



York Fairness and Equalities Board
15 March 2017, 3.00pm – 5.00pm
Leeman, West Offices, Station Rise

15:00	1	Welcome and introductions
15:05	2	Minutes of the meeting held on 14 December, 2016: <i>Minutes attached</i>
	3	Matters arising: <ul style="list-style-type: none">• Loneliness and Social Isolation project: CDC• Welcoming City Board: CDC• Voice of Experience arrangements: CDC
15:15	4	Cities of Service: <i>Presentation by Joe Micheli, City of York Council</i>
	5	York Teaching Hospital Equality Objectives: <i>Presentation by Sarah Vignaux and Lydia Larcum</i>
16:10	6	Round table partner updates
	7	Overview of partnership arrangements: <ul style="list-style-type: none">• <i>Proposed harmonised scorecard attached - Jan Kilmartin</i>• <i>Partnership diagram - produced by Marilyn Crawshaw</i>
16:55	8	Any other business
17:00		Close



Fairness & Equalities Board

Notes of the meeting held on 14 December 2016

Present: Dianne Willcocks (Chair), Sue Collins (for Sarah Armstrong), Sian Balsom, Maria Goddard, Marilyn Crawshaw, Sharon Stoltz, Supt. Adam Thomson, Rita Sanderson.

In attendance: Charlie Croft, Jan Kilmartin, Kay Bailey, Rory Barke.

Apologies: Carol Zagrovik, Helena Nowell, Karen Greenwood, Claire Townson, Tony Linsay, Cllr. Nigel Ayre, Cllr. Tony Richardson.

1.	Welcome and introductions
2.	Minutes and matters arising from the meeting of 14 September 2016: The minutes of the meeting were agreed as a correct record. <ul style="list-style-type: none">• Workplace Health: 8 significant employers in the city are now working with the Council to undertake self-assessments• Loneliness and Social Isolation “Ageing Well” Project: The Council’s Executive has agreed funding of £55k for this project to include the staff support. Deliverables by 31 March, 2017 will be:<ul style="list-style-type: none">➤ An evidence based Ageing Well delivery plan as part of the overall “Well York” strategy➤ Increased capacity for tackling social isolation and loneliness in adults and older people, working in partnership with local communities and groups➤ Increased capacity for falls prevention work in targeted neighbourhoods➤ Further work to develop York as a Dementia Friendly CityPilot work will be undertaken in the Acomb and Westfield wards. These have been identified, reflecting the high level of older people in the population, relative low amount of community groups in Westfield and the previous JRF research in Acomb.

<p>3.</p>	<p>“We can solve poverty in the UK” - JRF’s anti-poverty strategy and its implications for York:</p> <p>Katherine Knox of JRF made a presentation on JRF’s anti-poverty strategy and its implications for York (see slides attached).</p> <p>Katherine outlined definitions concerning different levels and causes of poverty. In 2014/15, there were 13.5 million people in poverty in the UK (compared to 12 million in 2004/05. Changes in the demographic of poverty include: much younger people are experiencing poverty and many people are in work. The cost of poverty to government is estimated to be £78bn each year in addition to the £70bn spent on social security benefits.</p> <p>JRF’s vision is that by 2030: No one is destitute; fewer than 1 in 10 are in poverty; no one is in poverty for over 2 years. The strategy contains policy recommendations, as well as practical ways in which stakeholders can act to help solve poverty.</p> <p>What can York do? Local government has key roles in addressing poverty as a service provider, employer, procurer of services, place shaper and enabler / influencer.</p> <p>Key issues for York would be:</p> <ul style="list-style-type: none"> • Supporting living wage employment in the city • Ensuring affordable housing to meet needs in city • Addressing key costs of living issues particularly in relation to energy, food, water, internet access, transport and financial services and housing, supporting people with higher costs and acting on the “poverty premium”; • Managing the transition to Universal Credit; supporting benefit take up and welfare and debt advice.
<p>4.</p>	<p>Implications for FEB work plan:</p> <p>The board discussed potential areas of activity including:</p> <ul style="list-style-type: none"> • Looking at what employers are doing to address in-work poverty beyond paying the living wage and sharing good practice. • Care: Making care more attractive as a profession and ensuring a more flexible workforce. • Creating hubs to facilitate the co-location of smaller organisations. • Stock taking: Mapping action in York against the changed national

	<p>picture to update the anti-poverty strategy.</p> <p>Action: DW and CDC to pull together the implications for work plan.</p>
5.	<p>Welcoming City Work</p> <p>The paper produced by Charlie Croft was discussed.</p> <p>The proposal to work through existing organisations was supported. Rita Sanderson and Rory Barke offered that YREN could take a lead role.</p> <p>The Board also agreed that a wider “voice of experience group” is needed for the city and that this should report through to FEB.</p> <p>Action: CDC to progress these proposals.</p>
6.	<p>Partner Updates</p> <p>Substantive updates were deferred to the next meeting but Sian Balsom asked in the meanwhile that users of home care be encouraged to complete the Health Watch survey by 6 January: https://www.surveymonkey.co.uk/r/homecareyork</p>
7.	<p>One Planet York Strategy:</p> <p>The board received a presentation from Paul McCabe (see slides attached). The board noted the potential for the strategy to provide an overarching framework for making York a great city as well as to facilitate better balanced decision-making.</p>
8.	<p>Consultation on the new Health and Wellbeing Strategy:</p> <p>Progress on the strategy and the framework were commended. Individual comments to be passed to CDC by 6 January, 2017.</p>
	<p>Next Meeting: Wednesday 15 March 2017 at 3:00 pm.</p>



A Fairer York 2016/2017

No of Indicators = 96 | Direction of Travel (DoT) shows the trend of how an indicator is performing against its Polarity over time.

Produced by the Strategic Business Intelligence Hub January 2017

Key performance Indicators		York Human Rights City Network - Indicator project	Collect. Freq.	Previous Years			2016/2017					Polarity	DoT	
				2013/14	2014/15	2015/16	Quart. 1	Quart. 2	Quart. 3	Quart. 4	Target			
1. Economic Security	<u>emp1</u>	% of working age population in employment (16-64)	Quarterly	73.20%	74.10%	76.00%	76.70%	-	-	-	-	Up is Good	Good	
	<u>CJGE04</u>	% of Full-time employees	Quarterly	65.80%	68.10%	71.10%	70.00%	-	-	-	-	Up is Good	Neutral	
	<u>CJGE41</u>	% of males full time working	Quarterly	84.20%	85.20%	85.80%	86.20%	-	-	-	-	Up is Good	Good	
	<u>CJGE43</u>	% of females full time working	Quarterly	46.90%	49.60%	55.10%	52.20%	-	-	-	-	Up is Good	Neutral	
	<u>CJGE42</u>	% of males part time working	Quarterly	15.40%	14.20%	14.20%	13.80%	-	-	-	-	Up is Bad	Neutral	
	<u>CJGE44</u>	% of females part time working	Quarterly	52.60%	50.00%	44.90%	47.80%	-	-	-	-	Up is Bad	Neutral	
	<u>CJGE66</u>	Median earnings of residents - Gross Weekly Pay (£) - Male	Annual	544.2	523.40	526.40	-	-	553.2	-	-	Up is Good	Good	
	<u>CJGE67</u>	Median earnings of residents - Gross Weekly Pay (£) - Female	Annual	445.7	424.50	441.30	-	-	433	-	-	Up is Good	Neutral	
	<u>CJGE68</u>	Median earnings of residents - Gross Weekly Pay (£) - Gender Pay Gap	Annual	98.50	98.9	85.1	-	-	120.2	-	-	Up is Bad	Bad	
	<u>CJGE16</u>	Earnings gap between the 25 percentile and the median (£) (York)	Decent standard of living	Annual	237.90	115.20	128.30	-	-	137.4	-	-	Up is Bad	Bad
	<u>CJGE13</u>	Proportion of Children in Child Poverty (HMRC)	Decent standard of living	Annual	10.60%	11.60%	-	-	-	-	-	-	Up is Bad	Bad
	<u>PHOF07</u>	% of households in fuel poverty		Annual	9.02%	10.7%	-	-	-	-	-	-	Up is Bad	Neutral
	<u>CJGE11</u>	Workless Households % of all Households		Annual	14.30%	12.00%	12.50%	-	-	-	-	-	Up is Bad	Neutral
	<u>CJGE17</u>	% of working age population qualified - No qualifications		Annual	6.90%	4.80%	4.60%	-	-	-	-	-	Up is Bad	Good
	<u>PHOF40</u>	Gap in employment rate for mental health clients and the overall employment rate		Annual	62.9	63.2	-	-	-	-	-	-	Up is Bad	Neutral
	<u>PHOF41</u>	Gap in employment rate for those with learning disabilities and the overall employment rate		Annual	65.5	60.4	-	-	-	-	-	-	Up is Bad	Good
	<u>PHOF42</u>	Gap in employment rate for those with long-term health conditions and the overall employment rate		Annual	3.9	2.5	-	-	-	-	-	-	Up is Bad	Neutral
	<u>ASCOF1E</u>	Proportion of adults with a learning disability in paid employment		Monthly	7.7	13.7	9.7	7.12	7.28	7.73	-	10.0 %	Up is Good	Bad
	<u>ASCOF1F</u>	Proportion of adults in contact with secondary mental health services in paid employment		Annual	10.3	10.9	6.7	-	-	-	-	10.0 %	Up is Good	Bad
	<u>CJGE21</u>	% of young people not in education, employment or training		Annual	4.20%	4.70%	5.00%	-	-	-	-	-	Up is Bad	Bad

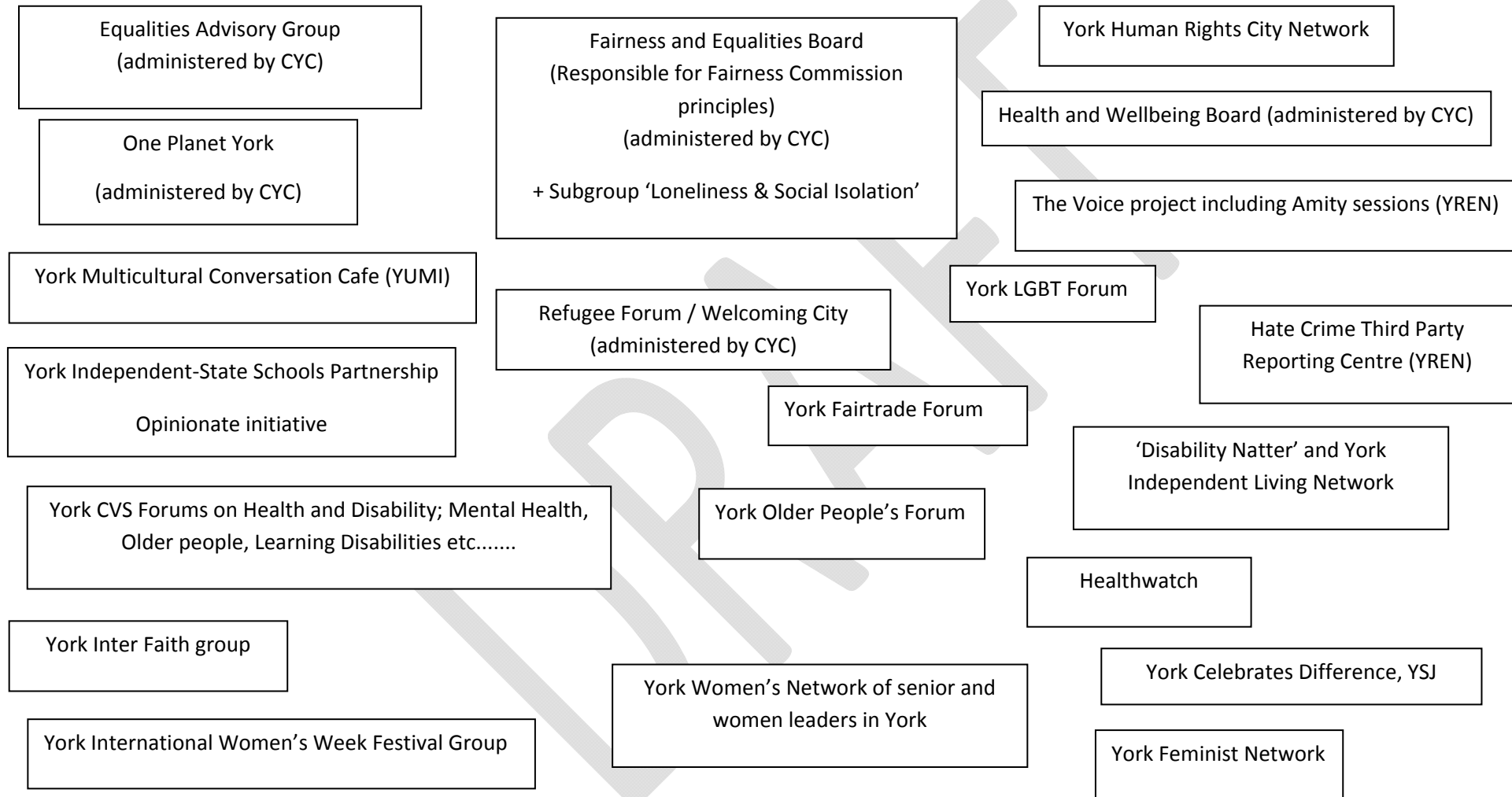
2. Learning & Education Opportunities	<u>148</u>	% of care leavers in employment, education or training aged 17-21 (19-21 until 2016/2017)		Quarterly	78.90%	57.50%	68.00%	68.80%	59.00%	71.40%	-	-	Up is Good	Neutral
	<u>ES9</u>	% Take up of early education places by eligible two year olds - (Snapshot)		Annual	239 (78%)	350 (70%)	392 (72%)	-	-	-	-	-	Up is Good	Neutral
	<u>KS1b</u>	%pt gap in achievement between disadvantaged pupils (eligible for FSM in the last 6 years, looked after and adopted from care) and their peers - Key Stage 1 Reading (aged 6-7)		Annual	-	-	22%	-	-	-	-	-	Up is Bad	Neutral
	<u>KS2b</u>	%pt gap in achievement between disadvantaged pupils (eligible for FSM in the last 6 years, looked after and adopted from care) and their peers - Key Stage 2 Reading, Writing & Maths (aged 10-11)		Annual	-	-	34%	-	-	-	-	-	Up is Bad	Neutral
	<u>81</u>	%pt gap between FSM and non-FSM pupils at 15, who attain a Level 3 qualification by the age of 19 - (Snapshot)		Annual	35.00%	42.00%	(Avail Apr 2017)	-	-	-	-	-	Up is Bad	Bad
	<u>82</u>	% gap between young people who were in receipt of FSM at 15 who attain a Level 2 qualification by the age of 19 and their peers - (Snapshot)		Annual	17%	19%	(Avail Apr 2017)	-	-	-	-	-	Up is Bad	Neutral
	<u>83</u>	Attainment of a Level 3 qualification by age 19 - FSM group		Annual	30%	26%	(Avail Apr 2017)	-	-	-	-	-	Up is Good	Bad
2. Learning & Education Opportunities (NEET)	<u>117c</u>	% of Year 12-13 (academic age 16-17) young people who are not in education, employment or training (NEET) - (Snapshot)		Monthly	-	-	-	-	2.50%	2.70%	-	-	Up is Bad	Neutral
	<u>117d</u>	Number of Year 12-13 (academic age 16-17) young people who are not in education, employment or training (NEET) - (Snapshot)	Education	Monthly	-	-	-	-	88	99	-	-	Up is Bad	Neutral
	<u>NEET02c</u>	% of Year 12-13 (academic age 16-17) NEET who possess less than a L2 qualification - (Snapshot)		Monthly	-	-	-	-	92.00%	93.90%	-	-	Up is Bad	Neutral
	<u>NEET02d</u>	Number of Year 12-13 (academic age 16-17) NEET who possess less than a L2 qualification - (Snapshot)		Monthly	-	-	-	-	81	93	-	-	Up is Bad	Neutral
3. Health & Wellbeing	<u>PHOF36</u>	Life Expectancy at birth - Male		Annual	79.4	80.1	-	-	-	-	-	-	Up is Good	Neutral
	<u>PHOF37</u>	Slope index of inequality in life expectancy at birth - Male - (Three year period)	Health and Social Care	Annual	7.4	6.5	-	-	-	-	-	-	Up is Bad	Good
	<u>PHOF16</u>	Life Expectancy at birth - Female		Annual	83.5	83.5	-	-	-	-	-	-	Up is Good	Neutral
	<u>PHOF17</u>	Slope index of inequality in life expectancy at birth - Female - (Three year period)	Health and Social Care	Annual	5.82	5.1	-	-	-	-	-	-	Up is Bad	Good
	<u>PHOF102</u>	Healthy life expectancy at birth - Male		Annual	63.44	65.36	-	-	-	-	-	-	Up is Good	Neutral
	<u>PHOF103</u>	Slope index of inequality in healthy life expectancy - Male	Health and Social Care	Annual	11.37	-	-	-	-	-	-	-	Up is Bad	Neutral
	<u>PHOF101</u>	Healthy life expectancy at birth - Female		Annual	67.17	66.56	-	-	-	-	-	-	Up is Good	Neutral
	<u>PHOF104</u>	Slope index of inequality in healthy life expectancy - Female	Health and Social Care	Annual	10.11	-	-	-	-	-	-	-	Up is Bad	Neutral
	<u>PHOF47</u>	Mortality rate from causes considered preventable (per 100,000 population) - Male		Annual	252.13	221.14	-	-	-	-	-	-	Up is Bad	Good
	<u>PHOF48</u>	Mortality rate from causes considered preventable (per 100,000 population) - Female		Annual	133.15	130.67	-	-	-	-	-	-	Up is Bad	Good

3. Health & Wellbeing (Alcohol)	<u>LAPE01</u>	Months of life lost due to alcohol: Males aged less than 75 years		Annual	11.69	10.3	-	-	-	-	-	-	Up is Bad	Good
	<u>LAPE02</u>	Months of life lost due to alcohol: Females aged less than 75 years		Annual	5.65	5.4	-	-	-	-	-	-	Up is Bad	Neutral
	<u>LAPE22</u>	% successful completions from alcohol treatment		Quarterly	31.40%	31.60%	40.00%	40.00%	-	-	-	-	Up is Good	Neutral
	<u>CSB17</u>	Number of mothers recorded by Midwifery Services in regard to alcohol or substance misuse (by Estimated Delivery Date)		Quarterly	-	26	33	13	-	-	-	-	Up is Bad	Bad
	<u>CSB08</u>	% of referrals with neglect as a factor at the point of referral - (YTD)		Quarterly	-	12.20%	17.30%	-	-	-	-	-	Up is Bad	Neutral
3. Health & Wellbeing (Housing)	<u>HOU105</u>	Number of households accepted as homeless and in priority need - (YTD)		Quarterly	109	105	91	28	44	-	-	-	Up is Bad	Good
	<u>HOU101</u>	Number of homeless households in temporary accommodation - (Snapshot)	Housing	Quarterly	80	65	56	57	72	-	-	56	Up is Bad	Bad
	<u>HOU289</u>	Households accepted as being homeless and in priority need - by age - % 16-24 - (YTD)		Quarterly	33.00%	29.10%	22.00%	25.0%	28.3%	-	-	-	Neutral	Neutral
	<u>HOU280</u>	Households accepted as being homeless and in priority need - % Mental illness or disability - (YTD)		Quarterly	17.40%	16.50%	12.10%	14.3%	15.1%	-	-	-	Neutral	Neutral
	<u>HOU214</u>	Number of people sleeping rough on a single night - (Snapshot)		Annual	9	13	18	-	-	18	-	12	Up is Bad	Neutral
	<u>CJGE171</u>	Housing affordability (median house prices to earnings ratio)		Annual	6.62	7.67	8.32	-	-	-	-	-	Up is Bad	Good
	<u>CJGE172</u>	Housing affordability (lower quartile house prices to earnings ratio)		Annual	7.97	8.40	8.92	-	-	-	-	-	Up is Bad	Bad
3. Health & Wellbeing (Mental Health)	<u>ASCOF1H</u>	Proportion of adults in contact with secondary mental health services living independently, with or without support		Annual	68.7	55.1	28.5	-	-	-	-	62.0 %	Up is Good	Bad
	<u>CMHD02</u>	IAPT Referrals (18+), per 100,000 population - (VoY CCG)		Quarterly	153.23	307.08	468.52	-	-	-	-	-	Up is Good	Good
	<u>CMHD03</u>	% of people who have completed IAPT treatment who achieved "reliable improvement" - (VoY CCG)		Quarterly	55.88%	61.40%	63.64%	-	-	-	-	-	Up is Good	Good
	<u>LDHC08</u>	% of adults with a learning disability having a GP Health Check - (VoY CCG)		Annual	33.0%	51.0%	-	-	-	-	-	-	Up is Good	Good
3. Health & Wellbeing (Obesity)	<u>PHOF44</u>	% of adults classified as overweight or obese		Annual	-	56.88	-	-	-	-	-	-	Up is Bad	Neutral
	<u>PHE01</u>	% of adults obese (with a BMI greater than or equal to 30)		Annual	-	19.59	-	-	-	-	-	-	Up is Bad	Neutral
	<u>NCMP01</u>	% of reception year children recorded as being obese (single year)		Annual	7.82%	7.03%	8.59%	-	-	-	-	-	Up is Bad	Bad
	<u>NCMP02</u>	% of children in Year 6 recorded as being obese (single year)		Annual	15.35%	14.97%	15.14%	-	-	-	-	-	Up is Bad	Neutral
	<u>HLTH07</u>	Healthy eating adults (%)		Annual	-	28.3	-	-	-	-	-	-	Up is Good	Neutral
3. Health & Wellbeing (Smoking)	<u>PHOF45</u>	% of population smoking (APS)		Annual	18.72%	17.24%	14.63%	-	-	-	-	-	Up is Bad	Good
	<u>PHOF20</u>	% of population smoking (routine and manual workers) (APS)		Annual	32.39%	32.48%	27.82%	-	-	-	-	-	Up is Bad	Neutral
	<u>NGPP01</u>	Gap in smoking prevalence rate between adult general population and adults in routine and manual occupations		Annual	13.66%	15.24%	13.19%	-	-	-	-	-	Neutral	Neutral

) lbeing	<u>PHOF160</u>	Smoking prevalence at age 15 - regular smokers (WAY survey)		Annual	-	5.3	-	-	-	-	-	-	Up is Bad	Neutral
	<u>PVP13</u>	Successful quitters at 4 weeks per 100,000 smokers		Annual	1709.52	1236.39	-	-	-	-	-	-	Up is Good	Bad
4. Safe and Welcoming Communities (Crime)	<u>CPC01</u>	All Crime per 1000 population (IQUANTA)		Quarterly	51.19	47.46	50.93	12.38	14.56	(Avail Jan 2017)	-	-	Up is Bad	Bad
	<u>CPC02</u>	ASB per 1000 population		Quarterly	47.11	46.52	43.15	12.20	12.57	-	-	-	Up is Bad	Neutral
	<u>CSP23</u>	Hate Crimes or Incidents as Recorded by NYP		Monthly	98	108	141	37	56	(Avail Jan 2017)	-	-	Up is Bad	Bad
	<u>Hate01</u>	Age related Hate Crime Incidents	Equality and Non-Discrimination	Monthly	0	0	1	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate02</u>	Asylum Seeker Hate Crime Incidents		Monthly	0	0	0	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate03</u>	Disability Hate Crime Incidents		Monthly	1	12	15	5	-	-	-	-	Up is Bad	Bad
	<u>Hate04</u>	Gender Hate Crime Incidents		Monthly	0	0	0	1	-	-	-	-	Up is Bad	Neutral
	<u>Hate05</u>	Heterophobic Hate Crime Incidents		Monthly	0	0	0	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate06</u>	Homophobic Hate Crime Incidents		Monthly	2	6	16	1	-	-	-	-	Up is Bad	Bad
	<u>Hate07</u>	Irish Traveller Hate Crime Incidents		Monthly	0	0	0	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate08</u>	Migrant Worker Hate Crime Incidents		Monthly	0	0	0	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate09</u>	Racial Hate Crime Incidents		Monthly	82	79	91	17	-	-	-	-	Up is Bad	Neutral
	<u>Hate10</u>	Refugee Hate Crime Incidents		Monthly	0	0	0	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate11</u>	Religious Hate Crime Incidents		Monthly	4	4	9	2	-	-	-	-	Up is Bad	Bad
	<u>Hate12</u>	Romany People Hate Crime Incidents		Monthly	0	0	0	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate13</u>	Sexual Orientation Hate Crime Incidents		Monthly	7	5	6	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate14</u>	Transgender Hate Crime Incidents		Monthly	2	2	3	0	-	-	-	-	Up is Bad	Neutral
	<u>Hate15</u>	Vulnerable Adults Hate Crime Incidents		Monthly	0	0	0	0	-	-	-	-	Up is Bad	Neutral
	<u>CSP51</u>	Number of Reports of Domestic Abuse Incidents reported to NYP		Monthly	2823	2745	2858	795	802	774	-	-	Up is Bad	Bad
	<u>DOMV3</u>	Number of domestic violence incidents crimed		Monthly	787	864	1241	363	353	346	-	-	Neutral	Neutral
<u>DOMV2a</u>	% of domestic violence incidents involving arrest		Monthly	23%	22%	28%	29%	28%	28%	-	-	Up is Bad	Neutral	
<u>DOMV4</u>	Number of domestic violence incidents where children present		Monthly	516	660	730	220	250	225	-	-	Neutral	Neutral	
<u>DOMV4a</u>	% of domestic violence incidents where children present		Monthly	18%	24%	26%	28%	31%	29%	-	-	Up is Bad	Bad	

4. Safe and Welcoming Communities (Social Isolation)	<u>DOMV16</u>	Domestic Violence Victim Gender - Male		Monthly	1149	1129	NC	NC	NC	NC	-	-	Up is Bad	Neutral
	<u>DOMV17</u>	Domestic Violence Victim Gender - Female		Monthly	1661	1594	NC	NC	NC	NC	-	-	Up is Bad	Neutral
	<u>ASCOF1B</u>	Proportion of people who use services who have control over their daily life		Annual	80.3	78	77.3	-	-	-	-	-	Up is Good	Bad
	<u>ASCOF111</u>	Proportion of people who use services who reported that they had as much social contact as they would like	Health and Social Care	Annual	43.0	46.6	45.8	-	-	-	-	-	Up is Good	Neutral
	<u>POPPI01</u>	Total population aged 65 and over predicted to have dementia		Annual	2,623	2,680	2,717	-	-	-	-	-	Up is Bad	Bad
	<u>ASCOF112</u>	Proportion of carers who reported that they had as much social contact as they would like		Annual	-	44.7	NC	-	-	-	-	-	Up is Good	Neutral
	<u>ASCOF1H</u>	Proportion of adults in contact with secondary mental health services living independently, with or without support		Annual	68.7	55.1	28.5	-	-	-	-	62.0 %	Up is Good	Bad

Mapping of *Networks*¹ in York with an interest in Human Rights, Social Justice, Equalities



¹ Note that this map only includes *networks* rather than individual organisations; it is 'work in progress' so please send any additions or amendments to Marilyn Crawshaw of York Human Rights City Network on marilyn.crawshaw@york.ac.uk