong Communities, Jobs and Economy and Protect Vulnerable People (Council Plan Themed Boards), Corporate Management Team (CMT) and Corporate and Scrutiny Management Committee have led to the following 4 draft priorities being identified (full details of which are attached at **Annex 1**):
 - a. Economic Wellbeing
 - b. Learning and Educational Wellbeing
 - c. Health and Wellbeing
 - d. Community Wellbeing
6. The main area of focus for this committee centres around Economic Wellbeing focusing on tackling employment and training inequalities within the council's workforce. The Council's Workforce Strategy is the vehicle for this supported by the Equality Scheme.
7. Draft outcomes to be achieved are outlined in the table below. Performance on the majority of these indicators is available annually. Updates will be provided via the Workforce Strategy monitoring report

and included within future quarterly Finance and Performance monitoring reports.

Economic Wellbeing Outcomes	
<p>Increase</p> <p>Satisfaction of customers who have dealings with the council in that they have been treated fairly and with respect.</p> <p>Satisfaction with engagement and involvement in decision making particularly for those living in deprived wards</p> <p>Staff Development</p> <p>% of staff who feel they have been fully developed to do their work</p> <p>% of staff who have had a Performance Development Review</p> <p>Staff profile and diversification of staff</p> <p>% of staff completing sensitive information on iTrent.</p> <p>The diversification of council employees</p> <p>Staff satisfaction</p> <p>% of staff who would speak positively about the council if asked.</p> <p>% of staff who think the Council is a fair place to work</p> <p>% of staff who are satisfied with</p>	<p>Decrease</p> <p>% of staff who state they are currently subject to bullying at work</p> <p>% of staff who have experienced verbal/physical abuse/bullying from work colleagues</p>

<p>health and safety arrangements</p> <p>% of staff who are satisfied with their physical working conditions</p> <p>% of staff who feel they are consulted and informed about what is happening within the council particularly for disabled and LGBT staff</p>	
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Consultation

8. Results of the Big York Survey, research in the development of the Joint Strategic Needs Assessment and feedback from the Fairness Equalities Board and Council Plan themed boards have informed the emerging priorities.

Council Plan

9. 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

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

Recommendations

11. The Scrutiny Committee are requested to note progress made in the refresh of York's Equality Scheme and:
 - ii. Comment on:
 - a) The draft priorities as detailed in Annex 1 and;
 - b) The draft outcomes relevant to this committee, as tabled in paragraph 7above.
 - iii. Advise whether these priorities and outcomes should be the area of focus in the revised equality scheme or are there any others that should be considered.

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

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Report Approved **Date**

29/08/2014

Wards Affected:

All

**Specialist Implications Officer(s):** None**For further information please contact the author of the report****Background Papers:** None**Annexes**

Annex 1: Draft Equality Scheme Priorities

List of Abbreviations used in the report:

BaME - Black, Asian and Minority Ethnic

CMT - Corporate Management Team

LGA – Local Government Association

LGBT - Lesbian, Gay, Bisexual, and Transgender