
A. Fairer York

City of York's Equality Strategy 2016 – 2020

Contents

Introduction	3
The Vision	4
Background and Overview	5
What do we mean by inequality?.....	6
Why we need a Strategy?.....	6
Priority Areas and Outcomes.....	8
Economic Security.....	10
Learning and Education Opportunities.....	15
Health and Wellbeing.....	18
Safe and Welcoming Communities.....	24
Strategies and plans working towards the equalities outcomes.....	30
Performance indicators	36

Thank you to the members of the Fairness and Equalities Board for their help and guidance in developing this strategy.

Introduction

We are delighted to endorse York's Equality Strategy: 'A Fairer York'. In York, many people enjoy a good quality of life with access to the things they need to thrive as individuals and communities. But we know that not everyone has equal access to the same opportunities. We believe our city will only fulfil its collective potential if everyone who lives, works and visits here can reach their own individual potential, where people can access opportunities and realise their aspirations, and are not limited because of who they are or where they live.

York has a strong history of partnership working and this strategy recognises that no one agency can tackle the inequalities in the city in isolation. By working together, much more can be achieved to make York a more equitable city. Collectively, we want to make sure our city enables all individuals to realise their potential to work productively and be rewarded appropriately, to feel comfortable, healthy and happy. A great city allows all its residents, people with different experiences, beliefs and perspectives the chance to make a contribution to their community, bringing a sense of achievement and belonging. We are proud that, for many, this is already the case in York. We want it to be so for everyone.

This strategy represents our vision for an equal, inclusive and welcoming city. It summarises what the city wants to achieve and how we can demonstrate the progress we are making. In doing so, it sets out some key priorities to further equality within the city, to ensure that everyone can enjoy the excellent quality of life our city offers. A 'Fairer York' acts as an overarching strategy bringing together key inequalities across a range of areas including jobs, skills, education, health and life circumstances. It describes the nature of the inequalities that face certain groups of people in York, setting out the improvements we would like to see and expands on the successful work already done to tackle unfairness in the city. The strategy supports the wider work in the city which has the ambition for York to become a "Human Rights City", achieve City of Sanctuary status and a city that values difference in people and draws on diversity of experience and ideas to strengthen York's economy and communities.

Real change can be realised when the actions and attitudes of individuals and groups are brought together as a united response that champions fairness.

This strategy will build on the hard work and dedication of individuals and organisations that are committed to equality and fairness. It will provide ways for people to share their experiences, good and bad, and to establish systems that concentrate our efforts, knowing that working together will have the greatest impact.

We look forward to working with you to make York a fairer city.

Professor Dianne Willcocks,

CBE DL, Chair City of York Fairness and Equalities Board

Cllr Nigel Ayre,

Executive Member for Culture, Leisure and Tourism

Vision

“A city where we all consider the effects of our actions on everyone and work together to make sure everybody has fair opportunities. We look for inequality and where we find it, we work together to solve it for the good of the city as a whole.”

Background and overview

This Equality Strategy 'A Fairer York' provides a guide to the areas where we know we could improve to make York a fairer city. It is the result of partnership working across the city and is intended to allow all individuals and organisations to consider how they can respond to the priorities identified. As a strategy owned by the city, it will be monitored and regularly reviewed by the Fairness and Equalities Board. We encourage and welcome any views or comments that would allow the strategy to develop over time. You can do this at any time by emailing equalities@york.gov.uk.

In developing the plan, City of York Council has worked with people from across the public, private and voluntary and community sectors, building on previous work in the city. This includes the 2012 - 2015 Equality Scheme, the work of the Health and Wellbeing Board, the Fairness and Equalities Board, and the York Fairness Commission.

A Fairer York looks at broad themes of fairness. However, we know that inequality can often be most strongly felt by some groups of residents in our community who are offered protection under the Equality Act 2010. This covers Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation. The Equality Act 2010 makes it unlawful to discriminate and treat people unfairly on the basis of these characteristics. In York, when we talk about people with protected characteristics we refer to our 'communities of identity'. Other groups included in our 'communities of identity' are carers and people living in the lowest income groups; they are more likely to suffer inequalities in many aspects of life such as health, education, financial security and personal safety, and may need additional support to address this. However we recognise that many individuals will belong to two or more 'communities of identity', and this will have an impact on their experiences. The strategy will facilitate a joined-up approach to all groups and therefore benefit people with 'multiple identifiers'.

Through this strategy we will help eliminate unlawful discrimination, harassment and victimisation and advance equality of opportunity and foster good community relations.

What do we mean by inequality?

Society is diverse, with a wide range of differences among people, families and communities. We may be older or younger, have a religious belief or no religious belief, or have a different background. This is a normal part of life.

When we talk about inequality we mean that people are treated unfairly and less favourably because of these differences and characteristics, real or perceived.

For example, being a woman rather than a man is not of itself unfair, however if the chances of getting a job are reduced because you are a woman rather than a man, then this is unfair and is an inequality which we would try to reduce. Furthermore, equality does not mean that everyone should be treated the same, but that everyone should have an equal opportunity to make the most of their lives and talents. This means removing societal barriers in the city so that everyone can be involved and feels welcome, for example ensuring community spaces and workplaces are accessible for people who use a wheelchair.

Why we need a strategy

We believe the people of York want to live in a city that is committed to fairness and equality of opportunity, a city that tackles discrimination and prejudice and that these principles help communities come together and live together harmoniously.

As we live increasingly busy lives, people are often unaware of how discrimination and inequalities affect other people living alongside them. Feelings of unhappiness, uncertainty or little prospect of a positive future can be part of everyday life for some York residents; this could be a neighbour, a friend, or a relative. This is not a situation anyone would want to find themselves in, or indeed what they want for others. People may be unsure about what they can do and how it may make a difference.

This 'Fairer York' strategy wants to make it possible for everyone to feel that they can make a difference, to open up the debate about inequality and unfairness. It is everyone's responsibility to make York a fairer place to live in. It is a shared endeavour, involving communities and employers, as well as public bodies and voluntary organisations.

The strategy, whilst ambitious, cannot reflect every inequality which will be experienced over the next 4 years. It sets out 7 priority outcomes across 4 broad areas. These are:

- Economic security
- Learning and education opportunities
- Health and wellbeing
- Safe and welcoming communities

Progress against the outcomes will be visible through performance measures, whilst action will arise from a number of other strategies and initiatives which have similar aims.

Priority Areas and Outcomes

The Equalities Strategy focuses on inequalities across 4 broad areas and identifies 7 priority outcomes to work towards.

Area: Economic Security	
Priority Outcome E1	All residents can share in the benefits of York's comparative economic strength.
Priority Outcome E2	All residents have equal access to job opportunities and fair working conditions.
Area: Learning and Education Opportunities	
Priority Outcome LE3	People most in need of support have the opportunities to gain new skills and qualifications.
Priority Outcome LE4	The attainment gap between children living in low income families and their peers is narrowing.
Area: Health and Wellbeing	
Priority Outcome HW5	The gap in health and wellbeing between the least and most deprived people in the city is narrowing.
Priority Outcome HW6	People feel supported to live independently and are treated with dignity and respect.
Area: Safe and Welcoming Communities	
Priority Outcome C7	York is a place where everyone feels welcome, a place where people feel safe, valued and are able to have influence in their community.

Inequality facts

In some of the most deprived areas of York **1 in 4** children live in poverty

22% of Year 6 children in the one of the most deprived ward are obese, in one of the least deprived wards the figure is **8%**

24% of children eligible for free school meals (an indicator of poverty) achieved **5 A* - C at GCSE** (2015), compared to **66%** of children not eligible for free school meals

In some of the most deprived areas of York **men** can expect to live

6.5 years less
and **women 5.1 years less**

1 in 10

older people are suffering from chronic loneliness

than people living in less deprived areas in 2015.

Women are paid less per hour than men, in York the average (median) hourly rate for **women** is **£10.34** compared to **£12.47** for **men***

A national survey carried out by Stonewall (2013) revealed that **75%** of people who are **victims of hate incidents or hate crimes don't report it to the police**, two-thirds of people don't tell anyone. In 2015/16 the North Yorkshire Police recorded only **16 homophobic incidents**.

* Annual Survey of Hours and Earning (ASHE) 2015.

Economic Security(Equality Analysis)

York is a thriving city with good economic growth attracting new businesses and developments and this is helping to get people into work. Encouragingly the number of people claiming Job Seekers Allowance (JSA) has decreased to less than 1% of working age population. York is one of the most skilled cities in the country with 40% of working age adults qualified at Level 4 or above. This figure ranks York as 1 out of 15 cities regionally and 9 out of 64 nationally (Centre for Cities - 2014/15). However, there remain challenges for some of York's residents:

Employment

Good job opportunities and economic security are not enjoyed by everyone. In York, 4 wards out of a total of 21 account for 47%(2014) of the total long term unemployed. Employment data for 2014/15 shows a slight improvement overall, with full-time employment increasing by 2% to 68% and part-time employment decreasing by 2% to 31%. However the numbers of people in York in full-time employment is still below regional and national figures. The majority of part-time workers are women and the majority of part-time work is in lower paid sectors.

Skills

There is a proportion of residents with low levels of skills. In the most deprived wards, the number of residents without any qualifications is around 1 in 4.

Pay

There are increasing numbers of people who are affected by in-work poverty. There are many people, especially women, working in low paid sectors not receiving the 'Living Wage' (an hourly rate set by the Living Wage Foundation). This is currently £8.25 per hour (outside London). In York, 20% of employees receive pay below that level.

Key strategies that will lead to improvement in this area are: the Economic Strategy, Skills Strategy and the Children and Young People's Plan.

OUTCOME PRIORITY E1 – All members of our community share in the benefits of York’s comparative economic strength.

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>There are groups of people who face barriers getting into work</p> <p>Life circumstances for some people make it difficult to get into work. These groups include:</p> <p>Disabled people experience inequalities in employment regardless of their impairment.</p> <p>The gap in the employment rate for mental health clients and the overall employment rate was 63% in 2014/15.</p> <p>People with mental illness or learning disability are least likely to be employed. Only 11% of adults in contact with secondary mental health services in York are in paid employment in 2014/15.</p> <p>People who are carers.</p> <p>People in families that face complex challenges.</p> <p>People with low level literacy and numeracy skills and who have few or no qualifications.</p> <p>People who have had fractured education, including some people in the Gypsy Roma and Traveller community, Children Looked After and children in army families.</p> <p>The Indices of Deprivation report (2015) identified some areas in York face significant deprivation in relation to education, skills and training and employment. There are four wards in York that account for 47% of the total long term unemployed (2014/15).</p>	<p>Increased numbers of unemployed people accessing support that raise skills and preparation for employment.</p> <p>Increased numbers of people working in jobs that meet their individual needs, and employers across all sectors are offering supported working arrangements.</p> <p>Families who need it take-up support from services.</p> <p>More people are participating in literacy and numeracy courses and gaining qualifications.</p> <p>All employers and organisations understand the difficulties some people face getting work, and take action to embed equality and build a culture of equal opportunities for everyone.</p>	<p>York’s employment rate is amongst the highest in the UK. More people are in full-time jobs.</p> <p>People, who have accessed support, take up training or employment.</p> <p>Families who engage with support realise positive changes and improved life circumstances.</p> <p>The number of people in work from vulnerable groups is increasing.</p> <p>More carers are able to remain in employment.</p> <p>Flexible working arrangements to support those who want to work but who have caring responsibilities.</p> <p>Families most in need gain skills and qualifications.</p> <p>Employers and organisations champion equality and share best practice to ensure on-going progress.</p> <p>People can identify real improvements in their economic situation and their life chances.</p>

OUTCOME PRIORITY E2 – All residents have equal access to job opportunities and fair working conditions.

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>In work poverty and Underemployment</p> <p>Money worries are a real issue for some people and there are people working part-time who want to work more hours.</p> <p>People who have zero hour contracts have little financial security; this affects how they approach everyday living decisions.</p> <p>Research by York Citizens Advice Bureau suggests that people are being forced to take out payday loans to get by. (Report by Advice York - The Perils of Payday Loans, July 2014.)</p> <p>There are still 20% of employees in York paid below the 'Living Wage' level (as set by the Living Wage Foundation).</p>	<p>Having a clear understanding of why certain groups are at a disadvantage in the workplace.</p> <p>Opportunities to increase hours and therefore increase household income, and the support to enable this.</p> <p>Business start-up support.</p> <p>Increased numbers of people in jobs with contracted hours.</p> <p>The number of people affected by in-work poverty is decreasing.</p> <p>Increase in higher value jobs sector.</p>	<p>Information is being used to address inequalities and shape action plans.</p> <p>Increased numbers of people are in full-time employment, receiving equality in pay and conditions.</p> <p>Longer term stability for people based on reliable full-time work with a career progression path.</p> <p>The number of people living in poverty is reducing.</p> <p>People can work in full-time roles if they want to.</p> <p>All businesses support and adopt the Living Wage.</p>

Women have equality in the workplace

York has high numbers of part-time workers especially amongst the female population. In York 50% of women are working part-time compared to 42% nationally and 43% regionally in 2014/15.

Part-time work is mainly in low paid occupations with reduced opportunities to progress. Women are paid less per hour than men; with a greater number working in roles and sectors the market values lowly. For example sales and customer services, cleaners and hospitality workers. These occupations are more prevalent in York so it is a particular challenge.

The average (median) hourly rate for women working full time is £11.39 for men the hourly rate is £12.96. (Annual Survey of Hours and Earnings - 2015)

Increased numbers of women have the opportunity to work more hours if they wish to.

Increased numbers of women have jobs that offer career progression and the potential to increase income.

Businesses have a workplace culture that values output rather than hours worked.

Businesses develop consistent and transparent measures in the way they pay staff and ensure inequalities are addressed.

People can work in full-time roles if they want to.

Average weekly pay for women is increasing.

Businesses are offering women fair opportunities to work in higher paid sectors and occupations.

There is a better gender balance across all sectors.

Workplaces offer a range of flexible working opportunities.

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Work and childcare</p> <p>People who have childcare responsibilities, and who want to work, may have difficulty finding flexible working arrangements that enable them to manage work and childcare. More women are affected by this issue, as more women than men are the primary carers of children.</p> <p>Finding affordable and flexible childcare may also prove difficult.</p>	<p>More employers offer flexible working conditions to support parents and carers who want to work.</p> <p>Childcare that offers quality, flexibility and is affordable.</p>	<p>Workplaces offer a range of flexible opportunities.</p> <p>Childcare that meets the local needs of parents/carers.</p>
<p>Work and caring responsibilities</p> <p>People, who have caring responsibilities and want to work, may face problems finding work that offers the flexibility to enable them to manage caring and working.</p> <p>Females are more likely to be carers than males. In 2011, a census carried out by Carers UK reported 58% of carers were female and 42% male. Caring responsibilities tend to affect men and women at different times, with women far more likely to care in middle age.</p>	<p>Carers know where to get support to manage work and caring responsibilities.</p>	<p>The role of being a carer is understood and valued in workplaces and the wider community.</p> <p>Carers feel supported and are able to manage caring and their career choices.</p>

Learning and Education Opportunities (Equality Analysis)

Skills...

York is one of the most skilled cities in the country ranking in the top ten of UK's 64 cities (2014) for higher level and basic qualifications and having the lowest level of working age adults with no qualifications. There is approximately 73% of working age residents who have formal qualifications; this helps people to have more confidence and optimism when finding work. Young people achieving a level 2 qualification (5 A* - C GCSEs) by the age of 19 reached 87% in 2014/15 which was higher than both regional and national figures.

However ... Whilst the majority of residents have better than average skills there is a proportion of residents, mainly those living in areas of deprivation, that has no or very low levels of skills, which reduces their chances of gaining employment and adversely affects their confidence and aspirations.

Educational attainment

York has an education system that is performing well, with 90% of schools being rated 'Good' or 'Outstanding' and achieving impressive results. In 2015, 66% of pupils achieved 5 or more A* - Cs including English and Maths. This places York as one of the top performing areas in England.

However...there are some children where the picture is not so good. In 2015 only 24% of children from lower income families who were eligible for free school meals (an indicator of poverty) achieved 5 A* - Cs at GCSE. Other children at risk of low educational achievement include children with Special Educational Needs, Children Looked After and children from the Gypsy, Roma and Traveller community.

The key strategies that will lead to change in this area are; The Economic Strategy, Children and Young People's Plan and the Skills Strategy.

Priority Outcome LE3 – People most in need of support have the opportunities to gain new skills and qualifications.

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Higher risk for some people of Not being in Employment, Education or Training(NEET) 2015/16 data shows:</p> <p>There were 283 16-18 year olds who were NEET.</p> <p>Approximately a quarter of these young people were eligible for free school meals (FSM) in their last year at secondary school</p> <p>85% of NEETs don't possess a level 2 qualification (5 A* - C at GCSE)</p> <p>43% of young people (Year 12-14) who are not in education, employment or training (NEET) have Learning Difficulties and Disabilities (LDD)</p> <p>There are concentrations of people who are NEET in the city's most deprived areas.</p>	<p>Reduced numbers of 16 - 19 year olds that are NEET.</p> <p>Children at risk of poor educational outcomes are identified early.</p> <p>Families and children feel supported and engage with learning and schooling.</p> <p>Services to support young people who are NEET are easy to access and delivered in ways that result in increased take-up.</p> <p>York college, employers and wider services have a joined up approach to support young people.</p>	<p>Increased numbers of young people from vulnerable groups are achieving a level 2 qualification.</p> <p>Increased numbers of young people are accessing employment, education or training.</p> <p>Families engage with the services and the support on offer so there are fewer children are at risk of being NEET.</p> <p>Successful interventions are understood, developed and shared.</p>

Priority Outcome LE4 – The attainment gap between children living in low income families and their peers is narrowing.

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Significant attainment gap</p> <p>There is a significant attainment gap at key stage 4 (GCSE) between children who are eligible for free school meals (an indicator of poverty) and their peers.</p> <p>In 2015: Only 24% of children eligible for Free School Meals (FSM) achieved 5 A* - C at GCSE (including maths and English) compared to 66% of children not eligible for Free School Meals (FSM).</p> <p>Nationally children eligible for FSM achieving 5 A* - C at GCSE is 32%</p> <p>There is a wide gap in achievement between Gypsy, Roma Traveller Community and their peers.</p>	<p>Children, who are eligible for 2 year old funding, access places.</p> <p>Attainment for children eligible for Free School Meals improves, with the attainment gap between themselves and their peers reducing.</p> <p>Schools and wider services use evidence based programmes to optimise attainment and life skills for our most disengaged and disadvantaged children and young people.</p>	<p>Families engage with the education system at the earliest possible stage and support their children to have aspirations and gain qualifications.</p> <p>Year on year % increase of children eligible for FSM achieving 5 A* - Cs at GCSE.</p> <p>Schools, wider services and families systematically work together at the earliest stage to ensure children from disadvantaged groups achieve qualifications and skills.</p>

Health and wellbeing

Health and wellbeing is wider than illness and treatment. It is about being well physically, mentally and socially and being able to live in ways that promote good health and wellbeing.

On the whole, people in York have a good standard of life. As residents, most of us can expect to be well educated, have access to good quality employment and, for the most part, live long, healthy and happy lives. However, this is not true for everyone, and there are still significant health and wellbeing challenges for the city. These include the differences in life expectancy between some areas of the city and others, the growing needs of our ageing population and particular challenges around mental health and emotional wellbeing. The Health Profile for York 2015 concludes that while deprivation in York is lower than the national average, there are still about 11.7% (3,600) children living in poverty.

The Marmot review 'Fair Society, Healthy lives' demonstrated how health inequalities are affected by a wide range of social and economic factors including where we live, our housing, our income, the environment, our relationship with the local community and the lifestyle choices we make. The review considered how health inequalities are an accumulative process with the influences of negative and positive factors beginning at birth and continuing over a person's life. These factors are now widely accepted as being responsible for significant levels of health inequalities. Local studies show that health inequalities are prevalent in York; those people living in deprived areas and in the lowest income group are much more likely to have a reduced life expectancy and a poorer health outcome than more affluent people.

The key strategies that will lead to change in this area are; Health and Wellbeing Strategy, Children and Young People's Plan, Alcohol Strategy and the Gypsy, Roma and Traveller Strategy.

Priority Outcome – Health and Wellbeing HW5 – The gap in health and wellbeing between the least and most deprived people in the city is narrowing.

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Reduced life expectancy</p> <p>In some of the most deprived areas of York, men can expect to live 6.5 years less and woman 5.1 years less than people living in less deprived areas (2012- 2014).</p> <p>Marked health inequalities exist between people living in the least and most deprived areas of the city.</p> <p>There is a clear correlation between living in the most deprived areas and how many years a person lives in good health.</p> <p>The difference in living a healthy life between the most and least deprived areas is 11 years for men and 10 years for women. (2009-13 Public Health Outcomes).</p>	<p>Have a better understanding of barriers to accessing services so that support and information can get to those most in need.</p> <p>The gap in life expectancy starts to narrow.</p> <p>Health messages are reaching those who need it and people make healthier more informed lifestyle choices.</p>	<p>Life expectancy improves. There is a reduced difference in life expectancy between communities.</p> <p>All members of the community are confident to access health services.</p> <p>Families live healthier lifestyles and this continues to future generations.</p>
<p>Smoking has been identified as the single biggest cause of inequality in death rates between rich and poor in the UK.</p> <p>The smoking population in York is 18% (2014/15).</p> <p>Smoking amongst routine and manual workers is increasing; the figure for 2014/15 was 32% rising from 23% in 2011/12.</p> <p>The gap in smoking prevalence between the general population and routine and manual occupations is 14% in York compared to 10% nationally (2014).</p> <p>The % of mothers smoking at the time of delivery show higher smoking rates in the most deprived areas (25%) compared to (6%) in the least deprived ward.(May 2016)</p>	<p>The health messages about smoking and passive smoking is widely understood and support is accessible to people who are least likely to access it.</p> <p>People who continue to smoke, smoke more responsibly.</p>	<p>People know the harmful effects of smoking and passive smoking and fewer people smoke.</p> <p>Fewer adults smoke and fewer young people take up smoking.</p> <p>Fewer children and young people are exposed to smoke and are less likely to start smoking.</p>

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Alcohol/Drug treatment - there are higher numbers of people accessing alcohol treatment/drug treatment who live in deprived areas.</p> <p>The 4 most deprived wards accounted for 54% of people in drug treatment (2011 - 2012), and 44% of people are in treatment for alcohol dependency.</p> <p>When we compare York to those areas that have similar levels of deprivation we find York has higher rates of :</p> <ul style="list-style-type: none"> • alcohol related hospital admissions • alcohol related sexual offences • males who lose greater amount of life due to alcohol • binge drinking 	<p>People understand the health messages regarding substance misuse and alcohol especially binge drinking.</p> <p>People at risk of becoming dependent on drugs and alcohol seek help and treatment early.</p> <p>Increased numbers of people are reducing their alcohol intake.</p>	<p>The health messages about alcohol and substance misuse are widely understood.</p> <p>Health related problems due to alcohol are reducing and more people are drinking responsibly.</p>
<p>Childhood Obesity</p> <p>Childhood obesity levels for York is slowly reducing, however in one of the city's most deprived wards 22% of year 6 children are obese compared to 8% in one of the least deprived wards (2013/14). Childhood obesity increases the risk of cardiovascular disease and diabetes in later life.</p>	<p>Health messages are reaching those who need it and people make healthier and more informed lifestyle choices.</p> <p>Health services can be easily accessed when required.</p>	<p>Families are making healthier lifestyle choices and fewer children are obese.</p> <p>People are eating healthier and are more physically active.</p>
<p>Health inequalities for the Gypsy, Roma and Traveller community.</p> <p>Health inequalities for Gypsy, Roma and Traveller (GRT) community include: reduced life expectancy significantly more likely to have a long-term illness, health problem or disability than the general population.</p> <ul style="list-style-type: none"> • 3 times more likely to have a chronic cough or bronchitis • Have high levels of mental health and respiratory problems and higher levels of infant mortality. (Health Needs Assessment York 2013) 	<p>Improved data on the health needs of the GRT community. The GRT community feel confident to give their ethnicity to health services.</p> <p>The GRT community feel that services treat them with dignity and respect.</p>	<p>Health services are well informed about the health needs of the GRT community.</p> <p>Health services are being accessed by the GRT community.</p>

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Housing</p> <p>It is well documented that a person's health and well-being is dramatically affected by their living conditions. Homes that are safe, warm and secure offer people a positive environment in which to enjoy their life and contribute to society.</p> <p>York's faces challenges; there is a limited supply of social housing and limited land on which to build. This, combined with a high demand for houses, pushes up house prices and rents.</p> <p>This situation is challenging for anyone wishing to live in York but is particularly difficult for people living on the lowest incomes, where financial constraints limit people's housing options further.</p> <p>York has the highest house prices to earnings ratio in the region.</p>	<p>People can find appropriate housing in areas they want to live.</p> <p>Rents and house prices are at levels that mean local people have housing choices available to them.</p>	<p>The local housing plan meets the housing needs of the city.</p> <p>There is an appropriate stock of quality built houses that are energy efficient.</p>
<p>Fuel poverty</p> <p>In 2013/14 9.2% of households in York were living in fuel poverty. (Based on low income and high cost measures)</p>	<p>Houses are built or adapted to be energy efficient.</p> <p>People know where to seek advice about energy efficiency and financial support.</p> <p>People can afford to heat their homes.</p>	<p>People access support and initiatives to improve the efficiency and safety of their homes.</p> <p>People are not living in fuel poverty.</p>

Priority Outcome Health and Wellbeing HW6 – People feel supported to live independently and are treated with dignity and respect.		
Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Unfair discrimination</p> <p>People living with dementia and their families, report incidents of feeling stigmatised, feeling that they are a nuisance and that the attitude of some people towards them is unhelpful and unkind.</p> <p>Raising the understanding of living with dementia needs to be addressed as it is estimated that in 2015/16 York will have 2,717 people with dementia and this is expected to rise to 3,503 by 2025, (aged 65 and over).</p>	<p>More people are aware of how to support people living with dementia.</p> <p>People know how to support and include people living with dementia so they are understood, respected and happy to be part of York’s community.</p> <p>People can recognise the symptom of dementia and know what to do to seek help.</p> <p>Information about dementia is available and easy to access.</p> <p>The number of people accessing support to stay in their own homes is increasing.</p>	<p>Increased numbers of people living with dementia report feeling positive about living in York, that people are respectful and supportive.</p> <p>People living with dementia feel confident to contribute to community life.</p> <p>York to be a beacon as a dementia friendly city</p> <p>Dementia is widely understood by the people living in York.</p> <p>Increased numbers of people who want to stay in their own homes are able to do so.</p>
<p>Discrimination towards people with mental ill health.</p> <p>1 in 4 people in the UK will experience a mental health problem each year.</p> <p>Nearly 9 out of 10 people affected by mental health problems reported that stigma and discrimination has a negative impact on their lives. (Stigma Shout - 2008 Survey)</p>	<p>The public have a better understanding of mental health.</p> <p>Negative attitudes and behaviours towards people with mental ill health reduce.</p> <p>A holistic approach is used to understand mental illness and the impact of factors such as poor housing and employment are realised.</p>	<p>People report feeling supported, with fewer incidences of stigma and discrimination.</p> <p>People are accessing services at early stages of illness.</p> <p>More people are accessing community based services. IAPT (Improving Access to Psychological Therapies) a national programme to increase access.</p>

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Services</p> <p>Stigma and common misunderstanding of mental health can be a barrier to people seeking help. During 2006 - 2014 there were 154 suicides in York, 84% of those were men.</p> <p>People with learning disabilities live on average, 16 years less than people without learning disabilities. (2013 - Inquiry into the premature deaths of people with a learning disability).</p> <p>In York the % of adults with a learning disability accessing an annual GP health check was only 33% (2013/14). This figure is significantly worse than regional figures (42%) and national figures (44%).</p>	<p>Mental ill health to be taken as seriously as physical ill health. People can access support and services easily.</p> <p>People with a mental illness feel confident in the mental health services and support.</p> <p>Mental illness rates include incidence by gender.</p> <p>Adults with learning disabilities are getting early diagnosis and treatment.</p> <p>Services work together to maximise uptake of GP Health Checks.</p> <p>Adults with a learning disability are supported to take up their annual health check.</p>	<p>Gender disaggregated data will help identify gender-specific health inequalities.</p> <p>Better profiling data to support the planning and provision of services.</p> <p>Increased numbers of adults with a learning disability access an annual GP Health Check resulting in a health action Plan.</p> <p>Adults with a learning disability are getting good quality, effective care.</p> <p>Early deaths in people with a learning disability are reducing.</p>

Safe and welcoming communities

Our life experiences shape the way we view the world and this is why we all see the world differently. York is becoming a more culturally and religiously diverse city, with a Black and Minority Ethnic (BME) population growing substantially over the past fifteen years and projected to increase. A project commissioned by the Joseph Rowntree Foundation in 2010 to research York's rapidly growing ethnic minorities, found that the proportion of the population from non-white-British was just under 12%, with almost 80 different languages spoken and 100 minority ethnic groups; people being attracted to the city for reasons such as finding work or coming to study at one of the city's universities. York continues to welcome people from across the world including our European neighbours and those seeking a place of safety; from 2016, York will be providing homes to a number of Syria refugees as part of the Government's Vulnerable Persons Relocation Scheme.

York is a place that welcomes and values diversity, a city that is home to people from different backgrounds, languages, faiths, beliefs and traditions. The diversity of York's population provides the city with a wealth of experience, access to fresh ideas and perspectives and if encouraged and harnessed will help build a stronger economy and benefit communities.

Whilst most people are respectful of others and embrace diversity, there are some groups of people within our community that experience discrimination, intimidation and aggression from others; this is because of their differences such as race or sexuality.

Welcoming and safe communities will only be realised in a culture where people feel safe and valued for who they are, where they feel accepted, and where they feel comfortable expressing their point of view. Organisations that encourage diversity, that value difference and listen to the needs of all users will provide services that are progressive, relevant and approachable.

The key strategies that will lead to change in this area are; Health and Wellbeing Strategy, Embracing Diversity – Hate Crime Strategy, Gypsy, Roma and Traveller Strategy, Alcohol Strategy, Domestic Violence Strategy, York Carers Strategy.

Priority Outcome C7 - Safe and Welcoming Communities – York is a place where everyone feels welcome, a place where people feel safe, valued and are able to have influence in their community.

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Social Isolation and Safety</p> <p>Older People</p> <p>1 in 10 older people are suffering from chronic loneliness. This can have adverse affects on a person’s health both physically and mentally.</p> <p>The Adult Social Care Survey 2014-15 reported only 46% of adult social care users had as much social contact as they would like.</p> <p>The proportion of people who use services and feel safe was 67% in 2015/16.</p>	<p>The factors contributing to chronic loneliness in older people are understood and being addressed.</p> <p>More users of adult social care services are happy with the amount of social contact they receive.</p> <p>More users of adult social care services report that the service makes them feel safe and secure.</p>	<p>Loneliness and social isolation is reducing amongst the older population.</p> <p>Older people are at the heart of communities helping to shape services and prevent others feeling lonely.</p> <p>Increased numbers of older people are able to stay in their own homes with support.</p>
<p>Carers</p> <p>The Adult Social Care Survey 2014-15 reported that 44% of York adult carers are not getting as much social contact as they would like.</p> <p>Young carers may feel lonely and isolated, having caring responsibilities and managing their time to learn, stay healthy and socialise.</p>	<p>Carers are supported to address issues of isolation and loneliness.</p> <p>Young carers are supported by schools and wider services.</p>	<p>Carers are happy with the amount of social contact they get.</p> <p>Young carers feel supported, happy, and have time to socialise, learn and stay healthy.</p> <p>Young carers are supported to access educational opportunities.</p>

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Military and Service families</p> <p>The nature of military life or ex-force personnel can be stressful both for the individual and their families. Issues range from feeling isolated, having poor health, and living with feelings of anxiety and pressure.</p>	<p>Armed forces families know where to access services.</p> <p>Local communities support the armed forces community.</p> <p>Families feel supported as they move to York as part of the rebasing programme from Germany.</p>	<p>Armed forces families access the services they need.</p> <p>Armed forces families feel settled, welcome and part of local communities.</p>
<p>Hate crime and hate incidence</p> <p>Disabled people - A survey conducted by Healthwatch York (2014) showed that 29% of respondents felt that the attitude of the general public in York were somewhat negative towards disabled people, a further 5% of the public were very negative and 30% of respondents described people's attitude as neutral.</p> <p>Gypsy, Roma Traveller Community</p> <p>Anecdotal data suggest that hate incidents against this group are under-reported due to a mistrust of services and scepticism about how reported problems would be dealt with.</p> <p>BME - The York Racial Equality Network (YREN) reports that hate incidents among this group is substantially under-reported. This is supported by a range of research.</p>	<p>The number of disabled people report that the public show a positive attitude towards them and this is increasing.</p> <p>The Gypsy Roma Traveller community have increased confidence in services and feel supported.</p> <p>People in York's 'communities of identity' experience fewer incidents of harassment and victimisation.</p>	<p>People want to live in strong communities and support each other.</p> <p>Diversity is valued and people are respected irrespective of who they are.</p> <p>Services and communities work together to address discrimination, harassment and victimisation so people feel welcome, supported and safe.</p>

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Lesbian, Gay, Bisexual and Transgender (LGBT) community.</p> <p>There is significant evidence that shows the LGBT community face unfair discrimination and intimidation. Hate incidents against this community ranges from harassment and victimisation to incidences of aggression and violence. Data around hate crime suggests significant under reporting to the police.</p> <p>There were 141 hate incidents or hate crimes reported to North Yorkshire Police (NYP) in 2015/16 for the York area. These were:</p> <ul style="list-style-type: none"> - 91 racial hate crime - 15 disability hate crime - 16 homophobic hate crime - 9 religious hate crime - 6 sexual orientation hate crime - 3 transgender hate crime <p>In their Homophobic Hate Crime Survey 2013, Stonewall reported that approximately 75% of hate crime based on sexual orientation goes unreported.</p>	<p>People are aware of the devastating impact that hate incidents can have on an individual and the wider negative impact on communities.</p> <p>People in York's 'communities of Identity' feel welcome, respected, and safe in the community.</p> <p>People are supported when they report hate incidents.</p>	<p>Communities work together to reduce harassment and hate incidents, and use positive ways to celebrate diversity, and send a clear message that everyone is valued, welcome and respected.</p> <p>Hate incidents reduce.</p> <p>There is an increase in the reporting of hate incidents.</p>

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Prevalence of anti-social behaviour and crime.</p> <p>Prevalence of crime and anti-social behaviour show marked differences between the least and most deprived areas in York, with higher incidence in more deprived areas.</p> <p>People with convictions face barriers reintegrating into society.</p> <p>‘People with convictions are probably the most marginalised and socially excluded of the disadvantaged groups in society.’ European Social Fund - Programme for Employability, inclusion and Learning PEIL(2014 – 2020)</p> <p>Employment is often quoted as the most important factor in helping those with convictions reintegrate into society and get their lives back on track. The reality is that people with convictions face societal mistrust and discrimination when trying to get a job.</p>	<p>Those more likely to carry out criminal and anti-social behaviour understand how this affects individuals and the community</p> <p>Early intervention initiatives reduce the number of people getting involved in crime and ASB.</p> <p>There is appropriate, holistic support for people with convictions (men and women) to help them access services, adjust and reintegrate back into society.</p> <p>There is a more joined up approach among agencies.</p>	<p>Incidence of crime reduces. Incidence of ASB reduces.</p> <p>Fewer people are engaged in criminal activity.</p> <p>Communities report feeling safe.</p> <p>Communities report feeling that ASB and crime is reducing.</p> <p>People with convictions feel supported, socially included and have confidence in a positive future. For example, the opportunity to work can lead to other positives in their life.</p>
<p>Domestic violence</p> <p>There are people, including children, who are living with the damaging effects of domestic violence; behaviour which can be controlling, threatening, violent or abusive.</p> <p>Data for 2014/15 highlights: Children are present at 26% of domestic violence incidents.</p> <p>28% are repeat incidents.</p> <p>9% of reported Domestic Violence crimes are deemed as high risk.</p> <p>Approximately 40% of victims are male and 60% are female.</p>	<p>The damaging affects of domestic violence is widely understood and not tolerated.</p> <p>It is widely understood that it is everyone’s responsibility to keep children safe.</p> <p>Perpetrators of domestic violence understand the damaging impact of their behaviour and seek help to keep others safe.</p>	<p>There are fewer incidences of domestic violence.</p> <p>There are fewer incidences of domestic violence where children are present.</p> <p>There are fewer repeat incidents of domestic violence.</p> <p>A preventative multi-agency approach is well established to reduce the risk of harm to vulnerable people.</p>

Inequalities we want to address	What we would like to see happen	Longer term progress
<p>Information, support and services that reflect everyone's needs.</p> <p>BME – The York Racial Equality Network (YREN) report BME people have low levels of confidence in local statutory services to deal with their issues or understand and meet their needs when services are being planned.</p> <p>Big York Survey 2013/14 - 57% of BME community disagreed that they could influence decisions in their local area.</p>	<p>Service providers and planners understand the needs of BME groups and work in ways that reflect this.</p> <p>People from BME groups have confidence in services and report improved understanding of their needs.</p> <p>Services anticipate where people may experience barriers to accessing services and plan to address this.</p>	<p>Increased numbers of people from BME groups feel that services understand and meet their needs.</p> <p>Increased numbers of people from BME groups feel that they can influence decisions in their local area.</p> <p>Services are delivered in ways that are culturally sensitive.</p> <p>Increased participation by BME people in democratic structures and processes.</p>

Strategies and Action Plans working towards the Equality outcomes

	Economic	Education	Health	Community
<p>Council Plan (2015 - 2019) Aims: Residents have the opportunity to get good quality and well paid jobs.</p> <p>York continues to have high employment and the Living Wage is promoted.</p> <p>Everyone has access to opportunities regardless of their background.</p> <p>Every child has the opportunity to get the best possible start in life.</p> <p>All York's residents live and thrive in a city which allows them to contribute fully to their communities.</p> <p>Delivering frontline services for residents is the priority.</p> <p>Focus on the delivery of frontline services for residents and the protection of community facilities.</p> <p>Celebrate and champion the diversity of our population and encourage everyone to play an active role in the city.</p> <p>Residents are protected from harm, with a low risk of crime.</p>	<ul style="list-style-type: none"> ● ● 	<ul style="list-style-type: none"> ● ● 	<ul style="list-style-type: none"> ● ● 	<ul style="list-style-type: none"> ● ● ● ● ●

	Economic	Education	Health	Community
<p>Economic Strategy (2016 - 2020) Targets:</p> <p>Wages above national average by 2025.</p> <p>Priority high value sector growth at least 20% faster than predicted.</p> <p>Employment rate, skills and connectivity comparative advantages maintained.</p> <p>Take practical steps to develop and retain talent in the city.</p> <p>Business space and housing requirements fully met.</p> <p>Bring people and businesses together in creative low-cost ways.</p> <p>Make a fresh loud statement of cultural and visual identity.</p>	<ul style="list-style-type: none"> ● ● ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● 	<ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> ●
<p>Unlocking York's Talent - Skills Strategy (2013 - 2016) Aims:</p> <p>More opportunities for city's most vulnerable and excluded groups</p> <p>To support unemployed 18-24s over 50s and families into work</p> <p>Engage more parents and carers in their child's learning.</p>	<ul style="list-style-type: none"> ● 	<ul style="list-style-type: none"> ● ● 		

	Economic	Education	Health	Community
<p>Children and Young People’s Plan (2016 - 2019) Aims: More children and families to have access to the right early support at the right time</p> <p>More children to achieve at school</p> <p>Gaps in achievement narrowed at all key stages</p> <p>A healthy start to life for all</p> <p>More children tell us they feel healthier and happier</p> <p>Better knowledge about mental health needs of young people</p> <p>Fewer risk taking behaviours and better health outcomes in the teenage years</p>		<ul style="list-style-type: none"> ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● 	
<p>York Learning Partnership Action Plan Aims: To close the attainment gap between disadvantaged pupils and their peers</p>		<ul style="list-style-type: none"> ● 		
<p>Gypsy, Roma and Traveller Strategy (2013 -2018) Aim: Reduce rates of unemployment.</p> <p>Improve access and take up of training opportunities.</p> <p>Ensure GRT are not disadvantaged by digital divide.</p> <p>Improve educational outcomes of Gypsy Roma and Traveller children and young people.</p> <p>Reduce incidence of hate crime against GRT community.</p> <p>Increase the reporting of hate crime Protecting vulnerable people.</p>	<ul style="list-style-type: none"> ● ● 	<ul style="list-style-type: none"> ● ● 		<ul style="list-style-type: none"> ● ●

	Economic	Education	Health	Community
<p>Advice Strategy 2015 – 2017 Aims : Targeting resources towards those in most need, including excluded groups and individuals who are most likely to have social welfare problems and who face the greatest barriers to advice.</p>	●			
<p>Childcare Sufficiency Action Plan (2014 - 15) Aim: Raising awareness and take up of support available to families with childcare costs. Work to promote a family and business friendly working culture.</p>	● ●			
<p>York Carers Strategy Action Plan 2011 – 2015 Aim: Carers should have access to employment support and vocational training. All carers will be able to access services and support.</p>	●		●	●
<p>Children and Young People’s Mental Health Strategy (2013 -2016) Aims: To tackle the stigma of mental ill-health. Access for all children who have mental health problems and disorders to timely, integrated, high quality, multi-disciplinary mental health services.</p>			● ●	●
<p>Alcohol Strategy (2016 – 2021) Personal responsibility and social awareness about the effects of alcohol are improved. The negative impact that alcohol has on the safety of the people in our city is reduced.</p>			●	●

	Economic	Education	Health	Community
<p>Health and Wellbeing Strategy (2013 - 16)</p> <p>Commitment to becoming a Dementia Friendly City and work of Joseph Rowntree Foundation, projects such as 'Dementia Without Walls' and 'Neighbourhood Approaches to Addressing Loneliness'</p> <p>Support a shift towards community-based care, so people can access treatment or support within their own community or at home, rather than having to be admitted to hospital, residential or nursing care</p> <p>Raising awareness of mental health and reducing stigma.</p> <p>Intervening earlier and supporting community-based initiatives.</p> <p>Ensure service planning and provision promotes choice and control</p> <p>Commitment to having strong communities to help alleviate the loneliness and isolation.</p> <p>Commitment to having a better understanding of needs and how organisations across the city can support them.</p> <p>Ensure that the voice of carers and young carers is heard and listened to by the Health and Wellbeing Board.</p> <p>Commitment to removing all traces of discrimination from our systems and our interactions.</p>			<ul style="list-style-type: none"> ● ● ● ● ● ● ● ● 	<ul style="list-style-type: none"> ● ● ● ● ● ● ● ●

	Economic	Education	Health	Community
Embracing Diversity – Hate Crime Strategy 2013 – 2016 Make it easier for people to report hate crime. Raise awareness of hate crime to aid prevention. Improve the support available to hate crime victim. Improve data capture and develop a more accurate reflection of the extent and breakdown of hate crimes and incidents.				<ul style="list-style-type: none"> ● ● ● ●
Community Safety Plan (2014 – 2017) Reducing the harm caused by alcohol. Reducing victims of crime. Reducing victims of anti-social behaviour				<ul style="list-style-type: none"> ● ● ●

Performance Indicators

The following performance indicators will help demonstrate the progress we are making against each equality outcome. Over time we aim to introduce new and improved equality measures.

Priority Outcome E1: All residents can share in the benefits of York's comparative economic strength.

Barriers to employment

- The percentage of the working age population who are in employment.
- Workless households as a percentage of all households
- The gap in the employment rate for people with a long-term health condition and the overall employment rate.
- The gap in the employment rate for people with learning disabilities and the overall employment rate.
- The gap in the employment rate for mental health clients and the overall employment rate.
- The number of people with a learning disability that are not in work.
- The percentage of adults in contact with secondary mental health services who are in paid employment.
- The percentage of carers' who claim benefits who are of working age.
- The percentage of working age people with no qualifications.
- The number of families involved in the Troubled Families programme who have been 'turned around' for employment.
- The number of families involved in the Troubled Families programme that has achieved a sustained employment outcome.

Priority Outcome E2 : All residents have equal access to job opportunities and fair working conditions.

In work poverty and underemployment

- The number of people working full-time.
- The number and percentage of men and women working in part-time work.
- The earnings gap between the 25 percentile and the median.
- The proportion of children in child poverty.
- The number of people living in fuel poverty.
- The number of Accredited Employers in York paying the 'Living Wage'.
- The percentage change in real wages, ranked out of 64.
- The percentage employment rate for women aged (50-64).
- The percentage of women working full-time and part-time.
- The median earnings of York residents based on gross weekly pay and disaggregated by gender.
- The gender pay gap between men and women based on gross weekly pay (median)
- The percentage take-up of early education places.
- The percentage of carers using social care services who receive self-directed support.

Priority Outcome LE3: People most in need of support have the opportunities to gain new skills and qualifications.

Not in Education, Employment or Training (NEET)

- The number and percentage of young people Not in Education, Employment or Training (NEET).
- The number and percentage of people who are NEET who possess less than a Level 2 qualification.
- The percentage of young people who were in receipt of a Free School Meals at 15 who attain a Level 2 (5 A*- C at GCSE) by the age of 19.
- Care leavers who are in Employment, Training or Education (ETE).
- The number of troubled families not achieving outcomes for educational difficulties.

Priority Outcome LE4: The attainment gap between children living in low income families and their peers is narrowing.

Attainment gap

- The percentage of registrations amongst vulnerable groups at Children Centres.
- The percentage take-up of early education places.
- The percentage of 2 year olds eligible for early education places who meet expected targets at Key Stage 1 (KS1).
- The percentage gap between pupils eligible for Free School Meals (FSM) who achieve Level 2 at Key Stage 1 compared to their peers.
- The percentage gap between pupils eligible for FSM who achieve Level 4+ at Key stage 2 compared to their peers.
- The percentage gap in achievement of 5+A*-Cs (GCSE) between pupils eligible for FSM and their peers
- The percentage gap in achievement of 5+A*-Cs (GCSE or equivalent) including English & Maths at Key Stage 4 between disadvantaged pupils (eligible for FSM in the last 6 years, looked after and adopted from care) and their peers.

Priority Outcome HW5: The gap in health and wellbeing between the least and most deprived people in the city is narrowing.

Life expectancy:

- The life expectancy at birth for females and males.
- The slope index of inequality in life expectancy at birth for females and males.
- The slope index of inequality of healthy life expectancy for females and males.
- Mortality rate from causes considered preventable for male and female.

Smoking:

- The percentage of residents who smoke.
- The percentage of smokers amongst routine and manual workers.
- The gap in smoking prevalence between all residents and routine and manual occupations.
- The percentage of mothers smoking at the time of delivery in York by ward.

Alcohol:

- Number of people who drink alcohol once or more each day by ward.
- Number of people who drink alcohol 2 or 3 times a week by ward
- The percentage of adults who binge drink.
- Months of life lost due to alcohol(males and females) aged less than 75 years

Obesity:

- The percentage of children in Year 6 recorded as being obese.
- The number of children in year 6 recorded as being a healthy weight.
- The child obesity levels in year 6 by ward.

Housing:

- Regional ranking of house prices to earnings ratio.
- Number of households in fuel poverty

Priority Outcome HW6: People feel supported to live independently and are treated with dignity and respect.

Unfair discrimination

- Consultations that report increased awareness of dementia and increase in positive and supportive attitudes towards people living with dementia.
- Numbers of businesses joining the York Dementia Action Alliance.
- The percentage of adults in contact with secondary mental health services living independently, with or without support.
- The percentage of people who use services who have control over their daily life.

Discrimination towards people with mental ill health.

- The number of people aged 18+ who have been referred to Improving Access to Psychological Therapies (IAPT) service.
- The percentage of people who have completed IAPT treatment who achieved “reliable improvement”.
- The percentage of adults with a learning disability who have attended a GP Health Check

Priority Outcome C7: York is a place where everyone feels welcome, a place where people feel safe, valued and are able to have influence in their community.

Social Isolation and Safety

- The percentage of people who use adult social care services who reported that they had as much social contact as they would like.
- The percentage of people who use adult social care services who feel safe.

Carers

- The percentage of carers who reported that they had as much social contact as they would like.
- The number of carers where support was provided during the year total.

Hate crime and hate incidence

- Hate incidents and hate crime against people with a protected characteristic known in York as 'communities of identity'
- The percentage of residents who think hate incidents are a problem in their local area.
- The percentages of residents who think that hate incidents are a problem in their local area; disaggregated by 'communities of identity'.

Prevalence of anti-social behaviour and crime

- Incidence of alcohol related anti-social behaviour
- Incidence of crime and anti-social behaviour by ward.
- Residents' feedback on how safe they think York is to live in.
- Percentage of tenants who say drug use or dealing is a problem in their neighbourhood.

Domestic violence

- Incidence of domestic violence in York and by ward.
- The number and percentage of domestic violence incidents where children are present.
- The number and percentage of domestic violence repeat incidents.

Information, support and services that reflect everyone's needs

- The percentage of BME residents who agree that they belong to their local area.
- The percentage of BME residents who agree their local area is a place where people from different backgrounds get on well together.
- The percentage of BME residents who agree that they can influence decisions in their local area.

If you would like this information in an accessible format
(for example in large print, in Braille, on CD or by email)
please call **(01904) 551550**

This information can be provided in your own language.

Informacje te mogą być przekazywane w języku ojczystym.

Polish

Bu bilgi kendi dilinizde almanız mümkündür.

Turkish

此信息可以在您自己的语言。

Chinese (Simplified)

此資訊可以提供您自己的語言。

Chinese (Traditional)

 **01904 551550**