

EDI update and Human Rights and Equality Assessment

Presented by:

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Disability Equality Training

- 451 managers and counting! Online sessions still taking place
- 23 members
- Feedback compiled and shared by end of April
- Follow up: invites to team meetings (PH, Housing), HR developing 'passport' process, managers seeking advice on reasonable adjustments

DET Feedback

- The trainer made a potentially ‘dry’ topic interesting and engaging”
- “I really enjoyed the training, a great fun and informative session”
- “I didn’t know / understand as much as I thought I did. I understand more after the training”
- “Absolutely fantastic training and very helpful indeed”

DET Feedback

- “One of the best training courses I have attended, thank you”
- “It was thought provoking”
- “the trainer was informative and explained things in a way I could understand”

‘I felt like sending the slides to us prior to the training undermined their content, though now having had the training, I understand this may have been to support some people in engaging with / understanding the course’

HREA development

- Produced in consultation with Centre for Applied Human Rights
- Reviewed by York Human Rights City Network
- Internal officer feedback
- Contains a screening tool to filter out human rights that are not relevant

HREA implementation

Step by step:

1. PCP is agreed, at Team meeting discuss the group that will complete the HREA
2. Human Rights and Equity Champions – provide support
3. Draft signed or by Head of Service
4. Submit HREA to ediyork@york.gov.uk to go into repository
5. Review at least every 3 years

How to sign off

- Have your team reviewed adequate data?
- Have they developed mitigations for impacts on human rights and characteristics?
- Is their action plan robust and addresses the mitigations?
- Would you be happy for this to be published online?
- If no, ask your team to do it again

HREA implementation

So far...

- Leading Together
- Guidance and example HREAs produced
- Champions shadowing Head of EDI
- Champion refresher training
- New report format incorporates 'completed' HREA
- EDI Working Group – communication plan

HRE Champions

Amelia Boddice	Web Services Team	Kate Saunders	Business Support
Arthur Petrelli	Transport	Lesley Furnival	Children Social Care
Belinda Cowen	Building Services	Lisa Otter	Housing
Brenda Boyes	Housing	Lucy Billington	Digital Programme Team
Catherine Rennard	Business Support	Maddy Stephenson	ASC
Clare Tate	Communities & Prevention	Max Cameron	Corporate Finance Team
Dean Eshelby	Customer Service	Michael Melvin	ASC - Safeguarding
Elaine Taylor	ASC	Molli Coleman	Legal Team
Ethan Mantle	Legal Team	Molly Hardy	Legal Team
Frogh Asadi	Public Health	Nicola Taylor	ASC
Hannah Keith	Communities and Prevention	Paula Wilkinson	Customer Services
Hester Cashdan	Business Support	Penny Coles	Housing Options
Izzie Mills	Housing	Rachel Callaghan	Mental Health ASC
Jo Williams	Education	Roshaan Awan	Corporate Policy
Josh Van Den Dries	Housing Registrations	Seumas Graham	Housing Options
Judith Cullerton		Shaun Gibbons	City Development
Karen Boardman	Housing Services	Uzmha Mir	ASC - all age
		Victoria Coyle	Children's Services