



## Agenda

- Meeting:** Corporate & Partnerships Overview & Scrutiny Committee
- Members:** Councillors Andrew Williams (Chair), Chris Aldred, Karl Arthur, Nick Brown, Michelle Donohue-Moncrieff, Kevin Foster, Richard Foster, Bryn Griffiths (Vice-Chair), Tim Grogan, Robert Heseltine, David Ireton, Mike Schofield, Subash Sharma, Steve Shaw-Wright, Malcolm Taylor and Phil Trumper.
- Date:** Tuesday, 5th March 2024
- Time:** 10.30 am
- Venue:** Brierley Room, County Hall, Northallerton, DL7 8AD

This meeting is being held as an in-person meeting. Members of the public are entitled to attend this meeting as observers for all those items taken in open session. Please contact the Democratic Services Officer whose details are at the foot of the first page of the Agenda if you would like to find out more.

Recording is allowed at Council, committee and sub-committee meetings which are open to the public, please give due regard to the Council's protocol on audio/visual recording and photography at public meetings, a copy of which is available to download below. Anyone wishing to record is asked to contact, prior to the start of the meeting, the Democratic Services Officer whose contact details are below. We ask that any recording is clearly visible to anyone at the meeting and that it is non-disruptive.

### Business

1. **Apologies for Absence & Notification of Substitutes**
2. **Minutes of the Meeting held on 4 December 2023** (Pages 3 - 6)
3. **Declarations of Interest**  
All Members are invited to declare at this point any interests they have in items appearing on this agenda, including the nature of those interests.
4. **Public Participation**  
Members of the public may ask questions or make statements at this meeting if they have given notice to Melanie Carr of Democratic and Scrutiny Services and supplied the text (contact details below) by midday on Thursday 29 February 2024, three working days before the day of the meeting. Each speaker should limit themselves to 3 minutes on any item. Members of the public who have given notice will be invited to speak:-

- at this point in the meeting if their questions/statements relate to matters which are not otherwise on the Agenda (subject to an overall time limit of 30 minutes);
- when the relevant Agenda item is being considered if they wish to speak on a matter which is on the Agenda for this meeting.

If you are exercising your right to speak at this meeting, but do not wish to be recorded, please inform the Chair who will instruct anyone who may be taking a recording to cease while you speak.

- Attendance of North Yorkshire Police, Fire & Crime Commissioner**  
Purpose – to provide an update on the latest HMICFRS field inspection.
- Bi-annual Update on Community Safety Plan Delivery & Partnership Working** (Pages 7 - 26)
- Equalities & Diversity Update** (Pages 27 - 42)  
Purpose: To provide Members with an annual overview of progress with achieving the Council's equality, diversity and inclusion (EDI) objectives and activities around other EDI related work
- Property Services - Update on Property Rationalisation**
- Draft Work Programme 2024/25** (Pages 43 - 46)  
Purpose of the Report – To consider, amend and adopt the committee's draft work programme for the coming 2024/25 municipal year.
- Any Other Items**  
Any other items which the Leader agrees should be considered as a matter of urgency because of special circumstances
- Date of Next Formal Meeting - 10 June 2024**

**Members are reminded that in order to expedite business at the meeting and enable Officers to adapt their presentations to address areas causing difficulty, they are encouraged to contact Officers prior to the meeting with questions on technical issues in reports.**

#### **Contact Details**

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Barry Khan  
Assistant Chief Executive  
(Legal and Democratic Services)

County Hall  
Northallerton

26 February 2024

## North Yorkshire Council

### Corporate & Partnerships Overview & Scrutiny Committee

Minutes of the meeting held on Monday, 4th December, 2023 commencing at 10.30 am.

Councillor Andrew Williams in the Chair, plus Councillors Chris Aldred, Nick Brown, Michelle Donohue-Moncrieff, Kevin Foster, Richard Foster, Bryn Griffiths, Tim Grogan, Robert Heseltine, David Ireton, Mike Schofield, Subash Sharma, Steve Shaw-Wright, Malcolm Taylor, Phil Trumper and George Jabbour (as substitute for Councillor Karl Arthur).

Officers present: Will Boardman, Jon Holden, Madi Hoskins, Edward Maxwell, and Matt Robinson.

Apologies: Councillor Karl Arthur.

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**Copies of all documents considered are in the Minute Book**

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#### **57 Apologies for Absence & Notification of Substitutes**

Apologies were received from Councillor Karl Arthur, with Councillor George Jabbour substituting.

#### **58 Minutes of the Meeting held on 11 September 2023**

**Resolved:** That the draft Minutes of the meeting held on 11 September 2023, be approved in principle, subject to the following amendments:

- That the word “remote” be deleted from Line 1.
- That Councillor Michelle Donohue-Moncrieff be deleted from the list of members attending in person, and instead listed as having attended virtually.
- That the spelling of Cathryn Clarke’s name be corrected in Minute 52.

Subject to these amendments, the minutes were approved in principle and would be signed at the next meeting of the Committee.

#### **59 Declarations of Interest**

There were no declarations of interest.

#### **60 Public Participation**

There were no registered public participants.

#### **61 Bi-annual Property Services Performance Update**

**Considered** – a presentation by Jon Holden (Head of Property Services), providing an update on the council’s property portfolio and a summary of the management strategy.

The Chair welcomed Jon Holden to the meeting. Members expressed their view that the document which had been provided was not adequate, since it was not a formal and detailed report which could be properly scrutinised. It was suggested that future reports should:

- Include a summary of recent asset rationalisations which had taken place.
- Include a summary of those planned for the immediate future.
- Show which assets had been considered and rejected for rationalisation.
- Include a project plan showing the timeline for future actions.
- Include a detailed explanation of the strategy for asset rationalisation.
- Be presented to the Committee on a quarterly basis.

These points were accepted, and the Head of Property Services apologised for the lack of information in the briefing. It was explained that the intention was to provide a summary of the asset rationalisation work done since LGR, and how the work of rationalisation would contribute to wider Council savings. As well as disposing of capital assets, savings are to be achieved using a single asset management system, proposed efficiencies in service development and a staff restructure which would deliver savings going forward.

Members expressed the urgency of this work and requested that the planned programme be delivered with greater urgency given the wider context of financial pressure on the council's budget. The need to retain commercial and private sector expertise among staff was also highlighted.

It was explained that the urgency and need for change was recognised, and that quick wins had been identified to allow for savings to be delivered quickly. These were specifically designed not to impinge on other service delivery areas, so as not to adversely affect front-line services. A future Strategic Asset Management Plan would also ensure that future asset disposal would not affect other service areas.

**Resolved:**

- That the report be noted.
- That an additional meeting of the Corporate and Partnerships Overview and Scrutiny Committee be held in January 2024, to allow the additional concerns raised by members to be addressed, to which the Executive Member would be invited.

## 62 Council Plan 2024-28 Development

**Considered** – a report from Will Boardman (Head of Strategy & Performance), providing an update on the development of the 2024-28 Council Plan.

Will Boardman was welcomed to the meeting and summarised the report. The council was not undertaking to completely overhaul the Council Plan, since there were many themes and issues shared with the previous Plan, but that instead it was being updated and refreshed to reflect changing priorities.

Members asked how property rationalisation had affected the Plan, and whether the changes would impact it going forward. It was explained that, as a strategic document, individual decisions would not affect the Plan, and instead the plan would guide decisions taken in the course of Council business.

Councillor Kevin Foster highlighted the importance of public transport as an issue impacting his division where services were falling short, and Councillor Richard Foster also called for clarity and simplicity in the wording of the plan, to make it more accessible to all. Members also discussed how the Plan would affect Planning policy to allow for greater shared access to green spaces. The Head of Strategy & Performance explained how the Plan would provide overall strategic guidance to decision makers rather than setting out specific policy proposals, but that the specific issues raised by Members were all considered in the Plan. It was highlighted that the draft Plan would formally be circulated to all Members for detailed comments before the end of the year being scheduled for consideration by the Executive

and Full Council in January and February 2024 respectively.

**Resolved:** That the report be noted.

### **63 Progress Update on IT Network and Systems Consolidation**

**Considered** – a presentation by Madi Hoskins (AD Technology and Change), updating Members on progress with infrastructure consolidation and service transformation. This included some early work towards a draft consolidation plan, with a view to presenting a final version for consideration by the Committee at a later date.

Members discussed the work ongoing to consolidate and rationalise systems in the new council, with a view to delivering savings, simplifying processes, and reducing unnecessary duplication. This included early work where simple changes, like moving to a single supplier for the new council, could quickly and easily deliver changes, where infrastructure constraints allowed. Business analysis was ongoing to identify where these savings could be made without impacting on service delivery. In future, there would be a move towards fewer bespoke systems which would allow for services and programmes to be rolled out more quickly and cheaply. A risk-based consolidation of contracts inherited from predecessor councils was ongoing, to identify where savings could be made as these contracts lapse and come up for renewal. Members asked whether this would be delivered internally, and it was explained that where appropriate, external expertise was being used even where this incurred a short-term cost, as it would allow for greater savings and rationalisation in the medium and long term.

Councillor Nick Brown highlighted the importance of parish and town councillors having access to up-to-date, easy-to-use systems to help them communicate to residents and deliver their services in a clear and efficient manner.

**Resolved:** That the report be noted.

**Note:** The chair adjourned the meeting for a short break at 11:55. The meeting reconvened at 12:04.

### **64 Annual Update on National Resilience Standards & Current Performance**

**Considered** – a presentation by Matt Robinson (Head of Resilience and Emergencies).

Councillor Tim Grogan raised the issue of Tadcaster Bridge, which had been closed during a recent flooding event, but which residents felt was an unnecessary closure. It was explained that the decision had been taken by North Yorkshire Highways, and that while pre-emptive decisions had to be taken in fast-moving circumstances, but a process of continuous review was employed to identify instances where the disruption caused by a closure or diversion was greater than that which might have been caused by the weather. Out-of-hours, these decisions were taken by North Yorkshire Police where a threat to life was identified, with the council being notified afterwards.

Councillor Nick Brown asked whether civil defence issues were considered as part of the resilience strategy, and it was confirmed that malicious risk (from hostile actors, rather than non-malicious risk from weather or other uncontrolled phenomenon) were considered. Councillor Richard Foster highlighted how responsive community social media groups could be, and it was confirmed that during a crisis staff could be dedicated to monitoring these means to provide local information.

**Resolved:** That the report be noted.

### **65 Work Programme 2023/24**

**Considered** – the Committee’s Work Programme.

The Committee noted the current Work Programme, with the following additions which arose during discussion of the other agenda items.

- That a Quarterly Property Services Update be added to the Work Programme, with an additional extraordinary meeting taking place in January 2024.
- That IT Network and Systems Update be added to the Work Programme as a regular item twice a year, with the first update taking place in June 2024.
- That any future Resilience and Emergencies Policy that would affect the provision of crisis and emergency services be considered at a future meeting of the Committee.
- That the Food Bank Working Group meet again in Spring 2024, to review winter performance, and to report back to the Committee in 2024.

**66 Date of Next Meeting - 5 March 2024**

Members noted the next confirmed meeting of the Committee on 5 March 2024, but that once a date for a January meeting had been agreed it would be communicated to Members.

The meeting concluded at 12.34 pm.



## North Yorkshire Community Safety Partnership

### North Yorkshire Community Safety Partnership March 2024

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#### **1.0 Purpose of this Report**

- 1.1 To update on the partnership working around the priority areas agreed by North Yorkshire Community Safety Partnership. The Crime and Disorder Act 1998 places a statutory duty on local authorities to create multi-agency partnerships to tackle crime, disorder, anti-social behaviour, and other behaviours adversely affecting the local environment and to reduce re-offending. The world of community safety continually changes and despite significant organisational change, the need for partners to work together is essential.
- 1.2 North Yorkshire Community Safety Partnership has agreed the following priority areas for delivery.
- Partnership development (links across safeguarding)
  - Community safety hubs
  - Domestic abuse
  - Early intervention and prevention- Serious violence duty
  - Hate crime and community cohesion.

Further detail regarding the objectives of the priorities can be found in Appendix A, Section 1.

- 1.3 Following feedback from the last update to the Overview and Scrutiny Committee this report aims to provide detail regarding
- Progress against the objectives of the Community Safety Partnership's strategy
  - Lessons learnt from completed Domestic Homicide Reviews, and
  - Any national issues resulting in changes to objectives and strategies.

#### **2.0 Partnership Development (links across safeguarding)**

- 2.1 To ensure effective multi-agency systems and relationships exist, regular meetings take place between the senior officers and chairs of the statutory multi-agency partnerships (Community Safety Partnership, Safeguarding Children Partnership, and the Safeguarding Adults Board.) Representatives from the different arrangements sit on one another's partnerships, ensuring effective join up, clarity on roles and responsibilities and leads for priority areas.

- 2.2 There are co-ordinated responses in place to ensure all of our partners, including front line practitioners are clear on local issues, referral pathways and support services. This is clearly evidenced through the work of the Local Safeguarding Partnerships that exist in four areas, Selby, Ryedale/Scarborough, Richmondshire/ Hambleton, and Harrogate/ Craven. Focusing on local awareness raising and action linked to community safety, safeguarding children and adults. The annual Safeguarding Week also showcases a range of initiatives and local approaches across the three partnerships and takes place in June.
- 2.3 The introduction of the new Serious Violence Duty, section 6 of this report, has required effective join up across partnerships and partners. The Community Safety Partnership has strategic governance of arrangements. In September 2023 Joint Targeted Area Inspections (JTAI) were introduced to focus on serious youth violence. JTAs are carried out by inspectors from:
- Ofsted
  - The Care Quality Commission (CQC)
  - His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS)
  - His Majesty's Inspectorate of Probation (HMIP).

[Joint targeted area inspections to focus on serious youth violence - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/news/joint-targeted-area-inspections-to-focus-on-serious-youth-violence)

- 2.4 Working groups have been established to gather evidence against the inspection framework, so we are prepared if North Yorkshire is identified as an area for inspection. This requires effective join up across partners involved in community safety and safeguarding children.

### **3.0 Community Safety Hubs**

- 3.1 Local community safety hubs work together to
- Protect their local communities from crime and disorder, and help people feel safer
  - Deal with local issues such as anti-social behaviour, drug, or alcohol misuse, reoffending and crime prevention; and
  - Assess local crime and disorder priorities and consult partners and local communities about how to deal with them.
- 3.2 There are currently 7 community safety hubs across North Yorkshire, on the previous borough and district council boundaries. Differing arrangements exist locally regarding resourcing and co-location of agencies. The structure of the Community Safety and CCTV service is currently under review, formal consultation with staff on the proposed structure is due to end on the 5<sup>th</sup> March 2024. With the implementation of the new service due to start 1<sup>st</sup> May 2024.
- 3.3 The proposed structure includes 3 key areas, operational delivery via the Community Safety hubs, CCTV public space provision and partnership arrangements, there are clear inter-dependencies between these. The service is responsible for a number of statutory duties linked to community safety, domestic



abuse, serious violence, and counter terrorism. Community safety legislation continually develops, and the service needs to be able to respond to significant changes robustly. An aligned service across the geography will enable any duties (current or future) to be implemented in an effective manner, whilst meeting local need and demand.

3.4 To enable effective case management, the same system is used by all the Hubs, Orcuma. This can be accessed by both local authorities and policing colleagues. In reviewing and ensuring a more consistent approach and management, the consistent use of Orcuma and effective analysis and action around the outputs will be key and will be considered in the review of arrangements.

#### 4.0 North Yorkshire and York Domestic Abuse Strategy 2024- 2028

4.1 Since the last Committee, a new Domestic Abuse Strategy has been developed by the North Yorkshire Local Domestic Abuse Partnership Board, in collaboration with City of York. It has an agreed multi-agency strategic vision-

*“We will not tolerate domestic abuse within North Yorkshire and York, and we will strive to ensure everyone can live free from abuse and harm. We will create an environment where healthy relationships are the norm and where victims, survivors and their children have access to the right support at the right time. Domestic abuse is everybody’s business. We will work collaboratively to create lasting change across all our communities within the voice of the victims at the heart of our response, and where perpetrators of abuse are held accountable for their behaviour.”*

4.2 We recognise that domestic abuse is widespread and persistently under-reported. Although data and statistics are helpful in giving an indication of how far-reaching domestic abuse is, reported incidents will be lower than actual abuse levels. The table below details reported domestic abuse crimes for North Yorkshire (excluding York).

	2020/21	2021/22	2022/23	2023/24
Q1	1420	1523	1573	1429
Q2	1615	1660	1778	1411
Q3	1424	1625	1501	1360
Q4	1307	1538	1435	
	<b>5766</b>	<b>6346</b>	<b>6387</b>	

4.3 Appendix 1, section 1, includes the detail of the multi-agency ‘commitments’ from the Domestic Abuse Strategy 2024- 2028. The next steps for the Partnership, include developing a detailed multi-agency delivery plan and performance framework.

- 4.4 Our previous joint Domestic Abuse Strategy 2018-2024 propelled our partnership response in many ways
- Collaboration on commissioning arrangements to provide sustainable, long term domestic abuse services across York and North Yorkshire. These services ensure equity of support throughout the entire county, eliminating the post code lottery seen in many other areas nationally [‘A Patchwork of Provision’ - Domestic Abuse Commissioner](#).
  - Develop services for children affected by domestic abuse and young people, reflecting a whole family and partnership approach.
  - Create services that are inclusive of all victims. These services support those fleeing domestic abuse and those wishing to remain in their own homes, providing the necessary assets and support for them to do so.
  - Raising awareness of commissioned services, delivering training packages to professionals across various agencies.
  - Deliver behaviour change programmes for adult perpetrators of abuse and interventions for children and adolescents demonstrating violence towards their parents.
- 4.5 The local specialised domestic abuse services in North Yorkshire are jointly commissioned by North Yorkshire Council, City of York Council and the Office of the Police, Fire and Crime Commissioner (OPFCC). All domestic abuse services have recently been successfully re-commissioned.
- 4.6 **IDAS** Managed through a central hub referral, IDAS currently offers local victim support services, including community-based support services, a refuge and safe accommodation service, target hardening provision, and a service for children and young people affected by domestic abuse. Additionally, IDAS provides a Respect Accredited Programme to assist families where young people exhibit abusive behaviours towards their parents or within intimate relationships with other young people. [IDAS](#)
- 4.7 **Foundation** As part of the joint commissioning arrangements, there is also the provision of an Adult Perpetrator Service, a voluntary behaviour change intervention for standard risk perpetrators of domestic abuse, is delivered by Foundation. Foundation is also commissioned by North Yorkshire Council to provide a therapeutic support service for children and young people impacted by domestic abuse. This cohort of children and young people are already known to Children and Family Services. [+Choices – Domestic Abuse Perpetrator Programme - Foundation \(foundationuk.org\)](#)
- 4.8 Appendix 1, section 2 provides detail of recent performance for the commissioned services, including
- IDAS- Victim community-based support
  - IDAS- Victim accommodation-based services
  - IDAS- Target hardening
  - Foundation-+Choices Support Services for Adult Perpetrators of Domestic Abuse

- 4.9 The commitments of the strategy highlight the focus on achieving Domestic Abuse Housing Alliance (DAHA) accreditation [DAHA - Domestic Abuse Housing Alliance \(dahalliance.org.uk\)](https://dahalliance.org.uk). A DAHA Coordinator role has been created within North Yorkshire Council, to bring together housing provision and domestic abuse services. With the aim of ensuring housing provision across North Yorkshire is safe, secure and our teams are empowered to recognise harm in all its forms, supporting victims, survivors, and their families to remain safe in their own homes. The next steps being considered include placing domestic abuse advisors directly into housing teams.
- 4.10 There are established collaborative arrangements to tackle domestic abuse across North Yorkshire. Including Multi-Agency Risk Assessment Conferences (MARAC), where high risk victims are discussed and appropriate multi-agency action is taken and Multi-Agency Tasking and Coordination (MATAC), where high risk perpetrators are discussed. During 2023, 1998 cases were discussed within MARAC across North Yorkshire and York. This is a 4% increase on 2022 figures. Scarborough and Ryedale MARAC heard 27% of the total cases, Harrogate and Craven MARAC 24% and York MARAC 23%. A specific MARAC/MATAC steering group has been established, to ensure that multi-agency arrangements are effective and robust. Escalation of concerns regarding irregular agency attendance and engagement have been raised to the Community Safety Partnership. The chair, Assistant Chief Constable Catherine Clarke is arranging a strategic workshop for agency leads to raise awareness, identify action, and provide an improved service for our most high-risk victims and their families.

## **5.0 North Yorkshire- Domestic Homicide Reviews**

- 5.1 North Yorkshire Community Safety Partnership has the statutory responsibility for commissioning Domestic Homicide Reviews (DHRs). A review of the circumstances in which the death of a person aged 16 or over has, or appears to have resulted from violence, abuse, or neglect by
- A person whom he/ she was related or has been in an intimate relationship, or
  - A member of the same household.

Held with a view to identifying the lessons to be learnt from the death. In addition, where a victim took their own life (suicide) and the circumstances give rise to concern, for example, it emerges that there was coercive, controlling behaviour in the relationship, a review should be undertaken, even if a suspect is not charged with an offence or they are tried and acquitted.

- 5.2 Since 2018, 5 deaths have led to the commissioning of statutory reviews, 3 reviews are completed and published [Domestic Homicide Reviews | North Yorkshire Partnerships \(nypartnerships.org.uk\)](https://nypartnerships.org.uk). 1 review is completed, has recently been signed off by the Home Office and is due to be published. Following a suicide, a fifth review has just been commissioned and an independent chair and author has initiated the process.

- 5.3 Although each circumstance is different, there are ‘common’ themes within the identified recommendations and have been delivered via multi-agency action plans
- Multi-agency training and communications plans and strategies
  - MARAC arrangements, including partners’ accountability and engagement
  - Identified areas for training include
    - Effective use of risk assessments
    - Enhanced understanding of domestic abuse, including within same sex relationships and for older people
    - Importance of professional curiosity.
- 5.4 During the cycle of reporting to the Committee further details regarding recently published reviews and identified lessons and recommendations can be presented.

## **6.0 Early Intervention and Prevention- Serious Violence Duty**

- 6.1 A recent national statutory duty has had a significant impact on partnership activity. The Serious Violence Duty, introduced in January 2023 requires the Police, Fire and Crime Commissioner to convene partners including North Yorkshire Police, North Yorkshire Fire and Rescue Service, Probation services, North Yorkshire Council, City of York Council and the Humber and North Yorkshire Integrated Care Board to work together to prevent and reduce serious violence, that occurs in the area, develop a Strategic Needs Assessment (SNA) and implement a response strategy to address it.
- 6.2 A multi-agency working group has been established, it reports directly to North Yorkshire Community Safety Partnership. The SNA and response strategy have recently been completed and published (19<sup>th</sup> February 2024).
- 6.3 The introduction to the response strategy from the chairs of the Community Safety Partnerships (North Yorkshire and York) highlights
- “Serious violence has a devastating impact on victims, families and communities across the country and whilst we know that overall North Yorkshire is one of the safest places to live, we can’t be naive in thinking serious violence doesn’t happen here- we know it does- and people across our county need to feel safe and be kept safe... The Strategic Needs Assessment has effectively identified the areas in North Yorkshire and York where serious violence is the most prominent and where we must need to focus efforts to tackle it. This has informed our Response Strategy which will be implemented together over the next two years to tackle serious violence.”*
- 6.4 The Serious Violence Duty does not give a set definition of ‘serious violence’ and each local area is encouraged to set their own definition. For North Yorkshire and York, the following crimes are included within our definition of serious violence and were used when undertaking the SNA.
- Homicide

- Violence with injury, including attempted murder, endangering life, and wounding with intent
- Domestic abuse
- Rape and sexual offences
- Weapon related violence, including weapon possession
- Arson endangering life
- Stalking and harassment.

6.5 In addition, the following areas of thematic interest were considered within the wider profile

- Violence against women and girls (VAWG)
- Young people
- Alcohol and substance misuse
- Mental health
- Deprivation and employment
- Education.

6.6 The SNA found the rate of serious violence offences across North Yorkshire and York remains much lower than the national and regional average. Violence with injury had an offence rate of 8.5 per 1,000 of the population in York and North Yorkshire, this is lower than the national average rate of 9.6. Of the violence with injury offences, 3% of the offences included the use of a knife.

6.7 Not all offences are equal in terms of harm, and so crime numbers can not always give a true reflection of the scale of harm caused. The Office of National Statistics (ONS) has developed the Crime Severity Score (CSS) which uses police recorded data and custody, community order or fine rate to calculate a severity weighting. For April 2022 to March 2023 the CSS for North Yorkshire was 3.2, the average CSS for England and Wales was 5.1. The SNA supported, from the data available, that North Yorkshire and York should focus on a prevention and early intervention approach.

6.8 The findings of the SNA were used to identify 5 key priorities, below highlights the priorities with reasons for adoption.

#### **Priority 1- Awareness Raising and Public Perception**

The Office of the Police, Fire and Crime Commissioner has undertaken surveys linked to Serious Violence and VAWG and it was found that respondents were unaware of the topics surrounding serious violence. In response to this, our aim is to raise awareness of the overall low levels of violence across the county to improve public confidence, and to promote the prevention and early intervention activity.

#### **Priority 2- Children and Young People**

Using prevention and early intervention, we aim to break the cycle of violence, supporting those children who have lived experience of the risk factors associated to becoming involved in serious violence.

### **Priority 3- Possession and Use of Weapons**

Weapon carrying has become the norm among some groups. Through interventions and continued partnership working, and by the continued analysis of police data we aim to reduce the number of those carrying a weapon long term.

### **Priority 4- Alcohol, Violence and Night-time Economy**

During the completion of the SNA, a recurring theme around serious violence was the influence of alcohol as a precursor to violence. There is a clear link between serious violence, alcohol and the weekend and evening periods.

### **Priority 5- Violence Against Women and Girls (VAWG)**

Violence against women and girls remains a high priority topic within North Yorkshire and York, as well as nationally. Offences linked to VAWG are becoming more widely understood and more widely reported. This will obviously have close alignment with the new Domestic Abuse strategy. Through early intervention we aim to identify those who are at risk of becoming a victim of domestic abuse or in an abusive relationship and provide support to break the cycle. Appendix 1, section 1 provides further detail regarding the response strategy's priorities.

- 6.9 As part of the response strategy a Prevention and Early Identification Fund Programme was established, which gave partners and organisations the opportunity to bid for funding. A variety of projects have been established, all support a pro-active, sustainable, outcomes focused approach to reduce serious violence through prevention, early intervention, and diversion. The projects deliver interventions which tackle each of the priority areas, including educational programmes, awareness raising campaigns and weapon amnesties. Appendix 1, section 3 provides detail of the projects and their links with the identified priorities.

## **7.0 Hate Crime and Community Cohesion**

- 7.1 An Inclusive Communities Joint Coordination Group reviews hate crime and incidents across North Yorkshire and York, this group reports directly to North Yorkshire Community Safety Partnership and Safer York Partnership.
- 7.2 For Q3 2023/ 24 there have been 283 hate crimes reported across North Yorkshire and York, compared to 256 for the equivalent period 2022/ 23, which is a 10% increase. 14 hate crimes were committed against Police Officers, whilst they were executing their duties. Hate crimes data indicates that offences occur during the week. The key times for hate crime happening remains 00:00- 04:00 hrs.
- 7.3 Race remains the dominant strand, accounting for 55% of all hate crime reports (this is in line with national figures). Some religious hate crimes reported may have links to the Israel/ Gaza conflict.
- 7.4 The partnership is supporting the delivery of a hate crime 'champions' initiative as an accredited training package to raise awareness of hate crime across

partners and communities. Appendix 1, section 1, includes detail of the objectives of the Inclusive Communities Joint Coordination Group, that reports to the Community Safety Partnership.

## **8.0 Recommendations**

- 8.1 For members to consider the content of the report and to identify any areas for clarity and potential future action.
- 8.2 For members to identify partnership priorities and duties, that can be a focus for future updates and reports to the committee.

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**Section 1 North Yorkshire Community Safety Priority Areas for Delivery (2022-2024)**

[88679\\_NYCSP Strategy 2022-24.pdf \(nypartnerships.org.uk\)](https://nypartnerships.org.uk/88679_NYCSP_Strategy_2022-24.pdf)

- Partnership development (links across safeguarding)
- Community safety hubs
- Domestic abuse
- Early intervention and prevention (serious violence duty)
- Hate crime and community cohesion.

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	<b>Partnership development (links across safeguarding)- Key objectives</b>
1.1	To provide strategic oversight and scrutiny to community safety arrangements across North Yorkshire, being aware of both national and local influences
1.2	Effective performance frameworks to be developed, to monitor the effectiveness of the arrangements, including the assurance that resources and funding are being used in the agreed areas of delivery
1.3	To continually develop links and work with other relevant partnerships and within the changing landscape of community safety
	<b>Community safety hubs- Key objectives</b>
2.1	Work towards alignment of the Community Safety Hubs, including the Local Authority and North Yorkshire Police, to determine the best local delivery for the future
2.2	Each Community Safety Hub to maximise and standardise the use of the case management system, and for the data produced to be presented and reviewed by the Joint Coordination Group to help identify areas of good practice, development, or collaboration
2.3	Place Based Working- implementation of the recommendations relating to staff and administrative support uplift by North Yorkshire Police and embedding the police roles fully within the Community Safety Hubs. Including consistency in the line management of police staff
2.4	Development of early intervention opportunities to reduce the impact of anti-social behaviour and community safety issues in localities based upon problem solving models
2.5	All partners to celebrate and publicise the success of the Community Safety Hubs, highlighting the close multi-agency working across North Yorkshire
	<b>Domestic Abuse Strategy 2024-2028</b>
	<b>Priority 1- Prevention and Early Identification Commitments</b>

3.1.1	We will raise awareness of all form of domestic abuse to create a culture of prevention through delivery of public facing campaigns, promoting the message that domestic abuse is everyone's business. This will enable friends, colleagues, neighbours, and family members to spot the signs of domestic abuse and feel confident to help those experiencing it to access specialist support
3.1.2	We will work with education settings, voluntary and private sector organisations to ensure that people of all age groups are effectively taught to understand what a healthy relationship is. The goal is to reduce domestic abuse in the future and increase awareness of what constitutes an abusive relationship, along with how to report it
3.1.3	We will enable individuals and organisations to recognise all forms of domestic abuse to prevent future abuse or escalation of abuse
3.1.4	We will, as a partnership, engage professionals across all agencies to improve the early identification of domestic abuse, ensuring local professionals can recognise signs and indicators of domestic abuse, as well as understanding the specific needs of seldom heard and marginalised groups. This will support developing a culture that recognises and challenges victims blaming language through all processes and practices
3.1.5	We will enable and empower our urban and rural communities to recognise domestic abuse and all its harms, by providing the tools and developing awareness of the signs, indicators and risks associated with this abuse. We will improve access to information and advice, with clear pathways to reporting concerns
	<b>Priority 2- Authentic and Inclusive Support for All</b>
3.2.1	We will provide specialist support services that are inclusive and accessible to meet the needs of local victims and survivors, consulting with those from marginalised communities with lived experience of domestic abuse
3.2.2	We will embed the voice of victims and survivors into local systems and service design processes
3.2.3	We will ensure that victims, survivors, and their children have access to a range of safe accommodation that meet their needs
3.2.4	We will provide a comprehensive response for victims and survivors of domestic abuse and their children which will offer safe accommodation and strong support and meet our population's diverse needs aligned to the existing priorities outlined within the North Yorkshire and City of York Safe Accommodation Strategy
3.2.5	We will work towards achieving and maintaining the Domestic Abuse Housing Alliance (DAHA) accreditation to ensure our housing provision across North Yorkshire and York is safe, secure and that our teams are empowered to recognise harm in all its forms, supporting victims, survivors, and their families to live free from abuse
3.2.6	We will work in partnership with internal and external stakeholders to gather the authentic voice of victims, engaging with victims of domestic abuse where appropriate, to represent the views and voice of victims and service users at the Domestic Abuse Local Partnership Boards

3.2.7	We will ensure that marginalised communities and those with multiple complex needs feel safe and secure, whilst feeling they are able to report abuse and access services to help them cope and recover
<b>Priority 3- Drive Change Together</b>	
3.3.1	We will further strengthen our existing Local Partnership Board arrangements, by ensuring stakeholders work together to address the identified gaps within the findings of our local needs assessment and wider system review
3.3.2	Partners will work collectively to bring together comparable, accurate and consistent data on areas such as commissioning, provision, and gap analysis, enabling the effective monitoring of need and demand. This information-sharing will work to strengthen the future development of our strategic assessment and support our understanding around under-reporting, ensuring we learn lessons and draw out the right narratives from the evidence. Where necessary we will commission research where gaps in knowledge exist to strengthen our response to domestic abuse
3.3.3	We will ensure partners participate in the Domestic Homicide Review process, and that learning from this, Serious Case Reviews and Child Safeguarding Practice Reviews are proactively shared via the Domestic Abuse Local Partnership Boards
3.3.4	We will contribute to the wider strategic outcomes around serious violence and addressing violence against women and girls (VAWG) via their existing partnership arrangements and delivery plans
3.3.5	As a partnership we will ensure that frontline practitioners have the knowledge of local referral pathways and how to respond appropriately to instances of domestic abuse
3.3.6	We will work to a shared language and terminology that begins to recognise the positive benefits of a trauma informed and non-victim blaming way
3.3.7	We will continue to develop and deliver practices and interventions, based on the latest research and best practice, such as Claire's Law and Operation Encompass. This will ensure that victims are aware and informed of the risks posed by perpetrators and that children witnessing domestic abuse have access to the appropriate support within education settings
3.3.8	We will ensure through our MARAC and MATAC Steering Group that we have effective governance and oversight of the operational delivery of MARAC to effectively reduce repeat victimisation
3.3.9	We will ensure that partners work collaboratively when dealing with adult and child victims of domestic abuse, adopting a whole family approach, to improve the safety of families by identifying the most effective interventions of support that align risks and needs
3.3.10	We will ensure that children who witness domestic abuse are recognised as victims as set out in the Domestic Abuse Act. We will provide comprehensive and coordinated support across all agencies to minimise the impact of such abuse to help them cope and recover
<b>Priority 4- Accountability</b>	

3.4.1	We will provide opportunities for perpetrators to change their behaviour through the commissioning of interventions that focus on all risk levels. We will look to inform and influence this through national decision making and future funding opportunities
3.4.2	As partnerships we will ensure protection, support and information is available for those who have experienced abuse during their engagement with the Criminal Justice System. All agencies should ensure that the voice of lived experiences is heard throughout these processes and used to improve and enhance service provision
3.4.3	As partnerships we recognise the importance of legal orders and notices (currently DVPN & O and soon become DAPN & O), therefore when a notice or order has been issued, we will promote multi-agency engagement with the victims during this window of opportunity to support lasting recovery and space from the perpetrator. Partners should also work collaboratively, exploring options to remove those perpetrating domestic abuse from the home to disrupt abusive behaviour and make victims and survivors safer
3.4.4	We will ensure through our MARAC and MATAC Steering Group that we have effective governance and oversight of the operational delivery of MATAC, with a particular focus on ensuring victim safety, risk management and the effective disruption of those offenders who do not engage in this process
3.4.5	We will ensure that the partnership arrangements between MARAC, MATAC and Multi-Agency Public Protection Arrangements (MAPPA) are robust, jointly recognising high risk perpetrators of domestic abuse and stalking, so they are, where considered, considered for MAPPA management, and those timely referrals are made. MAPPA will quality assure referrals so that our response to managing the most serious offenders of domestic abuse and stalking reflects the risk they pose, and our protection of their victims is coordinated and safeguarded
3.4.6	We will ensure that we will maximise opportunities to address harmful behaviours associated with child to parent abuse, utilising best practice and research to inform potential commissioning opportunities
	<b>Serious Violence Duty Response Strategy</b>
	<b>Priority 1- Awareness Raising and Public Perception</b>
4.1a	Raise awareness of preventative approach and low risk in North Yorkshire and York, to improve public confidence
4.1b	Raise awareness of support services
	<b>Priority 2- Children and Young People</b>
4.2a	Reduce the number of young people as victims of serious violence
	Focus on children and young people who are at risk of exclusion and persistently absent by improving attachment and, trauma awareness in schools Develop relational behaviour policies and focus on personalised and strengths-based re-integration planning
4.2c	Opportunities for alternative education to prevent exclusions and persistent absence
	<b>Priority 3- Possession and Use of Weapon</b>

4.3a	Reduce possessions and use of weapons, with a focus on young people
4.3b	Reduce robbery with a knife or bladed article
4.3c	Increase knowledge of weapon hotspots and habitual weapon carriers
	<b>Priority 4- Alcohol, Violence and Night-time Economy (NTE)</b>
4.4a	Reduce alcohol related violence, linked to the night-time economy
	<b>Priority 5- VAWG and Serious Sexual Offences</b>
4.5a	Reduce domestic abuse offences
4.5b	Reduce rape and serious sexual offending in North Yorkshire
	<b>Inclusive Communities Joint Coordination Group</b>
	<b>Partnership Development</b>
5.1	To scope and develop a joint Hate Crime and Community Cohesion Strategy for North Yorkshire and York
	<b>Multi-Agency Training Offer</b>
5.2	To increase awareness and address emerging trends
	<b>Communications</b>
5.3	Continue to support and deliver on the joint partnerships 'calendar of activity'
	<b>Community Engagement</b>
5.4	Build the trust and confidence to recognise and report hate crime through promotion and education
	<b>Funding Opportunities</b>
5.5	To identify and explore funding opportunities to increase understanding and awareness of hate crime through supporting positive engagement with communities and professionals

## Section 2. Domestic Abuse Commissioned Services

### IDAS- Domestic Abuse Victims Community Based Support Q3 2023/24

- Throughout Q3 of 2023/ 24 the Hub received **2491** enquiries for **1627** individuals

	<b>2021/ 22</b>	<b>2022/ 23</b>	<b>2023/ 24</b>
<b>October</b>	701	800	867
<b>November</b>	710	787	887
<b>December</b>	767	769	737

For the **1627** individuals  
 81.7%- already active in the service  
 8.8%- declined support  
 6.6%- unable to contact

**1430** reported as female  
**160** reported as male  
**5** reported as non-binary  
**1** declined to provide information  
**30** missing data

### IDAS- Domestic Abuse Victims Accommodation Based Services Q3 2023/24

- Throughout Q3 of 2023/ 24 IDAS received **246** recorded enquiries into the Helpline regarding Safe Accommodation
- Accounting for over 106 hours of telephone support
- It is important to highlight that these calls are received from across UK and not just North Yorkshire and City of York**

#### Initial Enquiries by month

<b>October 23</b>	98
<b>November 23</b>	92
<b>December 23</b>	56

- 74 calls from survivors
- 166 calls from professionals
- 6 calls from a third party

### Calls From Professionals

Adult social care	4
Children's social care	20
Drug and alcohol services	4
Health	2
Housing	42
Legal services	2
Offender services	1
Other domestic abuse services	75
Other voluntary agency	2
Police	3
Refuge- out of area	6

### Referrals Received into the Service

October 23	32
November 23	30
December 23	27

**32% were accommodated into North Yorkshire and York Safe Accommodation Service. Reports detail the outcomes of referrals, this includes lack of current availability, decline of offer by victim/ survivor and other reasons.**

### Commissioned provision

- York Refuge
- Tadcaster dispersed
- Harrogate Refuge
- Ripon dispersed
- Scarborough dispersed

- Northallerton Refuge

### **IDAS- Target Hardening Q3 2023/24**

	<b>Items Provided</b>	<b>Individuals Provided To</b>
Personal alarm	23	21
Window alarm	73	20
Doorbell camera	1	1
Dummy CCTV	5	4
Window alarm sticker	1	1
Door alarm	14	8
Letterbox lock	9	7
Solar light	7	5
Mobile phone	2	2
Sim card	1	1
Door jammer	25	19
Door chain	39	25

### **Foundation-+Choices Support Services for Adult Perpetrators of Domestic Abuse Q3 2023/24**

Referrals	Q3 23/ 24	Q3 22/23
Emergency accommodation	8	4
DA Perpetrators	32	46
Stalking interventions	0	9
Victim liaison	4	8



**Section 3. Serious Violence Duty Grant Funded Interventions**

Our Strategic Priorities	Our SVD Grant Funded Interventions	How they'll help
<b>Awareness Raising and Public Perception</b>	All SVD Grant Funded interventions and projects set out below reflect our aim to raise awareness and improve public perception of our serious violence strategy.	Increase public confidence and a greater feeling of safety among our communities. Overall reduction in serious violence offences.
<b>Children and Young People</b>	<p><b>Emotional Wellbeing Support in Schools</b> Therapeutic support and informal supervision to school staff to aid children’s understanding of emotions/ reactions. Targeting 20 high-risk young people in 3 schools</p> <p><b>Inspire Future</b> Engaging 250 young people through mobile youth services</p>	Improved practical advice for schools and young people to reduce aggressive behaviour, improve emotional understanding and prevent future violence. Improved social skills, school attainment and in turn attendance rates and educational attainment for at risk cohort. Fewer reported incidents of serious violence among children and young people.
<b>Possession and Use of Weapons</b>	<p><b>Knife Bin Rollout</b> Expanding existing knife disposal programme across York and North Yorkshire</p> <p><b>Emergency Bleed Control Kits</b> Installing 29 emergency bleed kits throughout York and North Yorkshire</p>	Decrease in number of weapon possession offences, and a decrease in weapon enabled serious violence offences. Decrease in number of fatal or life changing injuries.
<b>Alcohol, Violence and Night-time Economy</b>	<b>Operation Night Safe Selby</b> Creating safety officer patrols on weekend nights in Selby town centre to identify vulnerability and provide safe spaces	Reduction in serious violence and VAWG offences linked to alcohol and substance misuse.
<b>Violence Against Women and Girls</b>	<p><b>Why did you do that?</b> Creating a film to raise awareness of cultural harms and violence against women and girls</p> <p><b>She Was Walking Home</b> Theatre workshops in schools, exploring harassment and abuse against women based on real testimonies</p>	<p>Increased confidence from victims to report VAWG offences. To change attitudes and beliefs for future generations to break the cycle of abuse.</p> <p>Long term reduction in VAWG and domestic abuse offences, and increased convictions of offences. Improved attitudes and behaviours in young people to inform decision-making, breaking the cycle of abuse.</p>

	<b>St Giles Trust</b> On the ground community support for vulnerable young women and girls involved in crime and anti-social behaviour in Scarborough	Decrease in crimes involving young people, girls and women in vulnerable positions, and a greater understanding of support available through the wider community.
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## North Yorkshire Council

### Corporate and Partnerships Overview and Scrutiny Committee

5 March 2024

#### Progress update on equality objectives 2021-2025

#### 1.0 Purpose of Report

- 1.1 The purpose of the report is to provide Members with an annual overview of progress with achieving the Council's equality, diversity and inclusion (EDI) objectives and activities around other EDI related work.

#### 2 Summary

- 2.1 The report covers EDI work and actions undertaken from April 2023 (quarters one and two) to January (quarter three) 2024 and will also be used to provide evidence of how the council's Public Sector Equality Duty 2023-2024 Annual Review of Progress is being met.

#### 3 Background







- 3.1 The Equality Act 2010 sets out the personal characteristics that are protected by the law and behaviour that is unlawful. The nine protected characteristics under the Act are:
- Age
  - Disability
  - Gender reassignment
  - Marriage and civil partnership
  - Pregnancy and maternity
  - Race
  - Religion or belief
  - Sex
  - Sexual orientation
- 3.2 North Yorkshire Council also has its own additional protected characteristics which are:
- Carers (unpaid family or friend)
  - People on a low income
  - People in rural areas
  - Are from the Armed Forces Community
- 3.3 As a local authority we are subject to the Public Sector Equality Duty (PSED) as set out in the Act to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act;
  - Advance equality of opportunity between people who share a protected characteristic and those who do not
  - Foster good relations between people who share a protected characteristic and those who do not.
- 3.4 We are also covered by the specific duties contained in the Act which mean that we must:
- Publish information to demonstrate how we are complying with the Public Sector Equality Duty annually and
  - Prepare and publish equality objectives (at least every four years)

3.5 North Yorkshire Council's equality objectives 2021 – 2025 were approved in June 2021 and are due for renewal. [Equal opportunities information | North Yorkshire Council](#)

3.5.1 The objectives align to the Council Plan and are embedded into the performance framework, they are monitored and reported through quarterly performance reporting to Management Board and Executive.

#### 4.0 North Yorkshire demographics at a glance

4.1 The county of North Yorkshire is the largest in England at 8,000 square kilometres (3090 square miles)

 <b>Population</b>	There are 615,400 people living in North Yorkshire	 <b>Housing</b>	Average House Price: £294,779 (England average= £344,917) 3% of households lack central heating in NY compared with 3% across England
 <b>Vulnerable groups</b>	15% of children aged 0-19 are in relative low-income families in NY compared with 19% across England	 <b>Economy</b>	362,222 (58.4%) people are of working age (England average = 62.3%) 38% people aged 16-74 are in full-time employment in NY compared with 39% across England
 <b>Health &amp; wellbeing</b>	18% of people have a limiting long-term illness in NY compared with 18% across England	 <b>Education &amp; skills</b>	21% of people have no qualifications in NY compared with 22% across England

Data taken from Local Insight 2022

4.2 The following table of information summarises Census 2021 equality related data for North Yorkshire (full data sets can be seen in Appendix 1).

<b>Age</b>	24.5% aged 0-24 (England average= 29.2%) 50.5% aged 25-64 (England average= 52.4%) 25% aged 65+ (England average= 18.4%)
<b>Sex</b>	49.3% male 50.7% female
<b>Ethnicity</b>	96% of the population in North Yorkshire are classed as White: English, Welsh, Scottish, Northern Irish or British.
<b>Disability</b>	74% of the population in North Yorkshire are classed as Not disabled under the Equality Act: No long-term physical or mental health conditions. 17.6% of the population in North Yorkshire are Disabled under the Equality Act: Day-to-day activities limited a little/lot

<b>Gender Identity</b>	94.7% of the population of North Yorkshire identify identity the same as sex registered at birth 4.9% 'Not answered'
<b>Sexual orientation</b>	91% consider themselves Heterosexual
<b>Religion</b>	87.5% are Christian 9.1% 'not stated'
<b>Marriage</b>	42.2% of the population of NY are married 24.6% have never been married or in a civil partnership 16% declared 'does not apply'

*A description of each characteristic and terminology is available in a glossary at the end of this report (Percentages have been rounded up)*

4.3 **Pregnancy and maternity** – the Council have a Maternity, adoption, shared parental and paternity policy and procedure which can be found here: [Maternity, adoption, shared parental and paternity policy and procedure \(sharepoint.com\)](#)

## 5.0 NYC Additional Protected Characteristics data

5.1 **Carer** – number of unpaid carers in households  
Just under 16% of the population have at least 1 unpaid carer in their household

5.2 **Armed Forces Community** – number of people in households who previously served in UK armed forces (Does not include current armed forces personnel):  
1 or more people in the household previously served in UK Armed Forces = 27613 10.06%  
No people in the household previously served in UK Armed Forces = 246767 89.94%

5.3 **Rural Residents** (Rural (as defined using the Output Area Classification (OAC))  
250,486 residents = 41.9% living in a rural setting (England average = 10.5%)  
85% of North Yorkshire is Super-Sparse – 17% of residents live in this area  
13% of North Yorkshire is Sparse – 18% of our residents live in this area  
2% of North Yorkshire is Urban – 65% of our residents live in this area

5.4 **Low Income**  
The most recent English Indices of Deprivation report shows that one in seventeen of North Yorkshire residents live in areas that are among the 20 per cent most deprived nationally.

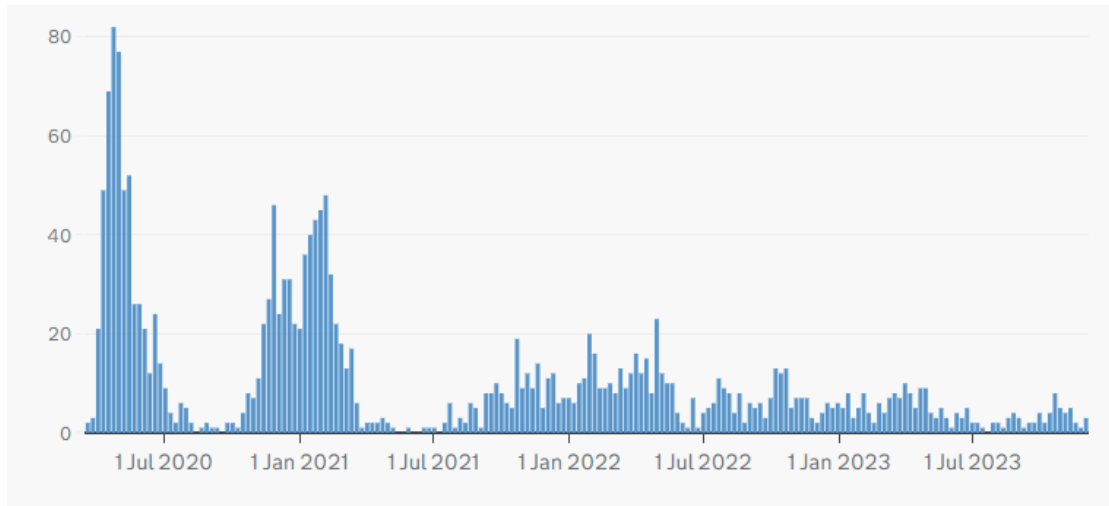
## 6.0 Examples of progress with equality objectives 2021-2025

Progress is monitored through a variety of ways, such as quarterly performance reporting and outcomes, and findings from assessments and reviews. Additionally, regular directorate equality based meetings take place across the council which link into the Corporate EDI Group. Below are just some of the many examples of work being carried out to meet those objectives:

### 7.0 Objective 1: Identify and address inequality as a result of the impact of COVID-19 and work to support vaccine take-up across all communities.

7.1 **Covid Vaccines** - In Autumn 2023, 79% of people in North Yorkshire aged 65+ received a COVID-19 vaccination, above the England average of 69%. The number of deaths is much lower than the 2020 and 2021 peaks.

**Graph showing the number of deaths in NY**



- 7.2 **Elective Home Education** - Children and Young Peoples Services (CYPS) have recorded a rising trend in the number of children recorded as being Electively Home Educated (EHE) which saw a sharp increase following the Covid-19 pandemic. North Yorkshire is not alone in seeing an increase and this trend is being replicated nationally.
- 7.3 **CYPS have specialist Elective Home Education advisors** who contact parents/carers of children who become EHE within 5 working days of the LA being notified by the school. If the education of the child is unsuitable or there are welfare or safeguarding concerns this is acted on swiftly to ensure that the child is safe and in receipt of a full-time education.
- 7.4 **Pre Decision meetings** - There has also been an increase in the number of pre-decision meetings for parents/carers made with EHE advisors prior to EHE being finalised. This benefits children and their families as families go away with an informed understanding of EHE and what it entails. It has proven to reduce the number of children becoming EHE and has increased the number of children having their needs met in school. The summer of 2023 alone saw around 50% of families who took up the offer of a conversation went on not to follow an EHE route and their child returned to school.
- 8.0 **Objective 2: Identify and address inequality in outcomes for people from ethnic minorities.**
- 8.1 **Homes for Ukraine** - Homes for Ukraine -The Homes for Ukraine scheme in North Yorkshire continues to resettle significant number of individuals and families. A total of 1,452 Ukrainian guests have arrived in NY since the start of the Homes for Ukraine scheme. 1,008 guests, who came to North Yorkshire as part of the scheme, have since moved on from their sponsor's accommodation, with 569 moving into private or social housing in the county and 231 individuals have returned to Ukraine.
- 8.2 **Community response** - Our communities have responded by setting up extensive networks to support both sponsors and guests, with regular drop-in and social events, as well as language support sessions. Citizens Advice North Yorkshire, a key partner, is offering invaluable support through a dedicated phone line, as well as attendance at local events. NYC's Early Help and Living Well teams, along with housing officers, are supporting the essential signposting function by ensuring guests and sponsors can access information and guidance to apply for benefits, schools, GP registration and other appropriate referrals.
- 8.3 **Refugee resettlement (Afghan ARAP/UKRS)**  
North Yorkshire has permanently resettled 290 persons (60 households) under the Afghan Relocations and Assistance Policy (ARAP) between August 2021 to 31 December 2023,

and 175 persons (45 households) – mainly Syrian refugees - under the United Kingdom Resettlement Scheme (UKRS) between February 2021 to 30 September 2023. No new UKRS cases are being brought forward by government and so the scheme is effectively on hold.

8.4 **MOD Surplus Accommodation** - Afghan ARAP households continue to be resettled in North Yorkshire utilising additional Ministry of Defence (MoD) surplus Service Family Accommodation (SFA). As at 31 December 2023, 36 Afghan households have been accommodated in SFA properties.

8.5 A **second round of the Local Authority Housing Fund (LAHF)** has been implemented with 11 homes in the county. These properties will chiefly be allocated to Afghan Citizens Resettlement Scheme (ACRS) Pathway 3 households, but should they subsequently leave the LAHF property, it will become part of the general pool of council housing stock.

### 9.0 **Objective 3: To improve inclusion and diversity of staff working for the Council**

9.1 The HR team continues to focus on and deliver the work of the employee EDI networks, whilst working on projects and initiatives to raise awareness and promote EDI within the workplace and into the wider community, with events such as Scarborough Pride and Community Ramadan. Workforce data for Q3 22/23 is provided below (Q3 22/23 is included for comparison purposes):

	Q3 22/23	Q3 23/24
% Male	23.5%	31.3%
% Female	76.5%	68.7%
% of staff who have declared their ethnicity	75.8%	61.6%
• Of the above, % who are minority ethnic	2.9%	3.4%
• Of the above, % who are white	97.1%	96.6%
% of staff who have declared disability/no disability	49.2%	32.4%
• Of the above, % who have a disability	3.8%	3.6%
• Of the above, % who have no disability	96.2%	96.4%
Average Age of workforce	47.48	47.67
% over 55 years of age	30.3%	30.7%
% under 25 years of age	4.6%	4.7%
<b>Top 5% of earners (excluding schools)</b>		
Average age	50.5	50.0
% Male	34.5%	37.4%
% Female	65.5%	62.6%
% who have declared their ethnicity	80.0%	70.1%
• Of the above, % who are minority ethnic	1.0%	0.8%
• Of the above, % who are white	99.0%	99.2%
% of staff who have declared disability/no disability	61.3%	46.5%
• Of the above, % who have a disability	2.1%	2.0%
• Of the above, % who have no disability	97.9%	98.0%

**Note:** Although there has been improvement with employees declaring their equality data within recent quarters, there remains further work to be done to encourage more staff to update their equality information. Technical issues at various points in the year meant that reporting of disability was not being recorded correctly and figures are therefore underreported

9.2 Tables below show EDI networks within the council and the key issues and themes being actioned:

EDI networks Name of group	Q2 members	Q3 members	Percentage Growth
Disabled Employee Network	51	59	+ 16%
Pride Network	33	38	+ 15%
Value in Racial Diversity Network	31	36	+16%
Gender Equality Forum	10	14	+ 40%
Inclusion Forum	21	32	+ 52%
<b>Total</b>	146	<b>179</b>	<b>+26%</b>

Employee Network Group	Key issue/themes	Action	Next steps
Disabled Employee Network	Parking accessibility issues for disabled staff	HR have included these concerns in a wider report on parking which has been taken to Management Board in December.	This is being considered as part of the wider car parking review across NYC. Specific requirements have been factored in to the current Property Rationalisation work underway.
Disabled Employee Network	Neurodiversity and career progression, looking at staff experiences of interviews, and progression barriers or challenges. Looking to best practise from other organisations – e.g. interview questions in advance for all candidates.	Inclusion and Diversity Officer to pick up with Resourcing Solutions.	Develop options appraisal for HR Senior Management team consideration in the first instance.
Value in Racial Diversity Network	Staff experiences of racism from service users/customers across services. Stronger guidance wanted regarding Zero Tolerance and Third Part Harassment guidance or policy document.	Consideration to hold an anonymous Racism survey with network members to increase engagement relating to, subject to staff experience. This is subject to analysis and findings of the forthcoming Staff Survey.	People Strategy
Value in Racial Diversity Network	Community Iftar	Organising community event for Ramadan for late March/ early April after last year's success.	Small working group to take this forward.



Pride Network	Pride events 2024 – focus on Scarborough Pride as main event.	Working group to be formed from network for event.	Pride Network to form small working group to plan Pride events.
Pride Network	More input into LGBT+ comms	EDI calendar to be made and shared with group for members to easily contribute.	Inclusion and Diversity Officer to arrange with Technology ( and Pride Network).

9.3 **International recruitment:** Nationally and locally, Adult Social Care has been experiencing recruitment challenges for some considerable time. There are a number of interventions underway to address this, one of which is international recruitment.

9.4 **A programme has been undertaken to recruit 30 social workers** and 25 offers of appointment for social work posts have been made and accepted. To date, 23 international recruits have arrived and taken up their social work posts in Harrogate, Scarborough and Vale of York teams. Comprehensive induction and pastoral support arrangements are in place. Delays are continuing to be experienced in the time it is taking Social Work England to register international recruits, however we expect the remaining recruits to arrive by April 2024.

9.5 **Immigration Policy** - Whilst the initial programme of international recruitment is concluding, applications for social work posts from UK applicants remain low, therefore we will continue to welcome applications from international applicants. The recent changes announced to immigration policy will not have an impact on the recruitment of Social Workers (classed as skilled workers). However, there will be a significant impact in the recruitment of care and senior care workers as removing their eligibility to bring dependants will make a relocation to the UK much less desirable.

9.6 **Impact of international recruitment within the sector**

Without doubt, International Recruitment has had an impact on the sector, in terms of filling vacant roles:

- Skills for Care data suggests the vacancy rate in North Yorkshire is 8.60% (against a regional average of 8.0% and England at 9.9%).
- Nationally, the number of care worker sponsorship licenses issued is reported as 101,316k
- 141 providers in North Yorkshire (or on our approved provider list)– have sponsorship license, and further work is being done to identify the total numbers of international workers in North Yorkshire – Skills for Care Data shows that 7% of the North Yorkshire care workforce are a non-EU nationality (an increase of 4% from 21/22)

10.0 **Objective 4: To improve health and educational outcomes amongst Gypsy, Roma, Traveller (GRT) communities in the county.**

10.1 A **cross directorate approach** is providing services to GRTS communities in North Yorkshire. An editorial group has been formed following a workshop in July 2023, and ‘task and finish groups’ are working on data and intelligence, engagement, and understanding the wider determinants. The group is liaising with organisations working directly with GRTS communities and recruiting community representatives to help develop the approach.

10.2 **The Public Health team** are continuing their work to conduct a deep dive health needs assessment focusing on GRTS communities. A health needs assessment is a systematic and holistic approach to understanding the health needs of a population.

- 10.3 **NYC have commissioned Horton Housing** to deliver a pilot DA IDVA/IVSA community support officer across their 4 gate managed sites at Carlton Burn, Stokesley and Thirsk. Our first-year report findings have now been provided (Sept 22/Sept 23 Horton Housing provides operational staff who are now trained to Independent Domestic Violence Advocates (IDVA)/Independent Sexual Violence advocates (ISVA) standards.

Number of households supported e.g. Benefits, education, funding, housing.	<b>52</b>
Number of adult victims and survivors of domestic abuse accessing support.	<b>16</b> 15 Females 1 Male
Number of households with children receiving domestic abuse support.	<b>11</b>
Number of Workshops delivered.	<b>5</b>
Number of offsite support sessions for victims and survivors.	<b>20</b>
Number of victims and survivors attending workshops.	<b>6</b>
Number of referrals made to specialist services.	<b>14</b>

**11.0 Objective 5: To ensure service delivery and commissioning, particularly social care and public health, is inclusive of Lesbian, Gay, Bisexual, Trans + adults**

- 11.1 The HAS team organised a ‘**Spotlight on Trans awareness**’ session delivered to nearly 150 Adult Social Care colleagues in June 2023 with follow-up actions planned to further enhance the learning.
- 11.2 **Pride Event example:** A collaboration of organisations created a 4 day Pride event at Skipton in the summer (2023)
- 11.3 **Liquid Logic Adults** - A supplier-led review of data fields in adult social care customer case system (Liquid Logic Adults) is underway to enhance inclusion, particularly for gender-diverse customers, which will contribute to person-centred practice and improve our ability to collect EDI data.
- 11.4 **Inclusion In Public Health**, customer data capture for some commissioned services has been reviewed to ensure gender-diverse customers are included.

**12.0 Objective 6: To improve wellbeing, inclusion and feeling safe for vulnerable groups of children and young people.**

- 12.1 **Children and Families Intervention Workers (CFIWs)**  
A pattern of regular visits has been established to council run GRTS sites in Thirsk, Stokesley, Carlton, Burn and Malton, to meet with staff and residents. During that time GRTS families have requested support in finding school and nursery places, finding dentists and accessing mental health care. The Early Help Practice Supervisor and Senior Consultant participate in the Northern Regional GRTS Coordinators Group and liaise with representatives from other CFIW and Horton staff work effectively together to support the family to access school places for their children. Children and Families Intervention workers have also presented GRTS awareness training for the CFIWs and MIST teams.
- 12.2 **The Service Children’s Champion** has organised events over the past year including:
- The Festival of Remembrance which was held in Ripon Cathedral and attended by over 700 service children from schools around North Yorkshire.

- The Big Conversation event held in December at County Hall was attended by 53 Service Children from schools across the county.
  - A warm welcome to Catterick - The Service Children's Champion and Minority, Inclusion Support team (MIST) are working collaboratively to plan half termly 'Welcome to Catterick' sessions for newly arrived parents/carers from military and international backgrounds including HFU (Homes for Ukraine) families . Sessions will include basic information about how to access community services and activities and opportunities to meet up with other families who are new arrivals.
- 12.3 **Social media connecting families** - Work continues to develop social media sharing posts with the military community and others to build stronger relationships and integration between military and civilian families.
- 12.4 **Director of Public Health Annual Report.** The report focuses on the health and wellbeing of North Yorkshire's children and young people and includes voice and artwork from children and young people.
- 12.5 **Refugees and Asylum Seeker families support** - There is much work and activity taking place with the MIST Team which has organised nursery, school and college placements for children and young people from 19 refugee families who have arrived from Afghanistan through resettlement schemes (104 people). Some of the other project work ongoing is:
- A 'Living in the UK: Support for Families' presentation and accompanying cultural orientation information is delivered to all families who arrive in North Yorkshire through resettlement schemes and as asylum seeker families.
  - Visits continue to Northallerton's asylum seeker hotel- organising nursery, school and college placements for children and young people who arrive with their families at the hotel as well as making families aware of local services available including local volunteering opportunities.
  - Work also continues to encourage Unaccompanied Asylum Seeking Children and young people (UASC) and asylum seeker families to become involved in local sports teams and to engage with their local communities.
- 12.6 **Homes for Ukraine Children and families intervention work** - Early Help Children and Families Intervention Workers continue to closely support all Homes for Ukraine placements for the families, children and young people in placements across North Yorkshire. As of 30<sup>th</sup> November 2023, there have been 574 identified sponsors offering accommodation to families. Children & Families Intervention Workers (CFIW) have conducted welfare visits to 526 sponsors, and welcome visits to 450 families. Since the beginning of the scheme, a total of 603 Ukrainian children (aged 0-18 at their arrival date) have been welcomed into North Yorkshire colleges, schools and settings.
- 12.7 **Recruitment drive** gains seven new team members for the MIST Team. The team is now made up of 5 females and 6 male workers, 4 of whom have arrived in North Yorkshire through resettlement schemes, and a further 3 from overseas. The languages spoken by the team now include, English, Arabic, Dari, Pashto, Urdu, Hungarian, Italian and French.
- 13.0 **Objective 7: To support digital inclusion for North Yorkshire's communities and ensure that digital access to our services is inclusive of the widest range of customers as possible, taking into account different access requirements and the needs of those who experience digital exclusion.**

- 13.1 **Digital Inclusion Investment:** Research and development work has begun in preparation for the UK Shared Prosperity Fund (UKSPF) funding that will be available in 2024/25. The stakeholder co-design phase which the team received funding from the Humber and North Yorkshire Integrated Care System to enable, will be completed in partnership with Community First Yorkshire. This research and development will inform the coordination of the UKSPF Digital Inclusion investment programme in 2024/25; £480,000 capital infrastructure and £336,000 revenue for digital learning and skills. The ambition for the investment is to stimulate digital inclusion activity through learning, skills, resources and volunteering, in a range of existing and new settings targeting digital and health inequalities.
- 13.2 **Reboot North Yorkshire** has continued to support digital inclusion with regular referrals into the scheme from a broad range of organisations, health, and NYC services. To date in 2023-24, 69 devices have been gifted to socially isolated individuals or those in need of a device to access training or to continue their education. Our community partner Craven Reboot have similarly been active in gifting devices, supporting people with IT needs, and encouraging donations within their communities. Alongside the Reboot scheme we have been promoting the digital courses run by the Adult Learning Service as well as the work that libraries do to support digital confidence so that those receiving a device can make best use of it.
- 13.3 **Community Development directorate** and as part of the councils cultural offer, the Outreach, Livestream and Community Project are working on engagement numbers as part of the offer to improve accessibility to the service. Tracking performance in relation to digital access to activities is ongoing.
- 14.0 **Examples of some of the other work being carried out across the council are:**
- 14.1 **All-age autism strategy for North Yorkshire** - partners are working together to develop new plans that will support autistic people of all ages in North Yorkshire to thrive. The draft all-age autism strategy for North Yorkshire was drawn together building on engagement work which took place in Q1 and Q2. Seven action-planning sessions were held in September 2023 attended by seventy seven people (autistic people, carers, practitioners and partners working together). Public consultation on the draft strategy was launched on 27th November 2023, with ten events taking place during the consultation period (running up to 15th March 2024) and four surveys available for different audiences. Widespread participation is encouraged and further information can be found here: [Autism strategy consultation | North Yorkshire Council](#)
- 14.2 **The Supported employment team** helps adults living with a wide range of disabilities, including autism, to achieve their aims and aspirations around employment. The team gets to know the person, to understand their skills, strengths and talents to help identify the right opportunity, or to work creatively to support the person to gain new skills and experience in order for them to achieve meaningful, paid employment. The team achieving advanced status through the National Autistic Society's accreditation process early last year.
- 14.3 **A new Local Area Special Educational Needs and Disability (SEND) strategy** sets out to improve outcomes for children and young people and their families. The strategy has been developed in partnership with children and young people, their families and education settings, as well as Humber and North Yorkshire Integrated Care Board (ICB) and West Yorkshire Integrated Care Board. It aims to improve the lived experiences of children and young people with Special Educational Needs and Disability across the county by identifying needs early, providing timely and effective support and ensuring children and young people are prepared for adulthood. Statistics show that around 10,000 North Yorkshire pupils aged up to 25 years receive special educational needs support, while more

than 4,500 children and young people in addition have an Education, Health and Care Plan (EHCP)

**14.4 Within the Culture and Archives teams** The following highlight some of the accessible successes:

- Advertisement and Information Channels: Opportunities are communicated through a diverse range of channels: website, social media, mailing lists, targeted print media, and community partners. Information is available in large print, and the website features smart reader capability for visually impaired visitors.
- Support Mechanisms: Sensory backpacks have been reviewed and enhanced, offering more equipment to support neurodivergent visitors.
- Youth Engagement: A 50% increase in Young Archaeologist Club capacity expands opportunities for young people in heritage.
- Improvements to Access: Free 'Make & Take' craft workshops during October and December holidays attracted over 150 participants each. Museum Discovery Boxes, available for loan, enhance accessibility for community groups, educational institutions, and care homes, ensuring broader access to collections.

**14.5 Equality Impact Assessments** - The council uses equality impact assessments (EIA's) to ensure we pay due regard to impact across all protected characteristics for decision making of policies, projects and financial savings proposals. These assessments enable the council to mitigate actions and capture decisions which provide an audit trail for our due regard processing. The most up to date Budget EIA's for 2024-25 are published on the council website here: [Equalities assessment and consultation | North Yorkshire Council](#)

**15.0 Workforce data and gender pay gap reporting**

Public sector bodies with 250+ staff are required to publish mean and median pay gaps and the proportion of men and women in each quartile of the pay structure. NYC does not pay a bonus so is exempt from this requirement. The figures for March 2022 pay are set out below, figures for March 2023 will be submitted for approval in March 2024 then published on the website.

**2022 GPG (2021 figures in brackets)**

Mean gender pay gap	9.8%	(11.6%)
Median gender pay gap	11.7%	(16.3%)

**Proportion of men and women in each quartile of the pay structure:**

	Men %	Women %	£/hr	Band
Upper quartile	32.4	67.6	£17.36+	K+
Upper mid Q	19.2	80.8	£13.18 - £17.36	H - J
Lower mid Q	17.9	82.1	£10.45 - £13.18	E - G
Lower quartile	26.4	73.6	Apprentice- £10.45	A - D

**15.1 The high-level figures show a positive trend:** the mean GPG is down from 11.6% to 9.8% and the median is down from 16.3% to 11.7%. The proportion of women in the upper quartile (which covers Grade K and above) has dropped slightly from 68.2% to 67.6%, to the level it was in the previous year. But the % of women in the lowest quartile has dropped significantly from 79% to 73.6%, representing a significant drop in the proportion of women in the lowest paid roles.

15.2 **It is difficult to compare like with like since 2019** with a combination of factors impacting on the figures which have little relevance for measuring progress in gender pay equality. There has been Covid and high numbers of furloughed employees, additional care resources to deal with Covid, labour market turmoil, high turnover in lower paid roles, facilities contracts won and lost, and bottom loaded pay awards. There has been no steady state to enable comparison between years.

15.3 **The steady decrease in the gender pay gap over the last 4 years is positive.** This decrease is influenced in part by changes to the composition of the workforce, and efforts to reduce the pay gap and any uneven distribution between the pay quartiles are still required. Specifically, the slight decrease in the proportion of women in the upper quartile is disappointing. Nevertheless, the reduction in both mean and median gender pay gap from 2017 to 2020 is to be celebrated.

## 16.0 Conclusion

16.1 Equality and diversity is an important priority for the Council. Paying due regard to equality is not just a legal obligation but good customer service. We will continue to foster a positive and inclusive approach to our staff and customers.

16.2 The role of Members is to challenge services to progress and embed the objectives, and to take a leadership role in communities. Progress will continue to be reported to the committee on an annual basis, or as required.

## 17.0 Recommendation

17.1 Scrutiny members are asked to note and comment on the progress of the work to improve equality, diversity and inclusion.

Corporate Director – Resources  
County Hall  
Northallerton

23 February 2024

**Report Author** – Sheila Horner, Senior Strategy and Performance Officer

Note: Members are invited to contact the author in advance of the meeting with any detailed queries or questions.

**Background Documents:** None

**Appendices:**

**Appendix 1** - Data sets for Protected Characteristics & Glossary

## Data sets for Protected Characteristics

## Ethnicity

<b>Ethnic Group</b>	<b>2021</b>	<b>2021 (%)</b>
Asian, Asian British or Asian Welsh: Bangladeshi	331	0.06
Asian, Asian British or Asian Welsh: Chinese	1574	0.26
Asian, Asian British or Asian Welsh: Indian	2031	0.34
Asian, Asian British or Asian Welsh: Other Asian	3347	0.56
Asian, Asian British or Asian Welsh: Pakistani	1037	0.17
Black, Black British, Black Welsh, Caribbean or African: African	1494	0.25
Black, Black British, Black Welsh, Caribbean or African: Caribbean	536	0.09
Black, Black British, Black Welsh, Caribbean or African: Other Black	429	0.07
Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups	1808	0.30
Mixed or Multiple ethnic groups: White and Asian	2496	0.42
Mixed or Multiple ethnic groups: White and Black African	982	0.16
Mixed or Multiple ethnic groups: White and Black Caribbean	1436	0.24
Other ethnic group: Any other ethnic group	2047	0.34
Other ethnic group: Arab	562	0.09
White: English, Welsh, Scottish, Northern Irish or British	574065	96.04
White: Gypsy or Irish Traveller	550	0.09
White: Irish	2681	0.45
White: Roma	348	0.06

## Disability

<b>Disability</b>	<b>2021</b>	<b>2021 (%)</b>
Disabled under the Equality Act: Day-to-day activities limited a little	56253	10.72
Disabled under the Equality Act: Day-to-day activities limited a lot	36043	6.87
Not disabled under the Equality Act: Has long-term physical or mental health condition but day-to-day activities are not limited	42167	8.03
Not disabled under the Equality Act: No long-term physical or mental health conditions	390338	74.38

## Gender identity

<b>Gender Identity</b>	<b>2021</b>	<b>2021 (%)</b>
All other gender identities	135	0.03
Gender identity different from sex registered at birth but no specific identity given	598	0.12
Gender identity the same as sex registered at birth	598	0.12
Gender identity the same as sex registered at birth	489220	94.67
Non-binary	176	0.03
Not answered	25481	4.93
Trans man	253	0.05
Trans woman	320	0.06

## Sexual Orientation

<b>Sexual orientation</b>	<b>2021</b>	<b>2021 (%)</b>
All other sexual orientations	1056	0.20
Bisexual	4460	0.86
Gay or Lesbian	5773	1.12
Not answered	34029	6.59
Straight or Heterosexual	470861	91.22

## Religion

	<b>2021</b>	<b>2021 (%)</b>
Buddhist	2033	0.52
Christian	342438	87.54
Hindu	1677	0.43
Jewish	631	0.16
Muslim	2984	0.76
No religion	596	0.15
Other (s)	4758	1.22
Religion not stated	35758	9.14
Sikh	326	0.08

## Marital Status

<b>Status</b>	<b>2021</b>	<b>2021 (%)</b>
Divorced	52150	8.47
Does not apply	99311	16.14
Formerly in a civil partnership now legally dissolved	85	0.01
In a registered civil partnership	1031	0.17
Married	262671	42.68
Never Married or Civil partnership	151785	24.66
Separated	11027	1.79
Widowed	37435	6.08

## Carers

<b>Carers per household</b>	<b>2021</b>	<b>2021 (%)</b>
1 unpaid carer in household	33849	12.34
2 unpaid carers in household	8265	3.01
3 unpaid carers in household	787	0.29
4 or more unpaid carers in household	176	0.06
No unpaid carers in household	231304	84.30



## **Glossary (taken from the ONS Census 2021)**

### **Gender identity**

Gender identity refers to a person's sense of their own gender, whether male, female or another category such as non-binary. This may or may not be the same as their sex registered at birth.

#### **Gender identity different from sex registered at birth but no specific identity given**

These are people who answered "No" to the question "Is the gender you identify with the same as your sex registered at birth?" but did not write in a gender identity.

#### **Non-binary**

Someone who is non-binary does not identify with the binary categories of man and woman. In these results the category includes people who identified with the specific term "non-binary" or variants thereon. However, those who used other terms to describe an identity which was neither specifically man nor woman have been classed in "All other gender identities".

#### **Trans man**

A trans man is someone who was registered female at birth, but now identifies as a man.

#### **Trans woman**

A trans woman is someone who was registered male at birth, but now identifies as a woman.

### **Sexual orientation**

Sexual orientation is an umbrella term covering sexual identity, attraction, and behaviour. For an individual respondent, these may not be the same. For example, someone in an opposite-sex relationship may also experience same-sex attraction, and vice versa. This means the statistics should be interpreted purely as showing how people responded to the question, rather than being about whom they are attracted to or their actual relationships.

### **Religion**

The religion people connect or identify with (their religious affiliation), whether or not they practise or have belief in it.

### **Carer**

An unpaid carer may look after, give help or support to anyone who has long-term physical or mental ill-health conditions, illness or problems related to old age. This does not include any activities as part of paid employment

### **Low Income (ONS.gov.uk)**

In 2023, low pay is defined as those earning as below £10.95 per hour and high pay is defined as those earning more than £23.82 per hour. Households are classed as being in low income if they live on less than 60% of the median net disposable equivalised UK household income. For example, in the year ending March 2022, a household made up of a couple with no children would be in low income with an annual household income of up to £17,700 before housing costs and £15,600 after housing costs. Household income is the total income of the household before tax, National Insurance and other deductions. It includes the value of free school meals, free TV licences and other income-based entitlements.

### **Pregnancy and Maternity (Equality Act 2010)**

The Equality Act says individuals must not be discriminated against during the protected period because: of pregnancy, or. because of illness suffered as a result of pregnancy, or, are a woman on compulsory maternity leave.

### **Rural Residents (Local Insights 2023)**

Rural areas, sparsely populated, above average employment in agriculture, higher number owning multiple cars, an older married population, a high provision of unpaid care and an above average number of people living in communal establishments

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## Corporate & Partnerships Overview and Scrutiny Committee Remit

### Scope

- The Council's corporate organisation and structure, resource allocation, asset management, procurement policy, people strategy, equality and diversity, performance management, communication and access to services.
- Partnership working, community development, community engagement, community strategies and community safety.
- This Committee is the Crime & Disorder Committee for the purposes of Part 3 of the Police and Justice Act 2006.

**Agenda Briefings** (Attended by Group Spokespersons only) - will be held at 9.30am on the day of the committee meeting

## Corporate and Partnerships Overview and Scrutiny Committee 2024-2025 Draft Work Programme

### Mid Cycle Briefing – 28 February 2024 @ 12pm

Draft Work Programme 2024/25	Consideration of the work programme for the coming municipal year
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### Committee Meeting - 5 March 2024 @ 10:30am

Attendance of Police Fire & Crime Commissioner	Attendance of PFCC Zoe Metcalfe
Community Safety	Bi-annual Update on Community Safety Plan Delivery & Partnership Working – Odette Robson, Head of Safer Communities & Chair of CSP
Equality and Diversity	Overview of progress with achieving the Council's equality and diversity objectives – Will Boardman, Head of Strategy and Performance
Property Services	Performance update on ongoing rationalisation work - Jon Holden, Head of Property Services
Draft Work Programme 2024/25	Consideration of the draft work programme for the coming municipal year

### Mid Cycle Briefing – 15 April 2024 @ 10:30am

Work Programme 2024/25	Consideration of work programme
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<b>Committee Meeting – 10 June 2024 @ 10:30am</b>	
Locality Budgets	Annual review of Councillor Locality Budgets 2022/23 – Rachel Joyce, Assistant Chief Executive (Local Engagement)
Workforce Update	Provided by Trudy Foster, Assistant Chief Executive (HR & Business Support)
North Yorkshire Refugee Resettlement Update	Annual Programme Update – Jonathan Spencer, Refugee Resettlement Project Manager
Community Libraries	Annual Update on Library Services – Hazel Smith, Interim General Manager Libraries
Work Programme 2024/25	Consideration of the work programme
<b>Mid Cycle Briefing – 22 July 2024 @ 10:30am</b>	
Work Programme 2024/25	Consideration of the work programme
<b>Committee Meeting – 9 September 2024 @ 10:30am</b>	
Property Services	Bi-annual Performance Update – Jon Holden, Head of Property Services
Community Safety	Bi-annual Update on Community Safety Plan Delivery & Partnership Working – Odette Robson, Head of Safer Communities & Chair of CSP - Assistant Chief Constable Scott Bisset
Youth Justice	Annual Performance Update – Barbara Merrygold, YJS Planning & Development Officer / Andy Dukes YJS Team Manager
Stronger Communities	Bi-annual update on work of the Stronger Communities team and progress update on the corporate volunteering project – Marie-Ann Jackson, Head of Stronger Communities & Keeley Metcalfe, NYCC Resourcing Solutions Business Partner
Customer Access	Update on the Operation of the Parish Portal and Parish Council engagement – Nigel Smith, Head of Highway Operations / Jayne Charlton Interim Head of Highway Operations
Work Programme 2024/25	Consideration of the work programme
<b>Mid Cycle Briefing – 21 October 2024 @ 10:30am</b>	
Work Programme 2023/24	Consideration of the work programme

<b>Committee Meeting – 2 December 2024 @ 10:30am</b>	
Council Plan 2024-28 Development	Update on Council Plan Refresh including Review of Council Priorities – Will Boardman, Head of Strategy & Performance
Information Technology	Progress Update on IT Network and Systems Consolidation – Madi Hoskins, AD Technology & Change
Resilience and Emergencies	Annual overview of the National Resilience Standards and NYC's current performance, together with an overview of ongoing Resilience and Emergencies work – Matt Robinson, Head of Resilience and Emergencies
Work Programme 2024/25	Consideration of the work programme
<b>Mid Cycle Briefing – 13 January 2025 @ 10:30am</b>	
Work Programme 2024/25	Consideration of the work programme
<b>Committee Meeting – 3 March 2025 @ 10:30am</b>	
Property Services	Bi-annual Performance Update – Jon Holden, Head of Property Services
Community Safety	Bi-annual Update on Community Safety Plan Delivery & Partnership Working – Odette Robson, Head of Safer Communities & Chair of CSP - Assistant Chief Constable Scott Bisset
Youth Justice	Performance Update – Barbara Merrygold, YJS Planning & Development Officer / Andy Dukes YJS Team Manager
Stronger Communities	Bi-annual update on work of the Stronger Communities team and progress update on the corporate volunteering project – Marie-Ann Jackson, Head of Stronger Communities & Keeley Metcalfe, NYCC Resourcing Solutions Business Partner
Customer Access	Update on the Operation of the Parish Portal and Parish Council engagement – Nigel Smith, Head of Highway Operations / Jayne Charlton Interim Head of Highway Operations
Work Programme 2024/25	Consideration of the work programme
<b>Mid Cycle Briefing – 14 April 2025 @ 10:30am</b>	
Draft Work Programme 2025/26	Consideration of the work programme

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