
**Economic and City Development Overview and
Scrutiny Committee**

1st October 2014

Report of the Director of Communities and Neighbourhoods

Single Equality Scheme Update and Refresh

Introduction

1. The purpose of this report is to inform members of this scrutiny committee on the refresh of York's Equality Scheme. The Scrutiny Committee are requested to note progress made in the refresh of York's Equality Scheme and:
 - i. comment on:
 - a) The draft priorities as detailed in Annex 1 and;
 - b) The draft outcomes relevant to this committee, as tabled in paragraph 9.
 - ii. 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. Corporate and Scrutiny Management Committee (CSMC) have overall responsibility for scrutinising the council's approach to equalities. At their meeting in July 2014, CSMC 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.
 5. CSMC 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. Each committee to be asked for their views on which of those issues should be prioritised areas of focus and included in the refreshed equality scheme.
 6. To follow on from this to ensure equality issues become embedded into the work of individual scrutiny committees CSMC requested 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

7. However, things have moved on from the report that went to CSMC. 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

8. The main area of focus for this committee centres around Economic Wellbeing focusing Ensuring York enjoys good economic growth which tackles employment, precarious employment (zero hour contracts) and training inequalities, particularly for women, lone parents, Black, Asian and Minority Ethnic communities, young people, and disabled people, those with a mental health condition. Our economic strategies also focus on reducing the gender pay gap, increasing adoption of the ‘Living Wage’ and continuing the work on poverty particularly reducing the number of children living in poverty.
9. Draft outcomes to be achieved are outlined in the table below.

Economic Wellbeing Outcomes	
Increase	Decrease
The number of people in employment	The % of male and females in part time employment
The % of male and females in full time employment	16-18 year olds not in employment or education
Percentage of Care Leavers at 19 in Education, Employment or Training	Gap in employment rate between those with a long term health condition and the overall employment rate
% of 17 year-olds in education or work based training (as at the end of each year	Gap in employment rate for mental health clients and the overall employment rate
Apprenticeship Starts for ages 16-18, 19-24 and 25+	Gap in employment rate between those in contact with secondary mental health services and overall employment rate
Average earning of residents- Gross Weekly Pay	
Number of organisations paying	Gap in employment rate between

<p>'Living Wage'</p>	<p>those with a Learning Disability and the overall employment rate</p> <p>% of Young People not in Employment , Education or Training (NEET)</p> <p>% of young people ending their YOT supervised order who are NEET</p> <p>% of Year 12 young people who are not in education, employment or training (NEET) who are LDD (self-defined LDD, school action, school action + or statement)</p> <p>% Unemployed in York</p> <p>York unemployment rate below the national average</p> <p>JSA Claimants of Working age population (16-64)</p> <p>16-24 JSA Claimants over 1 year</p> <p>Male and Females claiming Job Seekers Allowance</p> <p>BaME Job Seekers Allowance Claimants</p> <p>Difference in gender pay gap</p> <p>% of children living in workless households</p> <p>Percentage of children in poverty (under 16s)</p> <p>Number of lone parents out of work</p>
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Consultation

10. 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

11. 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

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

Recommendations

13. 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 9.
 - 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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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