



Agenda for a meeting of the Shipley Area Committee to be held on Wednesday, 16 January 2019 at 6.00 pm in Council Chamber - Shipley Town Hall

Members of the Committee – Councillors

CONSERVATIVE	LABOUR	GREEN
Heseltine Barker Cooke Davies Riaz Townend	V Greenwood Jenkins	Warnes

Alternates:

CONSERVATIVE	LABOUR	GREEN
Ellis Pennington M Pollard D Smith Whiteley	Hinchcliffe Ross-Shaw	Love

Notes:

- This agenda can be made available in Braille, large print or tape format on request by contacting the Agenda contact shown below.
- The taking of photographs, filming and sound recording of the meeting is allowed except if Councillors vote to exclude the public to discuss confidential matters covered by Schedule 12A of the Local Government Act 1972. Recording activity should be respectful to the conduct of the meeting and behaviour that disrupts the meeting (such as oral commentary) will not be permitted. Anyone attending the meeting who wishes to record or film the meeting's proceedings is advised to liaise with the Agenda Contact who will provide guidance and ensure that any necessary arrangements are in place. Those present who are invited to make spoken contributions to the meeting should be aware that they may be filmed or sound recorded.
- If any further information is required about any item on this agenda, please contact the officer named at the foot of that agenda item.

Decisions on items marked * are not Executive functions and may not be called in under Paragraph 8.7 of Part 3E of the Constitution.

From:

To:

Parveen Akhtar

City Solicitor

Agenda Contact: Claire Tomenson

Phone: 01274 432457

E-Mail: claire.tomenson@bradford.gov.uk

A. PROCEDURAL ITEMS

1. ALTERNATE MEMBERS (Standing Order 34)

The City Solicitor will report the names of alternate Members who are attending the meeting in place of appointed Members.

2. DISCLOSURES OF INTEREST

(Members Code of Conduct - Part 4A of the Constitution)

To receive disclosures of interests from members and co-opted members on matters to be considered at the meeting. The disclosure must include the nature of the interest.

An interest must also be disclosed in the meeting when it becomes apparent to the member during the meeting.

Notes:

- (1) Members may remain in the meeting and take part fully in discussion and voting unless the interest is a disclosable pecuniary interest or an interest which the Member feels would call into question their compliance with the wider principles set out in the Code of Conduct. Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.*
- (2) Members in arrears of Council Tax by more than two months must not vote in decisions on, or which might affect, budget calculations, and must disclose at the meeting that this restriction applies to them. A failure to comply with these requirements is a criminal offence under section 106 of the Local Government Finance Act 1992.*
- (3) Members are also welcome to disclose interests which are not disclosable pecuniary interests but which they consider should be made in the interest of clarity.*
- (4) Officers must disclose interests in accordance with Council Standing Order 44.*

3. MINUTES

Recommended –

That the minutes of the meeting held on 28 November 2018 be signed as a correct record (previously circulated).

(Claire Tomenson – 01274 432457)

4. INSPECTION OF REPORTS AND BACKGROUND PAPERS

(Access to Information Procedure Rules – Part 3B of the Constitution)

Reports and background papers for agenda items may be inspected by contacting the person shown after each agenda item. Certain reports and background papers may be restricted.

Any request to remove the restriction on a report or background paper should be made to the relevant Strategic Director or Assistant Director whose name is shown on the front page of the report.

If that request is refused, there is a right of appeal to this meeting.

Please contact the officer shown below in advance of the meeting if you wish to appeal.

(Claire Tomenson - 01274 432457)

5. PUBLIC QUESTION TIME

(Access to Information Procedure Rules – Part 3B of the Constitution)

To hear questions from electors within the District on any matter this is the responsibility of the Committee.

Questions must be received in writing by the City Solicitor in Room 112, City Hall, Bradford, BD1 1HY, by mid-day on Monday 14 January 2019.

(Claire Tomenson - 01274 432457)

B. BUSINESS ITEMS

6. *SHIPLEY AREA COMMITTEE AND SHIPLEY CONSTITUENCY AREA PARTNERS' ADVISORY GROUP (SCAPAG) ISSUES

Up to a maximum of 15 minutes will be allowed for SCAPAG members to raise new items of information, questions, requests or suggestions that may have arisen within their organisation/neighbourhood and which are relevant to raise at the meeting.

Issues raised in accordance with the above must be received in writing by the Shipley Area Co-ordinator's Office in Shipley Town Hall, Shipley, BD18 3EJ, by mid-day on Monday 14 January 2019.

(Damian Fisher – 01274 437146)

7. ***SCAPAG MEETING NOTES - 27 JUNE 2018** 1 - 2
- The Area Co-ordinator will present the notes (**Document “P”**) of SCAPAG contributions made at the meeting with the Area Committee held on 28 November 2018.
- Recommended –**
- That the notes be received.**
- (Damian Fisher – 01274 437146)
8. **ARRANGEMENTS BY THE COUNCIL AND ITS PARTNERS TO TACKLE CHILD SEXUAL EXPLOITATION** 3 - 44
- The report of the Interim Strategic Director, Children’s Services, (**Document “Q”**) provides an update to the report presented to the Shipley Area Committee on 4 April 2018 regarding the issue of child sexual exploitation (CSE). It sets out the arrangements that have been put in place and which continue to develop to safeguard children from CSE.
- Members are requested to consider ways in which CSE can be tackled at a local level and to note Document “Q”.**
- (Children’s Services Overview and Scrutiny Committee)
(Mark Griffin – 01274 434361)
9. **VOLUNTARY AND COMMUNITY SECTOR SUPPORT: A SUMMARY OF ACTIVITIES 2017-18** 45 - 62
- The report of Community Action Bradford and District (**Document “R”**) summarises their activities and details how they are contributing to addressing priorities within ward plans in the Shipley Area.
- Recommended –**
- That the information provided about the work of Community Action Bradford and District, which has contributed to addressing the priorities within the Shipley Constituency Ward Plans and to supporting a wide range of voluntary and community organisations across the Shipley Constituency, be noted.**
- (Corporate Overview and Scrutiny Committee)
(Paul Stephens – 01274 781222)
10. **STRONGER COMMUNITIES STRATEGY AND DELIVERY PLAN** 63 - 160
- The Strategic Director, Place will submit the Stronger Communities Strategy and Delivery Plan (**Document “S”**), produced by the Bradford Stronger Communities Partnership, for consideration.

Recommended –

That the work carried out in the development of the Bradford Stronger Communities Strategy and Delivery Plan by the Stronger Communities Partnership be noted.

(Corporate Overview and Scrutiny Committee)

(Zahra Niazi – 01274 436082)

11. PARTNERSHIP AND COMMUNITY RESPONSE TO BONFIRE PLANNING 2018 161 -
172

The report of the Strategic Director, Place (**Document “T”**) provides Members with the partnership response and community engagement activity which supported the operational approach to the planning in the run up to and during the bonfire period 2018.

Members are requested to consider how the Area Committee can work with the partners to improve community safety outcomes in the planning to the bonfire period 2019 and note Document “T”.

(Corporate Overview and Scrutiny Committee)

(Rebecca Trueman – 01274 431364)

THIS AGENDA AND ACCOMPANYING DOCUMENTS HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER

This page is intentionally left blank



**SHIPLEY AREA COMMITTEE AND SHIPLEY CONSTITUENCY AREA PARTNERS'
ADVISORY GROUP (SCAPAG)
WEDNESDAY 28 NOVEMBER 2018
DENHOLME MECHANICS INSTITUTE**

P

NOTES OF SCAPAG CONTRIBUTIONS TO THE MEETING

Present: Trevor Dufton (Wilsden Parish Council), Geoff Winnard (Bingley Town Council), Peter Ashton and Joe Ashton (Baldon Town Council), Marshall Owen (Gilstead Village Society), Gianfranco Sabelli (Windhill Community Association)

Apologies: David Jessop (Wrose Parish Council), Gordon Lakin (Eldwick and Gilstead Neighbourhood Forum), Stuart Eteson (Cottingley Community Association)

Item 7: SCAPAG MEETING NOTES – 27 JUNE 2018

No comments.

Item 8: YOUTH SERVICE – SHIPLEY AREA

Presenting Officer: Carys Bose

Peter Ashton: The report contains some useful information. You mentioned the cuts and maintaining good value for money. As we move on, there may be further partnership work with parish and town councils. It would be useful to have a report on which partners are involved.

Item 9: NOMINATION TO LIST PROPERTY AS AN ASSET OF COMMUNITY VALUE – HARDEN MEMORIAL HALL

Presenting Officer: Damian Fisher

No comments.

Item 10: PARKS AND GREEN SPACES ANNUAL REPORT

Presenting Officer: Ian Wood

Geoff Winnard: Does the service receive any funding from event organisers to cover the extra work involved?

Ian Wood: For bigger events we get some to cover staff overtime. For the smaller events we do the admin side for a small charge and we can also assist with the site and infrastructure. Generally events are base budget funded.

Geoff Winnard: In terms of the merger and the five new roles, are you satisfied that those in the management roles will have the requisite skills for the job?

Ian Wood: It will be a challenge at first but in terms of Parks, these managers will have good teams below them and good admin support.

Marshall Owen: The report doesn't mention the donation of plants and bulbs which is very helpful to small community organisations.

Item 11: THE ALLOCATION OF THE COMMUNITY BUILDINGS GRANTS (EXTENDED COMMUNITY CENTRE CORE COSTS)

Presenting Officer: Damian Fisher

Trevor Duffton: Can we get the application details out as soon as possible? It's a very small timeframe and it's over Christmas.

DF: Yes, I will feed that back.

Item 12: STREET CLEANSING SERVICE, ENVIRONMENTAL ENFORCEMENT AND COUNCIL WARDEN SERVICES

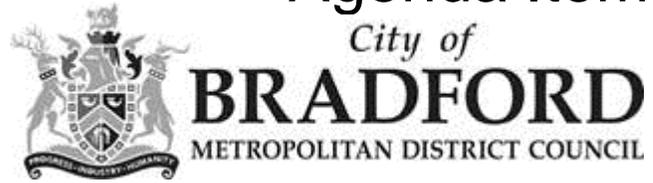
Presenting Officer: Damian Fisher

Marshall Owen: There is an overwhelming concern that in Bingley, where there is a lot of voluntary work done, this will be used as an excuse to redeploy resources to other parts of the district. Will there be fair allocation?

DF: All areas will need a basic level of service. The criteria are based on population, length of highway and levels of detritus. We will need to do something to change behaviour and have a number of initiatives we intend to carry out, in the New Year to tackle environmental crime.

Gianfranco Sabelli: Have you approached takeaways to fund bigger bins and clearing grot spots? I see children on their way to school throwing rubbish, especially at bus stops and rubbish is left in the bus shelters.

DF: Some of the larger companies such as McDonald's have their own litter pickers. It's difficult to link packaging to the smaller takeaways as their packaging isn't usually branded. There will be some work to do next year when environmental wardens will have more capacity to do this kind of proactive work.



Report of the Interim Strategic Director Children's Services to the Meeting of Shipley Area Committee to be held on the 16 January 2019

Q

Subject:

Arrangements by the Council and its partners to tackle child sexual exploitation.

Summary statement:

This report provides an update to the report presented to the Shipley Area Committee on the 4 April 2018 regarding the issue of child sexual exploitation (CSE). It sets out the arrangements that have been put in place, and which continue to develop, to safeguard children from CSE.

Gladys Rhodes White
Interim Strategic Director
Children's Services

Portfolio:

Children and Families

Report Contact: Mark Griffin
Manager of Bradford Safeguarding
Children Board
Phone: (01274) 434361
E-mail: mark.griffin@bradford.gov.uk

Overview & Scrutiny Area:

Children's Services

1. SUMMARY

- 1.1 This report provides an update to the report presented in April 2018 regarding the issue of child sexual exploitation (CSE). The Bradford Safeguarding Children Board (BSCB) has coordinated the District response ensuring that partners are working to improve how children are supported and protected and to seek assurance for work in this area.
- 1.2 CSE remains a focus for Bradford Council and its partners and collectively there is a commitment from a strategic and operational perspective to safeguard children. The CSE/Missing sub-group provides strategic oversight whilst the operational CSE/Missing group analyses and addresses threats and emerging themes across the District, and oversees the effectiveness of the joint operational response to CSE / Missing. Both groups are critical to the work and effectiveness of the Bradford District multi-agency co-located CSE Team. The CSE Team provides the operational response to children at risk utilising West Yorkshire Police, Bradford Children's Services and other partners. Further information regarding concerns that people may wish to raise about the safety of a child is available via http://bradfordscb.org.uk/?page_id=13
- 1.3 Since the last report, progress has been achieved in improving the response to CSE. In summary:
- The recently published Working Together legislation will result in changes to safeguarding arrangements nationally and partners are considering the local impact.
 - Production and finalisation of the Strategic Response to CSE
 - Development of a CSE action plan in support of the Strategic Response
 - Appointment of a new Local Authority CSE analyst
 - Continued review around the CSE Team around operational functionality
 - Continued development of the monthly CSE Operational meeting to complement daily activity and the strategic CSE Sub-group
 - Bradford was successful in the Home Office funding for Trusted Relationships to provide additional support to vulnerable children
 - Strategic Boards are now working together to tackle other complex safeguarding themes such as criminal exploitation, organised crime and modern day slavery.
 - Innovative methods of raising awareness through Safeguarding Stories, Mr Shape shifter, Somebody's Sister and Somebody's Daughter.
 - A District Communications Group now exists to provide practitioners, parents, carers, children and communities with proactive, innovative and consistent approaches to communications.
 - Children's Services has appointed its first Social Media Apprentice to create stronger and more effective links with children and young people.
 - The District Digital Safeguarding Group will develop and deliver a Digital Safeguarding strategy and it is intended to develop a virtual hub, aimed at practitioners and the community.
 - Bradford District Police Cyber Team continue to deliver training around on-line safety within the educational sector.

- Partners are coordinating a District wide approach to support schools in Bradford to meet the Relationship and Sex Education (RSE) needs of our young people.
- Public Health is now taking a higher profile role within CSE and has developed a specific Public Health offer to support CSE work across the district
- The BSCB has developed detailed audits tools to ensure organisations and schools have appropriate safeguarding arrangements in place and evidence the voice of the child. (Section 11 and the Section 175 Audit Tools)

Appendix 1, details information of the multi-agency CSE Hub April 2017 – March 2018.

Appendix 2, details a successful initiative in Keighley - Braithwaite and Guardhouse Children's Year of Safety

Appendix 3 – CSE Information Shipley Area

2. BACKGROUND

2.1 CSE continues to be recognised as a national and local threat that can manifest in many different ways and has clear links to other forms of abuse and exploitation. The Home Office and the Department for Education are the government departments leading on the response to CSE. The definition remains the same and can be found at <https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners>

2.2 Working Together and future Safeguarding arrangements.

The Children and Social Work Act 2017 makes provision for the abolition of LSCBs. Nationally, each LSCB is currently looking at the legislation, including the recently published version of Working Together to Safeguard Children 2018 and reflecting the implications around safeguarding arrangements, changes to serious case reviews and child death overview panels. The BSCB and key partners are considering how the new safeguarding arrangements will be implemented against existing BSCB structures, which understand the issues that impact at a local level and promote effective partnership working. The timescales for the completion of this work are September 2019. More details can be found at <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

2.3 BSCB CSE & Missing sub-group

The BSCB CSE & Missing sub-group has been in place for a number of years and continues to benefit from a diverse and committed membership. The CSE & Missing sub-Group saw Superintendent Alisa Newman taking over as Chair. The Terms of Reference for the group have been reviewed and the membership refreshed. The interrelationship between CSE and Missing has been explored in much more detail and progress around Missing children has identified improvement but also evidenced good practice. Accepting the high volumes of missing episodes, Bradford is recognised as an exemplar practice across the county for robust recording and risk management processes in cases involving missing children.

2.4 The BSCB also considers the impact of CSE within other sub-groups, the Case Review sub-group oversees Serious Case Reviews or learning from other cases, working closely with the Learning and Development sub-group and Safeguarding

Professional Practice sub-group where changes are required. In recent years these groups have managed 2 serious case reviews around the theme of CSE.

2.5 CSE & Missing Operational Group

This group has developed throughout the year and now facilitates a much more co-ordinated and focussed approach to tackling the priorities of the main sub-group at a practitioner level. This has resulted in a greater depth and breadth of understanding about the CSE and missing picture in Bradford. This awareness has allowed a more accurate assessment of risk and to develop mitigation plans. The group have recently developed an analytical product to support tasking and to track progress, and whilst it is still in its infancy, its value is being optimised.

2.6 Both groups are critical to the work and effectiveness of the Bradford District multi-agency co-located CSE Team.

2.7 Bradford District multi-agency co-located CSE Team

Established in 2012, the team continues to evolve and has responsibility for managing enquiries into and coordinating support for children who go missing.

2.8 The team currently consists of:

- Local Authority: Children's Services team manager and 6 social workers, an Intelligence Officer and administrative support; Missing co-ordinator, a Senior missing support worker and two return to home workers. There is also a full-time specialist health nurse and 15hrs dedicated time from the Education Social worker.
- West Yorkshire Police: 12 officers, including specialist missing person's officers, detective constables, CSE Problem Solving Officer. The team is led by a Detective Inspector and Detective Sergeant.
- Barnardo's Turnaround Service including a Service Manager, social workers, outreach workers, worker and administrative support;
- A Nurse Practitioner to strengthen information sharing and operational links with Health Trusts.

2.9 A further review of the CSE team is now being undertaken. The review has incorporated resourcing and also processes and procedures. This has focussed upon staffing of the CSE and Missing Team, with specific reference to social workers and the role of Education due to re-structures. The team are committed to continuous development and looking at benchmarking other local authorities and inviting other local authorities to peer inspect the CSE team.

2.10 The review has also included

- One Minute Guides for use within CSC and the wider partnership;
- Flow Charts around the referral process for low, medium and high risk;
- Practice Standards for use within the CSE Team
- Practice Guidance for multi-agency partner use;
- Links with West Yorkshire procedures
- CSC electronic file system for risk assessments
- The development of the CSE and Missing tactical operational group with regular data to be analysed so the right resources are deployed to the right areas.
- Dedicated social worker and police officer to triage all CSE information in a timely manner

- Information sharing in the morning CSE meeting ensures that children at risk are responded to in a timely way and their needs for protection are met.
- 2.11 As part of preparatory work in anticipation of an inspection by Ofsted, the CSE Team was reviewed by an independent expert. Recommendations for improvement are being acted upon and to be included within the Standards and Guidance documentation.
- 2.12 BSCB Strategic Response
 A multi-agency working group was formed to review and refresh the BSCB Strategic Response Report and to develop a subsequent CSE action plan to allow the delivery of the response. This BSCB strategic response sets out the key strands to be addressed in the work to tackle CSE in the Bradford District and this document takes into account the progress made in improving the Districts response to CSE in the 9 Point Strategic Response. The overall objective remains that the partnership response to CSE is child, young person and victim focused. The full document can be found at http://bradfordscb.org.uk/?page_id=67
- 2.13 There are 6 key strands that describe what safeguarding activity will be undertaken by statutory and voluntary sector partners and this now forms the CSE action plan. The plan was agreed at the CSE sub-group meeting in August 2018. Work has commenced but remains at an early stage for many actions. There are a total of 39 actions, 15 are Red (strategy at an early stage of development) 20 are amber (strategy is being implemented, though full impact is yet to be realised) and 4 at blue (action not yet begun). The 6 strands are outlined with further detail of work that will be undertaken.
- 2.14 1. Identify and understand the nature and scale of CSE
 This strand will focus upon the development of data and information to inform thinking. In particular this will focus upon strategic assessments, performance data, victim and offender profiling and new and emerging communities. Effective gathering and sharing of intelligence and information is key to understanding the risks and threats and prioritising resources to protect vulnerable children. The CSE Operational group is continually developing its knowledge and understanding of the risks around CSE.
- 2.15 Appendix 1 outlines the data around CSE, key headlines are
- The overall number of children / young people assessed as being at risk of CSE has increased by 14.5% between January to August 2018. Low risk cases reduced throughout the year and medium cases increased. Increase in this category results in a more focussed care plan and a more informed picture of risk.
 - The average age of a child / young person assessed as being at risk of CSE is 15 years and 1 month, predominately female and White British
 - Males flagged at risk of CSE was between 17-18% and remains constant over a period of time
 - During the period 01/04/17 – 31/03/18 there have been 317 CSE flagged offences recorded on Police systems. This is a decrease from 348 CSE flagged offences recorded in the previous year.

- The West has the highest number of offences and highest number of perpetrators resident in the constituency area
- The 317 CSE flagged offences recorded 01/04/17 – 31/03/18 relate to 222 recent and 95 non recent offences. Proportionally the number of non recent offences has reduced.
- A breakdown of cases at March 2018 shows that 15.8% of children at risk were graded as high, 25% were medium and 54.5% were low

2.16 2. Prevention, Education and Awareness

This strand will focus upon education of children, training and raising awareness through effective communication. In line with the Department for Education requirements to make sex education compulsory in all schools, partners are developing a coordinated District approach to support schools in Bradford to meet the Relationships and Sex Education (RSE) needs of our young people. This will be through the development of partnerships and evidence based RSE packages and training. The BSCB has delivered multi-agency training and will continue to do so in the future as part of the new Working Together requirements. Many of the courses provided are on-line and face to face training includes aspects of CSE.

2.17 3. Safeguarding vulnerable people, groups and communities

This strand will focus upon engaging with children, the provision of appropriate therapeutic services and developing preventative strategies to support children on the edge of exploitation, both criminal and sexual. The BSCB and its partners are working with the NSPCC to develop a [Harmful Sexual Behaviours framework](#). This framework aims to help local areas develop and improve multi-agency responses to children displaying harmful sexual behaviours (HSB). It seeks to provide a coordinated and consistent approach to recognising both the risks and the needs of this vulnerable group.

2.18 4. Effective leadership and governance

This strand will focus upon ensuring that appropriate oversight, scrutiny and leadership support is in place. Key areas of focus will be around referral pathways and effective systems are in place within the Front Door/MASH. As public awareness around CSE continues to grow and reporting increases, the demand for therapeutic services and on-going support for children remains a challenge and this provision is a growing concern that requires further action. (See Para 2.56 Therapeutic services) The CSE Sub-group provides the oversight and coordination of activity, reporting to the BSCB for wider involvement with other sub-groups.

2.19 5. Disrupt and Prosecute

This strand seeks to maximise collaborative working between criminal justice partners, ensure effective pathways to report concerns and to look at other partners such as utility service providers to support the response to CSE. Historical investigations continue and oversight of progress, support to victims and learning will continue.

2.20 West Yorkshire Police and Bradford Council have developed a partnership response to the issue of historic CSE concerns. A specialist team has been established, known as “Operation Dalesway”, set up in October 2014. Currently this consists of a Detective Inspector, 2 Detective Sergeants, 1 Supervisory Advanced

Investigative Officer (SO1), 7 Detective Constables, 15 investigative officers and 3 social care staff. The service has clear terms of reference which have been agreed by partner organisations.

- 2.21 There are currently 5 live and 15 completed Operation Dalesway investigations. To date 109 suspected perpetrators have been arrested / interviewed, 10 have been charged and 32 are still under police investigation. A further 60 – 70 suspects are scheduled to be arrested in the next 6 – 12 months. Five cases have been submitted to the Crown Prosecution Service for legal advice. A further 2 are to be submitted to CPS for a charging decision in the coming months (32 currently under police investigation). Aside from the 10 people charged, CPS made the decision to finalise the other 3 cases without any further action taken. To date there have not been any convictions with regard to the primary investigations. A retrial is due on one case (10 x suspects charged) scheduled for 14 weeks, commencing 7th January 2019. One person has been convicted of possession of indecent / extreme pornography.

2.22 6. Communication, Engagement and Empowerment

This strand focusses upon effective internal and external communications, coordination of CSE activity and empowering children/parents and carers to improve resilience. A Communications and Engagement Group now exists with representation from the BSCB, Safeguarding Adults Board (SAB) and Community Safety Partnership (CSP). The aims of the group are to provide practitioners, parents, carers, children and communities with proactive, innovative and consistent approach to communications. The group consists of media experts and safeguarding experts who have developed a communication strategy and timeline for activity. Children's Services has appointed its first Social Media Apprentice. The role is to help create stronger and more effective links with children and young people, using a range of social media platforms. These platforms will be used to distribute safety messages, capture young people's voices and opinions and to create interaction around key issues affecting their lives. The apprentice will also be working with professionals in the department to encourage and empower their increased use of social media. The BSCB are working closely with the apprentice to develop communications; to enable key messages and questions to be communicated to young people and to consider views and opinions in planning future activity. The apprentice is a member of the Communications and Engagement group.

- 2.23 LACO My Life (LML) supports women and girls from marginalised and vulnerable CEE Roma communities in prevention of CSE/ abuse. Bradford has a population of approximately 8 -13,000 Roma families predominately from Slovakia and Poland with increasing numbers of Romanian and small pockets of Latvian and Czech. *Roma women/girls experience multiple disadvantages and complex needs which put them at a heightened risk from grooming/violence/abuse/CSE. Existing CSE/domestic abuse services report poor uptake by Roma.*

- 2.24 Through funding from Pilgrims Trust, LACO My Life was developed with Barnardos and the University of Bradford. The team have a wealth of experience of working with Roma communities and also delivering CSE initiatives. Together with Roma women, they have adapted the DICE Parenting the 'At Risk' Child so that Roma

women and girls are more able to make healthier relationships choices, understand the dangers relating to CSE and know where to go and how to get help. A total of 18 women completed the pilot.

Key outcomes:

1. 100% of attendees reported improved understanding of what CSE was
2. 100% of attendees reported behaviour changes made as a result of their involvement
3. 100% of attendees reported understanding that there were people who could support them
4. 100% of attendees would recommend LACO My Life to a friend or family member

2.25 The team have secured funding from Dept. of Local Government and Communities to extend the pilot and aim to develop a more bespoke DICE programme and improve understanding of the barriers to engagement and increase the uptake of statutory services by Roma women/ girls.

2.26 Trusted Relationship

Bradford will receive Trusted Relationships funding of over a million pounds from the Home Office. Too many children and young people in Bradford are at risk of exploitation in different ways including through CSE; missing; criminal involvement in organised crime and gangs, trafficking and radicalisation. This funding will enable additional support to reduce exploitation of young people.

2.27 This is additional funding for intensive support delivered to children aged 10-14 at significant risk of exploitation. The funding will provide support out of office hours on a 1 to 1 basis with young people to encourage them to open up about their experience, recognise positive relationships and how to keep safe, as well as build plans for their future. They will be supported to access local activities and services, building their resilience and ensuring a robust exit plan from exploitative situations. There will also be targeted group work run in Bradford East, which will include anti-exploitation workshops to support better informed choices, and targeted parenting programmes to raise awareness of CSE. This work has already commenced with a number of children referred to specialist services.

2.28 The application for funding submitted by Bradford Council was as a result of local partnership working and the partnership approach to delivery is a key strength of the work to be undertaken in Bradford. The Council undertook competitive tender processes to select the local delivery partners. The 1 to 1 support will be delivered by Young Lives Bradford Consortium, delivery will be by a range of local VCS partners including Airedale Voluntary Drug and Alcohol Agency; Barnardos; City of Bradford YMCA; E:merge and J.A.M.E.S. The group work in Bradford East will be delivered by Barnardos and City of Bradford YMCA.

2.29 A Steering Group will be established to oversee the Programme, this will oversee the delivery. The group will report to the CSE and Missing subgroup of the BSCB. .

2.30 Collaborative Work

Bradford continues to recognise opportunities to increase collaboration between Strategic Boards and Sub-Groups. This is set against the backdrop of reducing budgets and increasing demands which bring organisational review and reshaping

to deliver more with less. It also recognises the emergence of more complex safeguarding matters which impact across the BSCB, Safeguarding Adult Board (SAB) and Community Safety Partnership (CSP).

2.31 In October 2017, Bradford convened a joint Board planning day bringing together members of the BSCB, SAB and the Community Safety. This presented an opportunity for senior leaders to consider a number of matters that are impacting upon Bradford, namely the recent JTAI (Joint Targeted Area Inspection inspection), the findings of the Children and Social Work Act (Working Together 2018) and opportunities to ensure effective collaboration between Strategic Boards and Sub-Groups within Bradford against future financial challenges impacting across the partnership. This has led to the development of further work streams.

2.32 Complex Safeguarding

Safeguarding partnerships are now considering the emergence of organised crime, county lines, modern day slavery and criminal exploitation as new threats in a similar way to the same conversations in the last decade around child sexual exploitation. The partnership recognise that whilst there is an excellent understanding of CSE in Bradford there is also a need to do more work around the scale and prevalence of the wider criminal exploitation of children. The BSCB Development Day in June 2018 looked at these complex safeguarding themes and is progressing work around a number of aspects. A proposed definition has been developed

2.33 *“Behaviour or activity involving C& YP and adults with multiple vulnerabilities where there is exploitation , a risk of exploitation and /or a clear or implied safeguarding concern which is likely to lead to a serious and sustained negative impact on Children & Young People”*

2.34 This work involves other Boards such as the CSP and SAB in raising awareness and understanding within the BSCB and how the Board can support strategies and action plans to improve service delivery to children within the District. This is being developed under the banner of “complex safeguarding”.

2.35 Bradford continues to recognise the impact of CSE and how to improve from local and national learning. Work continues with other LSCB in the county through the OPCC County CSE Group.

2.36 On-line Safety and Digital safeguarding

Following on from the Internet Safety Conference hosted by the BSCB the district has now formed a Digital Safeguarding Group with professionals from safeguarding arena working with IT experts. The group recognise the need to support professionals, parents, children and communities. The group are developing and delivering a coherent district wide Digital Safeguarding strategy that protects and empowers everybody to utilise digital technologies, legally, safely and responsibly.

2.37 The group works to share and inform on the latest local, regional and national safeguarding risks and trends as well as sharing resources, research and initiatives to mitigate these risks and ensure a consistent and coherent Digital Safeguarding Strategy. It is intended to develop a virtual hub, aimed at all citizens including parents, young people and the elderly. It will also provide specialist training and

provision for professionals across the public, private and voluntary sector, as well as an area for professional debate and discussion of key issues and risks.

2.38 Bradford District Police Cyber Team

The team started in 2015, with Police staff delivering training around on-line safety. Since the beginning of the 2017-2018 academic year, they have been working hard to continue establishing themselves in the educational sector as well as targeting establishments that have key connections to early intervention, safeguarding and other various vulnerabilities. From the work that has been completed so far this academic year, the highlights are:

- 31,656 children educated on eSafeguarding from 1115 separate sessions, above the recommended target.
- 54 vulnerable children received one to one safeguarding visits with their parents/carers also present.
- 5087 members of the community from different groups delivered to from 184 separate sessions. These groups included NHS staff, Teachers, CAHMS staff, Internal Officers, Social workers and child-minders.
- 2376 parents educated about the dangers of the online world and how to help safeguard their children, through 128 different parent workshops.

2.39 One key area that the team want to improve on is the amount of parent workshops delivered and the amount of parents attending these presentations. The team recognise challenges and are working with schools and parents to address this by exploring the following:

- Deliver similar sessions in schools with word of mouth from the parents who have already attended stating who they found the sessions useful.
- Online safety stalls at existing school events such as parent evenings, summer/winter fairs, year 6 transition evenings and coffee mornings.
- Target businesses/places of work, these places contain adults; most adults have children/young people in their lives.

2.40 Section 175 Education Act 2002/ Section 11 of the Childrens Act 2004

The BSCB has a responsibility to support the local authority in how each school discharges its responsibilities under Section 175/157 of the Education Act. The BSCB have worked closely with the LA Education Safeguarding Team in devising and conducting a Section 175 audit. This is a self evaluation audit tool which has been designed to support schools in showing that they have sound, robust procedures in place and assists to identify improvement actions needed. This will enable schools to report to governors and Ofsted on how their duties under S175 of The Education Act 2002 and the DfE guidance Keeping Children Safe in Education (KCSIE) have been carried out. The audit has informed the BSCB and assisted in future thinking around what is working well and what support and challenge should be provided. A further audit will be undertaken in 2018.

2.41 The majority of returns indicate confidence in schools on-line safety and in helping children develop their awareness of how to keep themselves safe on line, however around 10% of schools reported further work to be done. In 84% of schools, it was found that the governing body ensures that safeguarding including online safety is taught as part of the curriculum and in 90% of schools, a procedure for responding to online safety concerns and incidents reporting was in place.

2.42 Section 11 places a duty on all organisations who work with children and young people, to ensure that they have arrangements in place that reflect the importance of safeguarding. The BSCB has used the Section 11 Audit Tool as a means of a self evaluation to support organisations in showing that they have sound, robust procedures in place and to assist in identifying improvement where needed. This covers recognising and responding to abuse and other categories of vulnerability. The audit presents an opportunity for the Safeguarding Board to assess organisations in and greatly assists with collation and analysis of data through a consistent approach.

2.43 The BSCB has uses the Section 11 Audit Tool and the Section 175 Audit Tool as a means of a self evaluation for organisations and schools to evidence the voice of the child. From the perspective of schools and audits received, 91% of schools feel they provide a platform to show that children’s views are listened to, valued, respected and taken seriously, whilst around 30% of schools indicated that an area requiring improvement and 87% of schools reported confidence in that all children are safe and report they feel safe at all times in school and at work-based placements, alternative provision placements, after-school services or activities. The Section 11 survey considers similar questions in capturing views of children in the design and delivery of services, given information around safety, and the organisation provides feedback on the views expressed. The audit will be undertaken in 2018 and again analysis will inform future thinking and planning.

2.44 Bradford Public Health CSE Framework

Public Health has the responsibility to significantly improve the health and wellbeing of local populations and reduce health inequalities and also commissions a wide range of services including health visiting, school nursing, sexual health services, substance misuse and alcohol services. Within Bradford, Pubic Health colleagues have recently developed a PH CSE Framework in line with national thinking. This will focus upon 4 areas

1. Systems wide working – focusing up leadership, collaboration and RSE work
2. Data – maximise data between PH and other partners
3. Prevention – working alongside the BSCB, aligning key services and promote key messages
4. Commissioning – effective referral pathways, contracts to include CSE.

2.45 Therapeutic Services.

Previous reviews and activity have highlighted the necessity for clearer pathways into therapeutic services for children and adults who have experienced sexual exploitation. This is an issue highlighted in national reports as well as local work. Partners continue to work to understand what are therapeutic services and the varying levels of available services. This will allow evaluation, assessment of gaps and inform future commissioning. This is a complex work stream and the BSCB has recognised the challenge of ever changing landscape and services against an increase in demand and complexity.

Funding has been secured for financial year 2018/19 to continue Barnardos Hand in Hand Service and the Children’s Society service to support vulnerable children.

2.46 GW Theatre Company

Over the last 4 years GW Theatre has delivered several distinct programmes of creative CSE prevention work to children in primary and secondary schools in Bradford, working closely with all key agencies and in particular schools. Some of this work was funded directly by the Local Authority and some was co-funded by WY OPCC. The impact of this work has been substantial and profound. Below is a brief summary of what has been achieved so far.

2.48 Somebody's Sister, Somebody's Daughter 2014/6

This powerful play is about sexual exploitation and street grooming, aimed at young people aged 14 upwards. The play is supported by lesson outlines and pre and post-performance evaluation. The play was delivered into all Bradford secondary schools, with support from safeguarding specialists, youth workers and police officers, reaching 4000+ young people.

- 2.49 Evaluation indicated that after seeing the play there was a 45% increase in the number of young people understanding what is meant by sexual exploitation. There was also a 46% increase in the numbers of young people believing social media activity can make them vulnerable to CSE. Over 30 young people made disclosures or sought help and professional support after seeing the play.

“Students were shocked at how sexual exploitation can occur and how easy it is to be tricked. Perfectly pitched for our students” Appleton Academy

2.50 Mister Shapeshifter 2016/8

Following on from the success of Somebody's sister, somebody's daughter, Bradford became one of 6 local authorities to co-fund the development of **Mister Shapeshifter**, an exciting and very contemporary fairy tale for 9-11 year olds about the way some adults abuse children's' trust and how children can protect themselves. No other approach in the UK is working as directly and appropriately to safeguard such young children against risk and danger online and in real life. Over 60 performances in Bradford primary schools have so far reached over 4000 children.

- 2.51 Results show 82% of the children who saw the play said it helped them to understand what is meant by exploitation and abuse. 89% said it will help them to be safer on their phones and online, and 81% said it had helped them to feel strong enough to speak up if someone was abusing or exploiting them.

- 2.52 *With the launch of animated and book versions of the theatre production in the autumn of 2018 there is potential to reach many thousands more children as well as parents and carers in the wider community. Free access to some of these resources will be provided to Bradford as a legacy.*

“The children responded very positively to the play and were able to talk clearly in regards to the messages the play was trying to convey. It also helped to support and reinforce the learning that has already taken place in school to strengthen the message” Margaret McMillan Primary

2.53 Kidpower - 2018

Putting Bradford and other local authorities at the forefront of a bold and nationally significant new piece of work looking at the same issues with even younger children

aged 6-8. This project already has the support of the Children's Commissioner. Partners recognise the importance of empowering children with education and prevention work at the youngest possible age. This project involves parents and families which maximises the potential to tackle CSE with a shared emphasis on vigilance, reporting and support. The CSE sub-group will support this initiative through the allocated Community Safety Partnership funding stream. In supporting this, Bradford would be able to inform the planning of the programme and ensure it fits the needs of the District. The programme will look at on-line safety and the programme is designed to fit all types of safeguarding concerns which would include criminal exploitation and other complex safeguarding matters, which is an area that the BSCB will be working on. Partners from Bradford will be invited to sit as part of the planning group.

- 2.54 Activity within the night time economy has continued building upon the highly effective work in Bradford. The involves Council Licensing, West Yorkshire Police and other enforcement partners to further safeguard children and young people from child sexual exploitation by increasing awareness of CSE among businesses and services working in the night time economy and developing strategies to identify and protect children at risk at night. This included the development of a "safe spaces" initiative across the District, information awareness seminars and community events.
- 2.55 Engagement with private sector businesses, public and voluntary sector services, and with the wider community has empowered each group to better recognise, respond and report CSE concerns.
- 2.56 The United Keighley CSE Working Group is a multi-agency partnership, which includes faith and community leaders. It aims to raise the awareness of CSE, the signs and symptoms and ways of reporting concerns, and the help and support that is available to victims and parents in Keighley. Through the Council's Neighbourhood Service there is a direct link with the CSE & Missing Sub-group.
- 2.57 Safeguarding conference in Keighley - March 2018
A host of organisations came together to look at what they can offer youngsters both now and in the long-term. The conference was organised jointly by Keighley MP John Grogan and United Keighley, a multi-agency group that campaigns to stop the sexual exploitation of children.
- 2.58 Also speaking were leaders from faith establishments; the West Yorkshire Police and Crime Commissioner; people from the community and representation from the education sector.
- 2.59 Representatives from several groups involved with United Keighley outlined what they are doing to protect local children and teenagers. Conference participants then split into groups to talk about long-term solutions that United Keighley could continue to develop.
- 2.60 United front against sexual abuse of children - special event in Keighley
A number of organisations joined together in Keighley town centre to spread a positive message about how to effectively fight CSE. They arranged stalls and information stands in the Airedale Shopping Centre two days in advance of National

CSE Awareness Day. Participants in the centre displayed a selection of replica illegal drugs, handed out leaflets, gave advice to members of the public and attracted attention with arts and crafts activities, a smoothie making, bike and a DJ workshop. Passing shoppers could stop and receive information about human trafficking, "sexting", missing people and drug and alcohol awareness. Also present during the afternoon in the Airedale Centre were members of the Children's Society Hand in Hand project, police, school nurses from Bradford District Care Foundation Trust and Youth Service workers.

3. OTHER CONSIDERATIONS

There are no other considerations.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 Continuing austerity and budget reductions across the partnership and the impact upon the delivery of services on families and children remains a challenge for Bradford, along with many other cities. The city has outlined the new model and will major changes to its "early help and prevention". The changes have required significant restructuring, which will lead to the loss of over 200 posts to meet budgets. Detail of this work has been outlined in separate reports.
- 4.2 The CSE cases requiring social work allocation are included in the normal case loads for social workers working in the Children Specialist Services. In addition to spend on social work teams, Childrens Social Care Services currently spends approximately £6.1m net on Targeted Early Help Services. Children Services has made resources available from within existing budgets by allocating a team manager, social workers, and a community resource worker to operate within the CSE and Missing team working within the multi-agency safeguarding hub (MASH). In setting the 2018-19 budget, the Council has made permanent the annual £0.3m allocation to prevent Child Sexual Exploitation and also removed planned budgetary savings of £3.569m from Children Social Care services.
- 4.3 Specialist provision remains extremely expensive at a cost of £3500 per week for a residential bed, rising to £6000 per week for a secure placement. There are approximately 10 young people who require this specialist resource for CSE at any given time. The partnership works towards less costly and less restrictive methods to protect vulnerable children on a daily basis.
- 4.4 The Bradford Safeguarding Children Board (BSCB):
- sets the procedural framework for all partnership work to keep children safe within Bradford
 - fulfils its statutory responsibility for ensuring that staff receive multi-agency training to support them in their work
 - ensures that agencies are held to account for their work and that there is a learning and improvement framework in place to ensure that serious case reviews and other challenge and learning processes are effective.
 - conducts a multiagency review of every child death in the District, carried out by the Child Death Overview Panel.
 - In addition, BSCB plays a role in supporting and planning innovative partnership responses to safeguarding children challenges, such as the establishment of the

multi-agency CSE Hub.

4.5 The staffing resource for BSCB is:

- Manager
- Administrator
- Learning and development coordinator
- Learning and development administrators
- Performance and information officer
- Child death reviews manager

4.6 Successful applications to the Community Safety Fund have continued to support the work of:

- Children's Society Hand in Hand Project in Keighley
- Barnardo's Turnaround Project

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

5.1 The protection of children and vulnerable adults is the highest priority for the Council and its partners when considering the implications of CSE, as is the provision of services to support those who are victims of this abuse. Failure to protect and provide appropriate services significantly increases the risk to children in the District. It would also lead to significantly reduced public confidence in Bradford Council, West Yorkshire Police and other partners, as has been demonstrated in some other Districts.

6. LEGAL APPRAISAL

6.1 The report has been considered by the office of the City Solicitor and there are no identified legal issues to highlight.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

7.11 Child sexual exploitation (CSE) is a crime committed by predominantly male perpetrators from all different racial backgrounds. Victims of CSE also come from all backgrounds and ethnicities. Nevertheless, local experience and national research indicates that recognised victims and perpetrators do not necessarily reflect the gender ethnicity and other characteristics of the District's population.

7.12 Between Jan – Aug 2018 the number of male children experiencing or at risk of CSE in Bradford District was between 17-18%. There is continued recognition that this is an under-representation. Services continue to work closely with Basis Yorkshire and forms part of the work delivered by their Time 2 project.

7.13 Analysis of cases open to the Hub on March 2018 (see appendix 1) shows that 59% of open cases were of white British heritage, which is a reduction of 11%, while 12% were of Asian heritage, which is a reduction of 4% from last year. Compared to the District's under 18 population, this represents an under representation of white British children and an under representation of Asian children.

7.14 A snapshot of data in August 2018 identified that the two main ethnic categories of recent perpetrators are that White British accounts for 39% compared to White North European 39% in previous reports and Asian accounts for 39% of the total figures which is higher than previous reports. The changes in grouping is in line with national Police recording standards

7.2 SUSTAINABILITY IMPLICATIONS

None

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

None

7.4 COMMUNITY SAFETY IMPLICATIONS

7.41 Child Sexual Exploitation (CSE) is violent criminal activity. The consequences of CSE can be long-standing for the victim and there is growing research evidence that victims of CSE are themselves over-represented among young people coming to the attention of police services as potential offenders. In addition, CSE has lasting consequences for families of victims and perpetrators and has potential implications for community relations.

7.42 The Community Safety Partnership (CSP) currently oversees the commissioning of funding from the passporting of Police and Crime Commissioner funding against key priorities, including CSE. Since the last update the BSCB has now been allocated funding to support worthwhile initiatives or service provision. The CSE sub-group will allocate funding and oversight of progress.

As outlined, this will support the GW Theatre project Kidpower for 2018/19.

7.5 HUMAN RIGHTS ACT

7.51 Child sexual and criminal Exploitation is a violation of the rights of the child under the Human Rights Act. The arrangements made by the Council and its partners are intended to prevent the rights of the child being violated in this way.

7.6 TRADE UNION

There are no implications for Trades Unions.

7.7 WARD IMPLICATIONS

It is recommended that each Area Committee receives an update report regarding sexual exploitation in the next 12 months.

7.8 AREA COMMITTEE WARD PLAN IMPLICATIONS

None

7.9 IMPLICATIONS FOR CORPORATE PARENTING

None

7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

7.11 The nature of Child sexual and criminal exploitation work requires partners to manage confidential matters and data under GDPR regulations in accordance with individual agency guidelines. There is no sensitive data included in this report that requires a Privacy Impact Assessment.

8. NOT FOR PUBLICATION DOCUMENTS

None

9. OPTIONS

This report is tabled for information and discussion.

10. RECOMMENDATIONS

1. That the contents of the report be noted.
2. That ways in which CSE can be tackled at a local level be considered.

11. APPENDICES

Appendix 1 – CSE Profile in Bradford

Appendix 2 - Braithwaite and Guardhouse Children's Year of Safety

Appendix 3 – CSE Information Shipley Area

12. BACKGROUND DOCUMENTS

Gov.uk Website - Definition of child sexual exploitation, potential vulnerabilities and indicators of abuse and appropriate action to take in response.

<https://www.gov.uk/government/publications/child-sexual-exploitation-definition-and-guide-for-practitioners>

Working Together to Safeguard Children 2018

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

NSPCC Harmful Sexual Behaviours Frameworks

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/harmful-sexual-behaviour/>

This page is intentionally left blank

Appendix 1

CSE PROFILE - BRADFORD

JANUARY TO AUGUST 2018

Version 2.0
Amended October 2018

SUE BELL
BRADFORD MDC

Introduction

It is difficult to know the exact scale of CSE in Bradford, as not all incidents are reported. The data within this report shows what we do know about CSE in Bradford; including the demographic summary of children / YP assessed as being at risk of CSE and the agencies involved in supporting them. There is also data regarding CSE crimes in Bradford over the last year. Anecdotally, we are aware of a rise in cyber related grooming and offences. However, both CSC and the Police need to put more emphasis on formally recording this type of activity, as there is a lack of data available.

Bradford in context

Bradford has a population of 534,800 and is ranked the 6th largest Local Authority Population. 23.8% of Bradford's population is aged under 16, with the highest percentage of under 16 population in England. There are 21.8% of children are deemed to be living in poverty. The population of Bradford is ethnically diverse with the largest proportion of the district's population (63.9%) identifying themselves as White British. The district has the largest proportion of people of Pakistani ethnic origin (20.3%) in England. (*Office of National Statistics*) The size and diversity of Bradford's profile provides a massive challenge to all agencies involved in tackling and supporting those at risk of CSE and Missing episodes.

Bradford's approach

Bradford's CSE Team, as part of the MASH (Multi Agency Safeguarding Hub), work in partnership with key agencies including the Police, Health colleagues and third sector organisations to support children and young people assessed as being at risk of Child Sexual Exploitation. This is a dedicated, specialist CSE assessment team that case hold and also regularly review all cases where children are flagged at risk of CSE to assess the risk of significant harm.

CSE Risk data

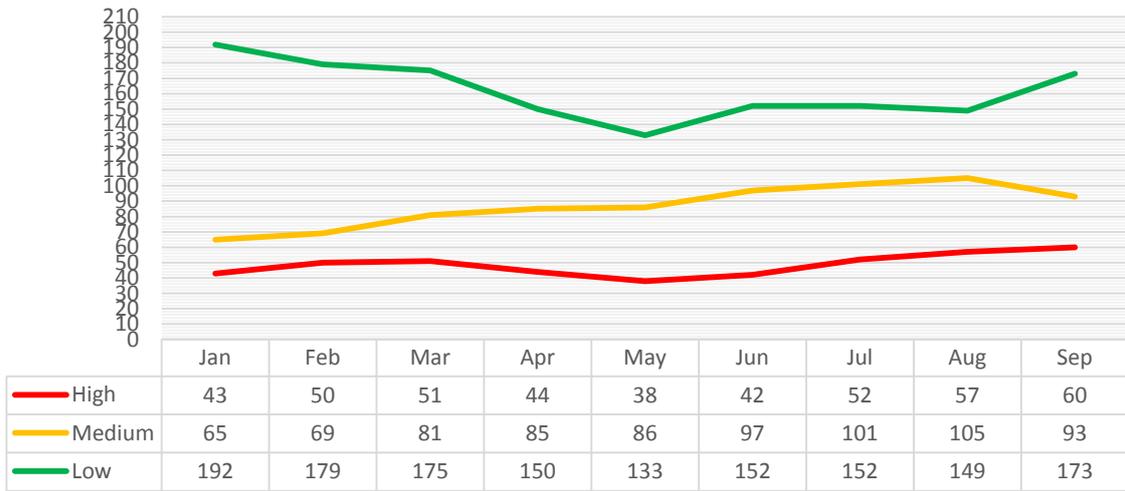
Number of CSE cases

- The data in this part of the report has been collated on the last day of each month, from January to September 2018.
- The table below shows the number of children/young people assessed as being at risk of CSE and their risk status. (Definitions available in Annex B) Previous reports have shown cases that are flagged as awaiting risk assessment, CSE cautionary six months and potential perpetrator. It was felt that including this data was distorting the figures, so this report focusses purely on those children and young people that are currently assessed as at high, medium or low risk of CSE.

Local Authority data – pages 1-5

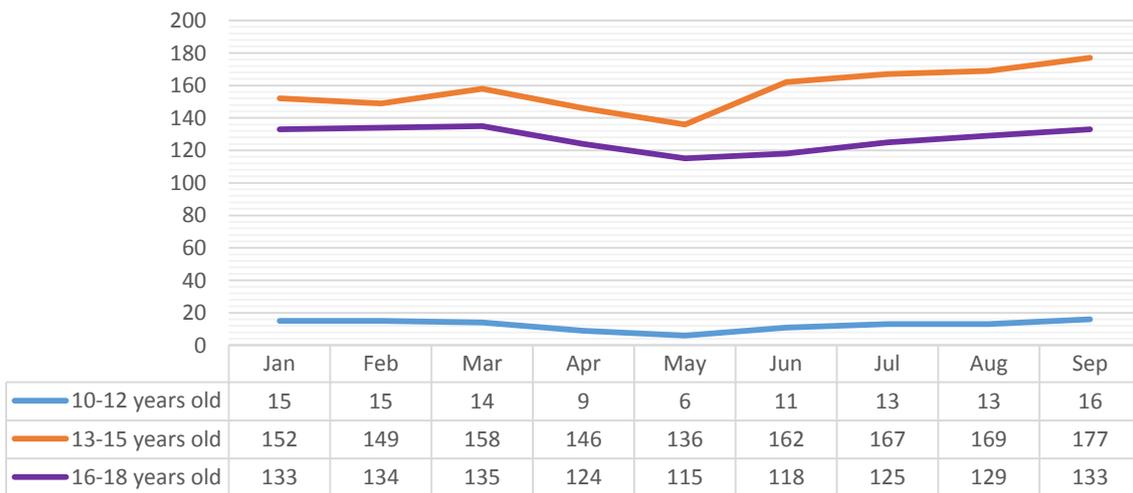
West Yorkshire Police data – pages 6 - 9

Number of Children with CSE Risk Flag - Jan to Sept 2018

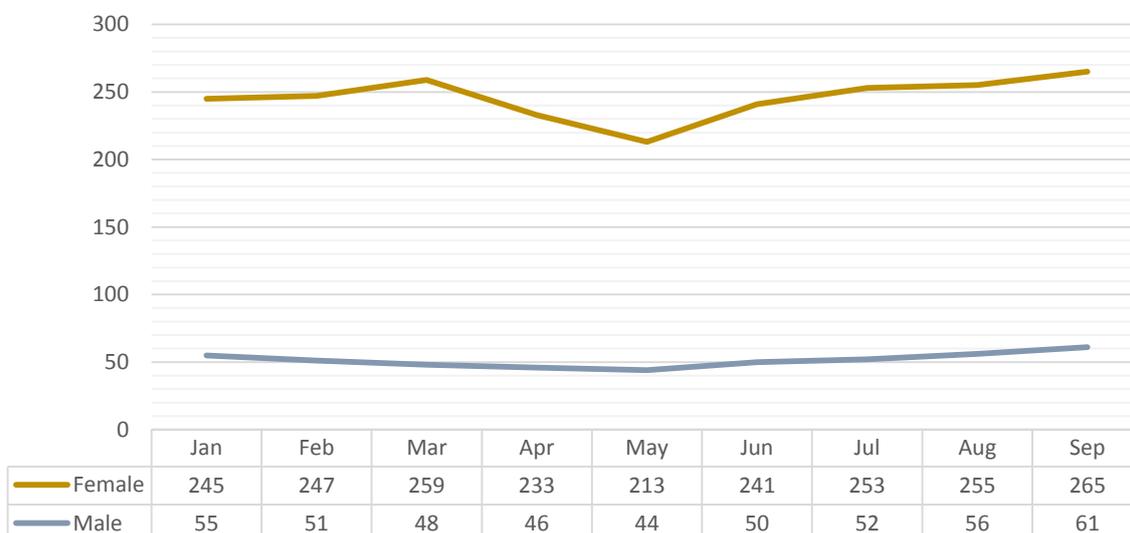


The average age of a child / young person assessed as being at risk of CSE is 15 years and 1 month, predominately female and White British, as the following charts show.

Age Groups of Children with CSE Flag- Jan to Sept 2018



Gender of Children with CSE Risk Flag - Jan to Sept 2018

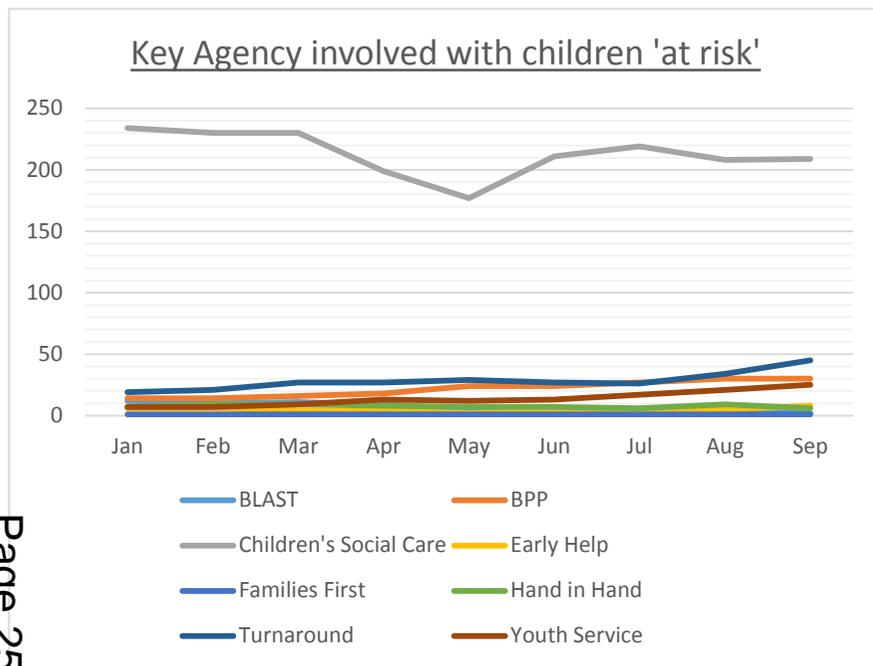


Ethnicity of children with CSE Risk Flag - Jan to Sept 2018.

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	%
Asian / British Asian - Bangladeshi	0	0	0	0	0	0	0	0	2	0.1%
Asian / British Asian - Indian	1	1	1	1	1	1	1	1	1	0.3%
Asian / British Asian - Other	3	3	3	3	2	2	3	3	3	0.9%
Asian / British Asian - Pakistani	34	33	33	26	26	28	29	36	39	10.6%
Black / Black British - African	2	2	2	2	2	1	1	1	1	0.5%
Black / Black British - Caribbean	2	0			1	1	1	1	1	0.3%
Gypsy / Roma	14	16	15	13	10	10	10	10	11	4.1%
Information Not Yet Obtained	19	18	20	19	15	19	21	23	24	6.7%
Mixed - Other	1	1	3	2	3	3	4	4	5	1.0%
Mixed - White / Asian	20	19	24	23	22	24	24	21	21	7.4%
Mixed - White / Black African	2	2	1	1	1	1	1	0	0	0.3%
Mixed - White / Black Caribbean	8	8	8	7	7	7	6	6	7	2.4%
Other Ethnic Group	2	2	2	2	2	2	2	5	5	0.9%
Traveller of Irish Heritage	0	0	0	0		1	1	1	1	0.1%
White - British	179	179	178	164	150	175	182	181	188	58.9%
White - Eastern European	8	8	10	9	8	8	9	10	10	3.0%
White - Irish	1	1	1	0	0	0	0	0	0	0.1%
White - Other	4	5	6	7	7	8	10	8	7	2.3%

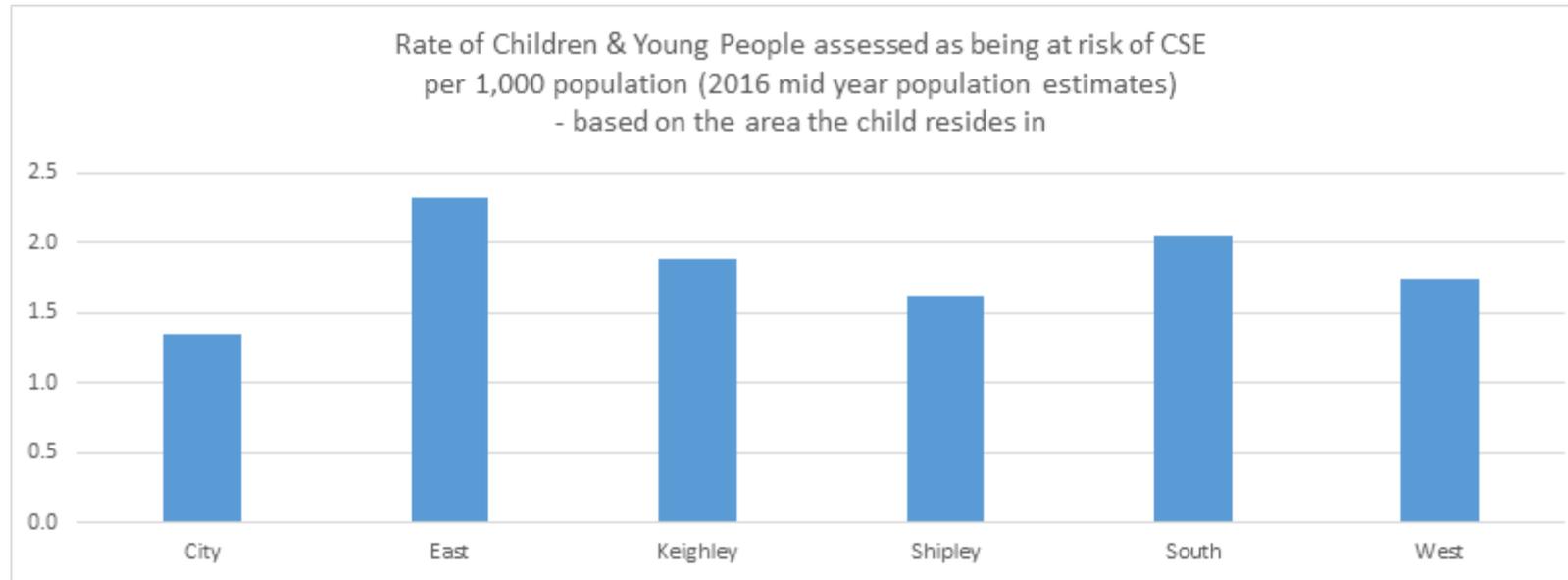
Key agency involved with children

The data below shows the key agency involved with the 'at risk' child / young person, however this may not be the only agency working with them.



Agency	Services
BLAST (Basis)	The 1-2-1 support work offered by The BLAST Project to boys and young men across Leeds and Bradford has moved to Basis Yorkshire and forms part of the work delivered by their Time 2 Project – a CSE service supporting both girls and boys.
BPP	B Positive Pathways uses the 'No Wrong Door' approach to work with young people to prevent them entering the care system and to improve their long term outcomes. The model centres on a hub home with wrap around multi agency professionals working together; including Police, Phycologists and Health Workers.
Children's Social Care	Holistic Social Care teams that work to support children, young people and their families across the Bradford District.
Early Help	Supporting families as quickly as possible when problems emerge, working together to find solutions to small problems before they become big ones.
Families First	Working with families facing serious problems, to "turn their lives round", offering a joined-up 'menu' of support, looking at the needs of the whole family, not just of individual members.
Hand in Hand	The Children's Society's Hand in Hand Project is a partnership programme between The Children's Society, Bradford and Airedale Community Health Service and Bradford Diocese, supporting young people Involved in or vulnerable to Child Sexual Exploitation.
Turnaround	A Barnardo's service that aims to prevent and support recovery from episodes of exploitation and trafficking. Also offering support and advocacy for trafficking victims and help with keeping safe, dealing with relationships and issues affecting individual lives.
Youth Service	Aims to unlock young people's potential, by providing things to do, someone to talk to and places for young people to go. Also offering opportunities for young people to participate in a range of activities, celebrate their achievements and become actively involved in their communities.

Residence of children with CSE Risk Flag – Constituency area



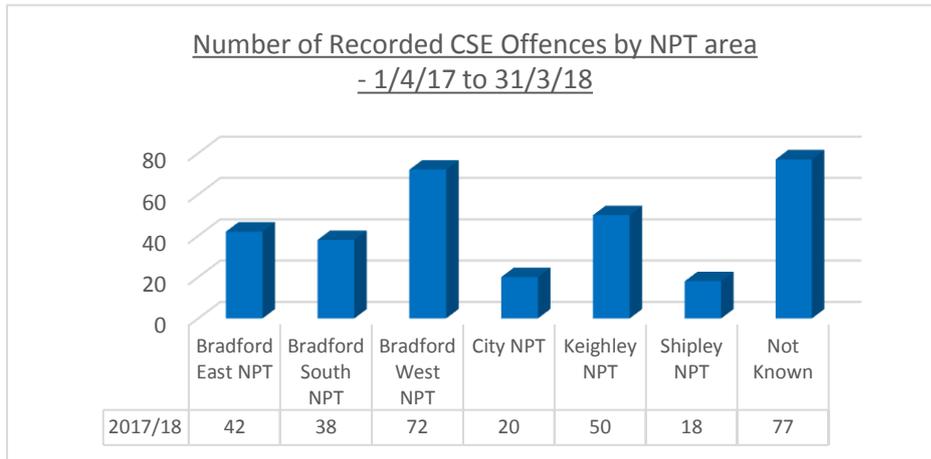
Page 26

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Average monthly number of C/YP assessed as being at risk of CSE	Population 0-17 (mid 2017 Population estimates)	Rate per 1,000 (under 18 population)
City	11	11	10	8	6	6	8	8	7	8.3	6192	1.3
East	86	80	86	80	79	89	85	83	90	84.2	36352	2.3
Keighley	43	43	46	39	36	42	43	43	49	42.7	22607	1.9
Shipley	33	34	33	28	24	32	30	38	33	31.7	19680	1.6
South	53	54	57	54	48	56	68	65	64	57.7	28018	2.1
West	44	50	52	49	43	47	49	53	56	49.2	28339	1.7
Out of Area	30	26	23	21	21	19	22	21	27	23.3		

Crime data (provided by West Yorkshire Police)

CSE Flagged Offences

- During the period 01/04/17 – 31/03/18 there have been 317 CSE flagged offences recorded on Police systems (Corvus). This is a decrease from 348 CSE flagged offences recorded in the previous year.
- The 317 CSE flagged offences recorded 01/04/17 – 31/03/18 relate to 222 recent and 95 non-recent offences. CSE Offences by Neighbourhood Policing Teams (NPT) Area.

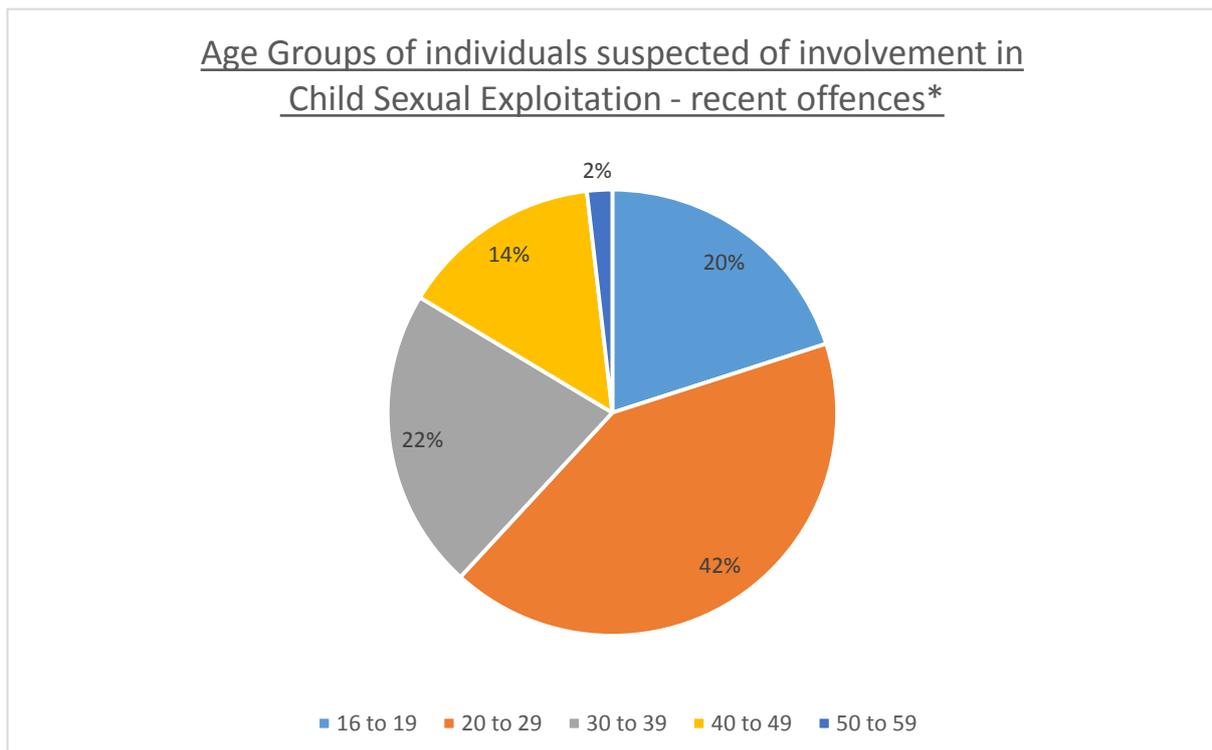


The high number of offences where the NPT area is recorded as 'not known' may be due to the location where the offence occurred may not be known.

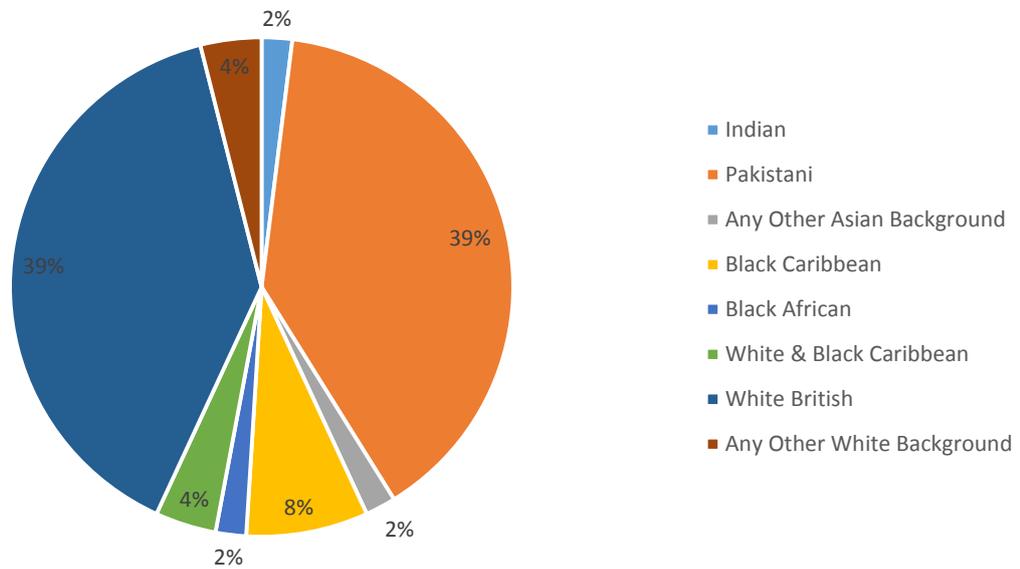
Individuals suspected of being involved in Sexual Exploitation

The charts below have been produced using information recorded by West Yorkshire Police concerning individuals suspected of being involved in CSE, in recent offences. The information is correct at 29/08/18.

***Recent offences or intelligence has been defined as 12 months or under.**

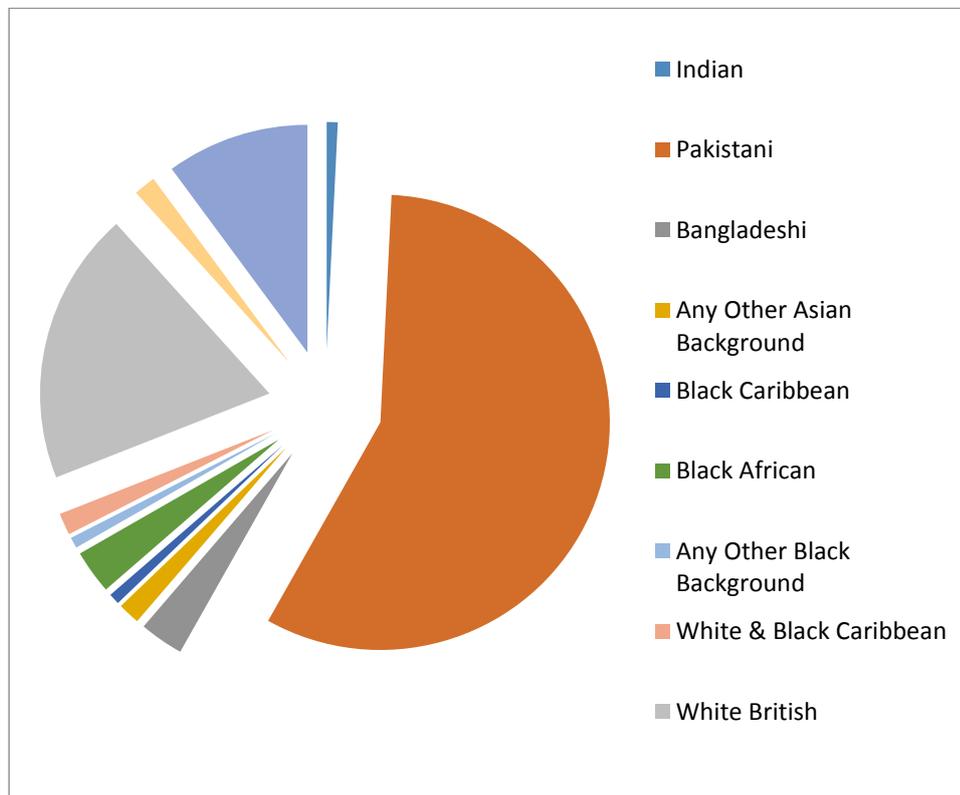


Ethnicity of individuals suspected of involvement in Child Sexual Exploitation - recent offences*

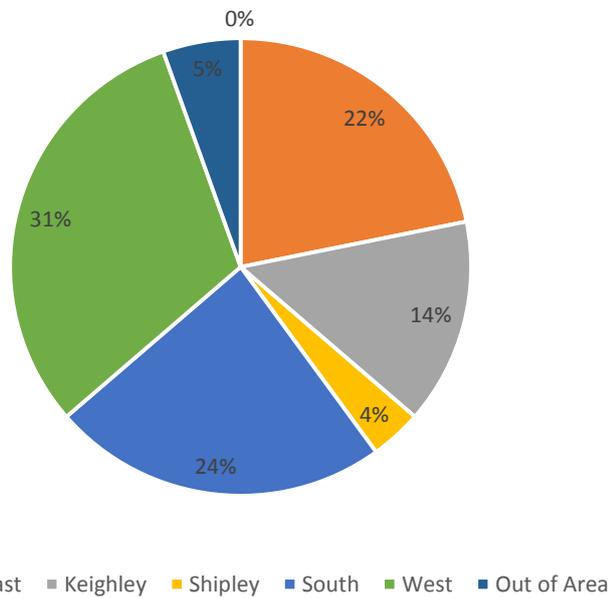


The below data below includes perpetrators of both recent and non-recent offences. The information is correct at 29/08/18. Due to the significant investigative work of Operation Dalesway, there are approximately 50% of perpetrators who are recorded in connection with non-recent offences.

Ethnicity of individuals suspected of involvement in Child Sexual Exploitation – all offences



Residence of individuals suspected of involvement in Child Sexual Exploitation by NPT Area - recent offences*



Crime Outcomes

When analysing the 317 CSE flagged offences recorded 01/04/17 – 31/03/18 there are currently 18 occurrences that have a recorded crime status as 'New' and 113 occurrences with a status recorded as 'Under Investigation'. The remaining occurrences have a crime status of 'Filed'. The table below shows the outcome of the filed crimes:

Crime Outcome	Total
1: Charged	13
1: Summoned/postal requisition	3
10: Police - formal action not in public interest	1
11: Named suspect below age of criminal responsibility	1
14: Victim declines/unable to support action to identify offender	13
15: CPS - named suspect, victim supports but evidential difficulties	2
15: Police - named suspect, victim supports but evidential difficulties	56
16: Victim declines/withdraws support - named suspect identified	38
18: Investigation complete no suspect identified	37
1a: Alternate offence charged	1
1a: Alternate offence summonsed/postal requisition	1
2: Youth caution	1
20: Other body/agency has investigation primacy	3
21: Police - named suspect, investigation not in the public interest	14
3: Adult conditional caution	1
5: Offender has died	1
TOTAL	186

Types of Offences (Cyber / Non-Cyber Offences)

During the period 01/04/18 – 31/08/18 there have been 118 CSE flagged offences recorded across the Bradford District. The occurrences relate to 77 recent and 41 non-recent offences.

There have been 19 cyber related offences, 55 non-cyber related offences and three offences where the initial contact has been via social media or text followed by a face to face meeting. This information has been gathered using the *modus operandi* (MO) of the CSE flagged offences and is dependent on the information being fully recorded on the Police systems.

Annex A

Definitions

CSE

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology. Child sexual exploitation. *(Definition and a guide for practitioners, local leaders and decision makers working to protect children from child sexual exploitation. February 2017)*

CSE Risk Flags

CSE Risk Assessments are carried out by Social Workers, Child Protection professionals in schools, and other support agencies working with children at risk of CSE. Following a robust risk assessment process, and agreed within the morning meetings held at the MASH, a child/young person is flagged as one of the follow:

Risk Flag	Description
High Risk	Indicators /Assessment /Evidence /disclosure, suggests that the child /young person is assessed to be engaged in high risk situations / relationships /risk taking behaviour and is at immediate risk of, or is experiencing sexual exploitation. (They may not recognise this)
Medium Risk	The assessment indicates that the child /young person is vulnerable to being sexually exploited / but that there are no immediate /urgent safeguarding concerns. There is evidence the child /young person may be a risk of opportunistic abuse, or is being targeted /groomed. The child /young person may experience protective factors, but circumstances and /or behaviours place him / her at risk of sexual exploitation.
Low risk	The indicators and assessment raise some concerns that the child /young person is at risk of sexual exploitation, and /or places him /or herself at risk. Concern that the child / young person is at risk of being targeted or groomed, but there are positive protective factors in the child /young person life.

This page is intentionally left blank

Appendix 2

Braithwaite and Guardhouse Children's Year of Safety

Cllr Farley and a group of partners including Head teachers from the three primary schools, a Children's Centre and Youth Service met with the Area Office to look at devising a community safeguarding project in Braithwaite and Guardhouse area as a pilot. The aim of the pilot was to bring safeguarding and CSE to the front of the agenda, sharing a common understanding of what that means and to set out the role of schools, partners and services, also the wider community in keeping children safe, using consistent messages.

The launch of the initiative was held at Braithwaite and Guardhouse Gala in September 2017 and incorporated Six Steps to Safety. Each half term would see partners concentrate on one of the themes.

1. Children need to come to school every day and on time
2. 11 or under? Be home by 8 pm for a good night's sleep
3. Be safe online – stay up to date with what you need to know
4. Worried about a child? – speak out, stay safe
5. Alert today, alive tomorrow – safety around roads and cars
6. Play safe in the holidays

The area office worked closely with the Council marketing team to ensure that the initiative had a clear, consistent image that would be readily recognisable to everyone in the community. The aspects that related most closely to tackling safeguarding and CSE concerns were 1, 3, and 4.

Head teachers wanted to stress the message that if children were in school everyday they were less vulnerable and much safer and as a result, attendance at all three schools increased. Head teachers reported a better understanding from many parents about the risks to their young people.

Leaflets and bin stickers promoting the messages of 3 and 4 were distributed across the estates. Information on who to contact and being confident to report were included in the messages and around 1,500 stickers and leaflets have currently been distributed. A quiz for parents was another element to the initiative.

The partnership plan to build on the success of the project and will continue communicating messages as new pupils arrive in schools. The original planning group are now advising other schools in Keighley through the Keighley Schools Together Partnership to roll out the initiative across the Keighley District.



We all need to do our bit in keeping an eye on children

A child may not be able to say that something is wrong – it may be that someone is harming them, or they just don't get the care they need – and they need someone to speak up for them.

But you might feel uncertain about telling anyone about your worries. You might not feel sure about what is happening to the child, or think it's none of your business, or be concerned about someone finding out.

This leaflet tells you how you can help a child without taking a risk yourself as part of the Braithwaite and Guardhouse Children's Year of Safety.

It's OK to:

- Report a suspicion – you don't need to be absolutely sure what is happening. Don't wait until you're certain if you are worried about a child.
- Report something anonymously if you don't want to give your details
- Give your contact info but ask for it not to be shared
- Report your concern online at websites below

Who to call

During office hours call

Children's Social Care Initial Contact Point: 01274 437500
(8.30am to 5pm Monday to Thursday, 8.30am to 4.30pm on Friday).

At all other times, Social Services Emergency Duty Team:
01274 431010.

If you have reason to believe that a child is at immediate risk of harm, contact the police on 999.

Contact the NSPCC if you want to discuss your concerns and get advice. Telephone: 0800 800 5000 www.nspcc.org.uk

ChildLine (for children and young people)
Telephone: 0800 1111 (free) www.childline.org.uk

What happens when you call

The person who answers your call will decide what to do.
For example, they might:

- gather more information
- ask a social worker to look into it
- contact the police, if they think the child is at immediate risk or a crime has been committed

The children's social care team will tell you what happens next, but they won't be able to give you any confidential information.

The wording in this publication can be made available in other formats such as large print and Braille. Please call 01274 437780.



Appendix 3

CSE Information for Shipley

Across all districts in Bradford, the Youth Service offers a broad menu of engaging activity delivered from easily accessible locality bases that ensure pathways of support to young people that are preventative and offer early intervention. The Youth Service provides around 90 sessions of youth work provision per week across the district, a significant proportion of this is open access, enabling a safe, non-stigmatised space for voluntary engagement with young people. This space enables early identification of needs including those at risk of or vulnerable to CSE, and through trusting relationships developed in provision Youth Workers are able to provide early identification, lower level interventions and support. The Youth Service works with young people, identifying with them, their concerns, working with young people to better understand the consequences of their behaviours and of others towards them and to support them to reduce their risk. This area of work is often undertaken before young people are engaged in specific support services. Where youth workers identify concerns they pathway individuals to the district wide CSE hub for further assessment. Likewise, the Youth Service receives referrals from the CSE hub for young people identified as Tier 1 (low risk), identified as those who undertake or are in peer groups where there are concerns or risk taking behaviours. The Youth Service Youth Workers provide 1-1 support, and using a 'Signs of Safety' framework to enable individual young people to develop a local support network and to empowered them to make positive choices in their lives.

The team have responded very sensitively to a number of CSE concerns presented to them. The team work in partnership with local voluntary and community groups, proactively engaging to develop some local initiatives to raise awareness around this issue. This has led to some meaningful conversations in local communities, youth projects, schools and the college. Awareness activities have been designed to be engaging and innovative, using a range of methods that are educative, inclusive, informative and young people friendly in order to reach wider cohorts of young people.

A range of initiatives have been delivered to build resilience and knowledge for vulnerable young people involved with or at risk of CSE. This includes personal development courses on understanding healthy and unhealthy relationships and social media risks.

Buddy support as part of Youth In Mind Pilot

As part of a wider health service initiative called Youth In Mind, the CCGs are now commissioning the Youth Service (via Creative Support) to deliver 'Buddy support' to support young people who have been assessed by the Child and Adolescent Mental Health Service (CAMHS) to have mental health issues.

Since the start of April 2017, Youth Workers have received on average 5 referrals, at any one point in time. Youth in Mind is part of the CCGs strategy to broaden support for young people with mental health issues within non medical/ specialist services. MYMUP online system is part of this offer, as well as WRAP (Wellness Recovery Action Plan) led by Barnardos and a volunteering programme lead by Yorkshire Mentoring Service.

Youth Workers act as Buddies to the young people, their role is to befriend them, support them using the Signs of Safety approach and navigate them to the various support opportunities available to them.

A joint Youth Service, CAMHS and Youth in Mind away day was held in March 2018 with staff and young people which reviewed the impact of the support offered by Youth Workers. In many cases young people reported that the support had made them feel less isolated, more connected with their community and safer. In addition, our work with CAMHS has helped to reduce some of the demand for specialist support whilst increasing access to local social support. Youth Workers have continued to access training through the CCG and partners and this has led to an increase in Youth Worker's knowledge and skills on issues such as; self harm and self care.

The Youth Service has worked with over 500 children on this work.

Total Referrals and interventions for CSE and Youth in mind

Constituency	CSE	Youth in Mind	Total number (Each has minimum of 3 interventions)
East	30	108	138 x 3 = 414
West	26	80	106 x 3 = 318
South	32	126	158 x 3 = 474
Keighley	21	139	139 x 3 = 417
Shipley	15	100	100 x 3 = 300

GW Theatre Company (Para 2.46). Over 4 years the company has delivered several distinct programmes of creative CSE prevention work to in primary and secondary schools in Bradford, working closely with all key agencies and in particular schools.

Secondary schools reached with Somebody's Sister, Somebody's Daughter

- Dixons Allerton Academy
- Bingley Girls Grammar
- Beckfoot
- Belle Vue Girls
- Belle Vue Boys
- Oasis Academy
- Hanson
- Samuel Lister
- St. Bede's
- One in a Million

Primary Schools Reached with Mister Shapeshifter

- Glenaire
- St. Anthony's
- Beckfoot Heaton
- Margaret McMillan
- Lilycroft

Grove House
Sandy Lane
Princeville
Parkland
Burley Oakes

CSE work in Shipley

The Youth Service has worked with up to 40 young people who had been linked to anti social behaviour in and around Shipley Town Centre. Close working with the Police revealed that some of these young people were vulnerable to CSE and becoming involved in organised crime. Referrals were made from Early Help to the Youth Service to work with some of the young people involved, however, the boys refused the service. Youth Workers undertook outreach work in the community and on the streets, and through a number of detached sessions the Youth Service were able to build relationships and reduce their vulnerability.

Over the summer, youth workers also worked closely with the Police on a series of diversionary activities with the young people. As a result, anti social behaviour and the vulnerability to exploitation of some of these young people has been reduced and the young people now regularly attend Shipley Youth Cafe.

Bingley Youth Café offers regular workshops and information on CSE and staying safe. The Youth Café is situated near to Myrtle Park which is an area of concern for alcohol and substance misuse. Youth Workers regularly undertake outreach work in the park and have a strong presence at events such as Bingley Music Live in order to ensure the safety of young people.

Youth workers in Shipley have offered support to young people who have been susceptible to on-line grooming or who have displayed risky behaviours. All youth centres offer regular workshops on the risks posed by the internet. Workers now find that young people are willing to disclose concerns around inappropriate social media which is then assessed and investigated by partners within the CSE Team.

A new girls group has been set up in Shipley Youth Café to work with particularly vulnerable young women. The sessions focus on building confidence and self-worth and also explore issues around exploitation and staying safe.

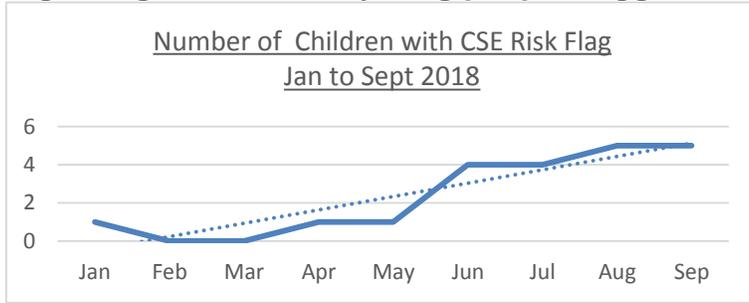
It is intended to set up a boys group to focus on young men who are vulnerable to exploitation by organised gangs and also those who may be involved in anti social behaviour.

The Youth Service in Shipley receives referrals from the CSE Hub, Early Help, CAMHS and more recently, directly from schools as we are now offering a youth worker for half a day in each school. Referrals are offered one to one interventions and all are encouraged to attend a youth provision. Many of the young people referred have gone on to attend regular weekly youth sessions which enables the Youth Service to continue to monitor these young people and ensure their safety.

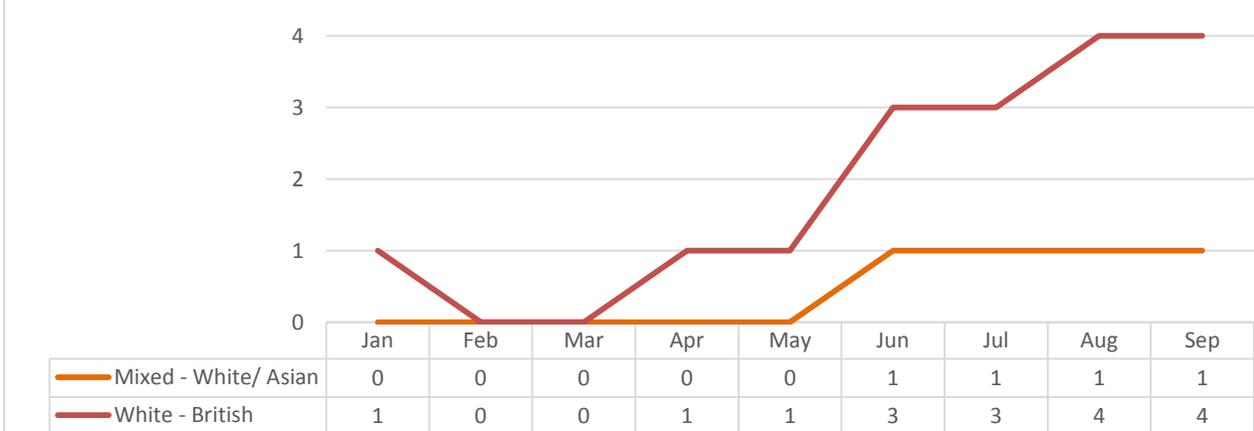
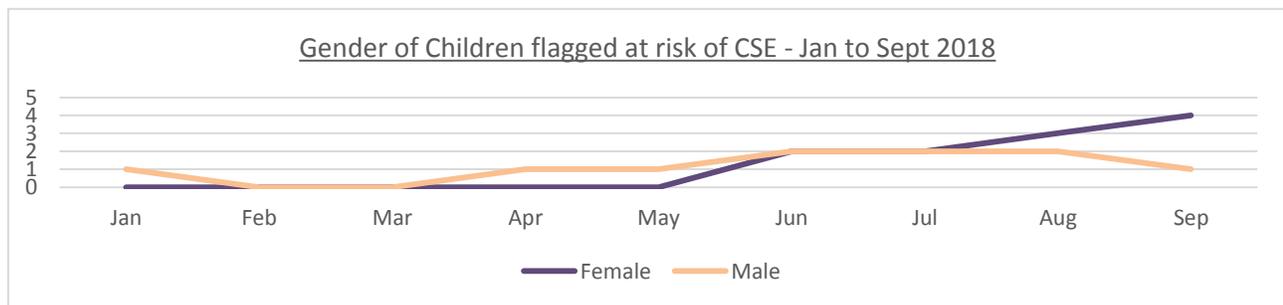
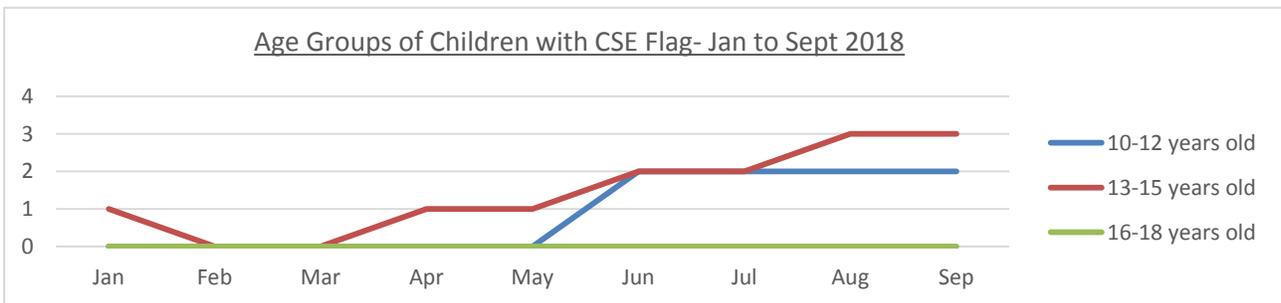
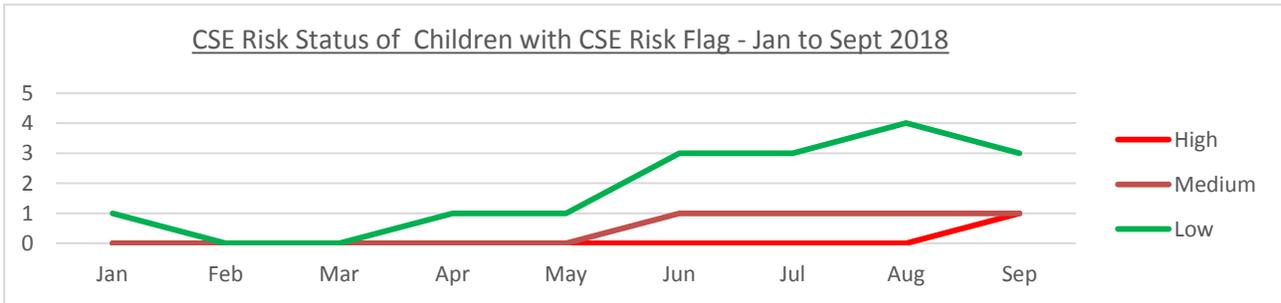
Shipley Constituency

Baildon Ward

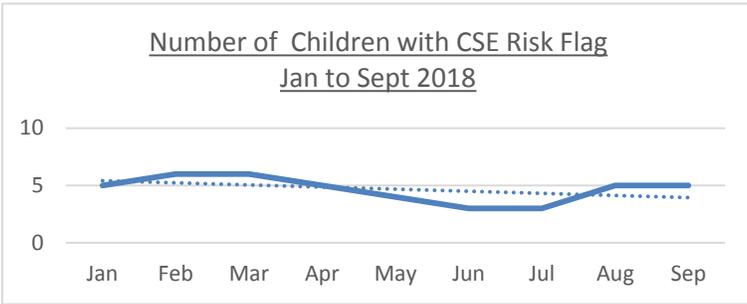
The following data is taken from information recorded on Children's Social Care Systems regarding children and young people flagged as being at risk of CSE.



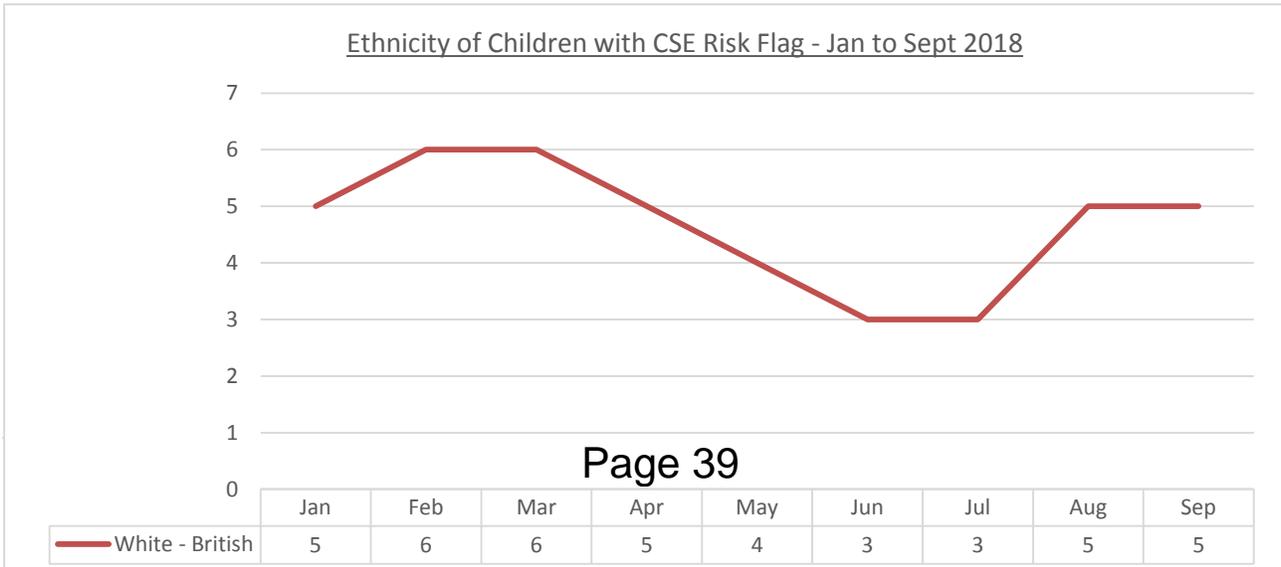
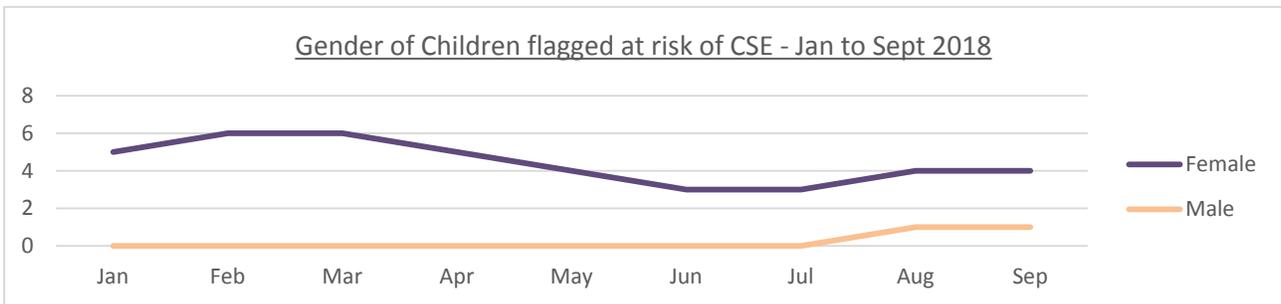
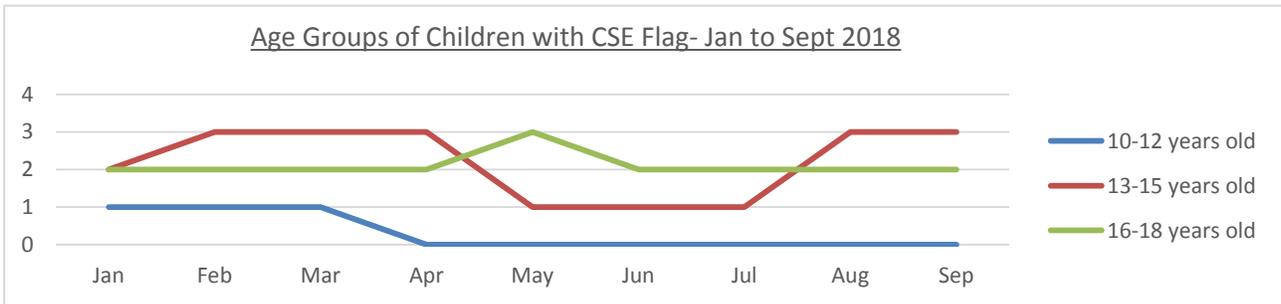
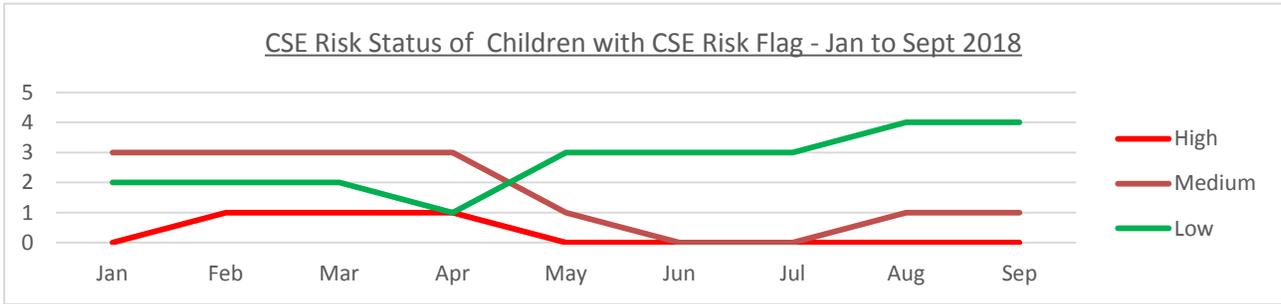
Average monthly number of CYP assessed as being at risk of CSE	Population 0-17 (mid 2017 Population estimates)	Rate per 1,000 (under 18 population)
2.3	3,016	0.8



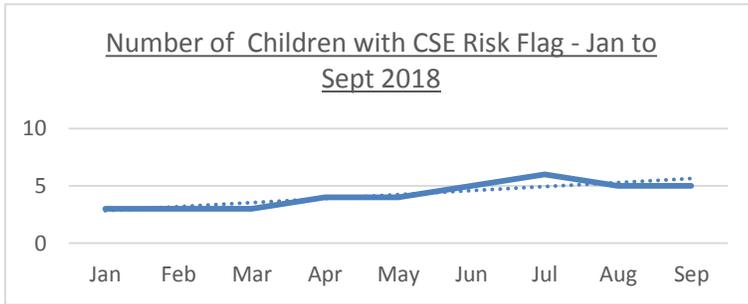
Bingley Ward



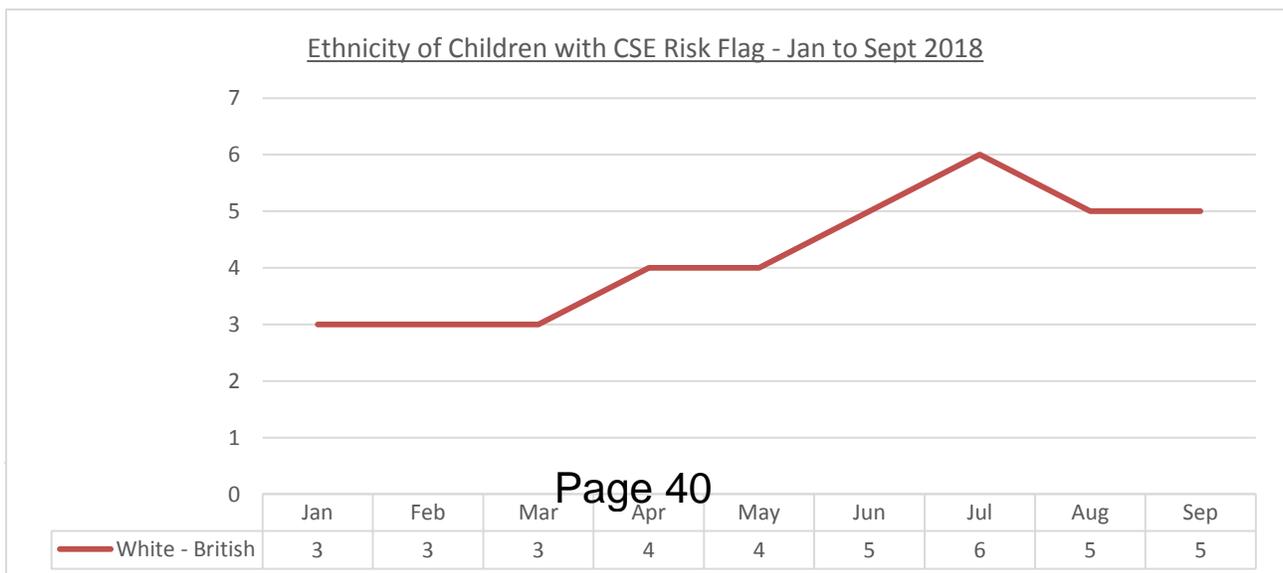
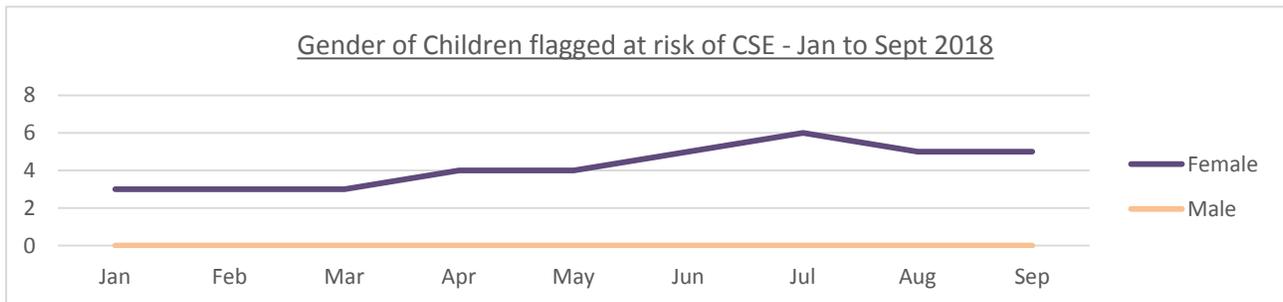
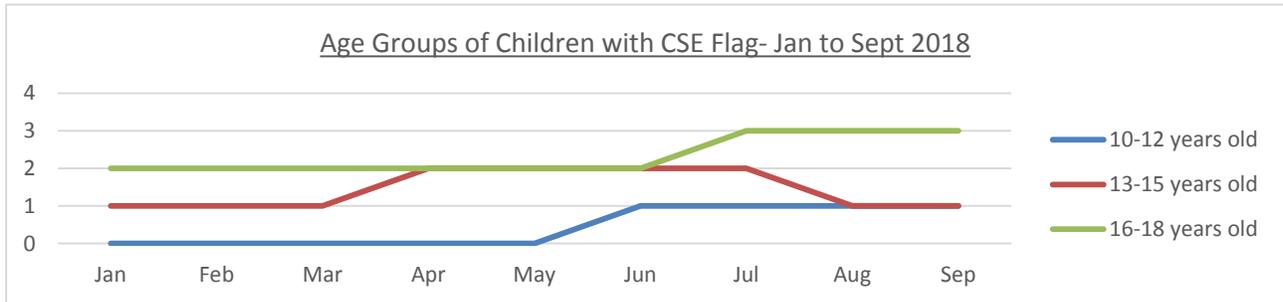
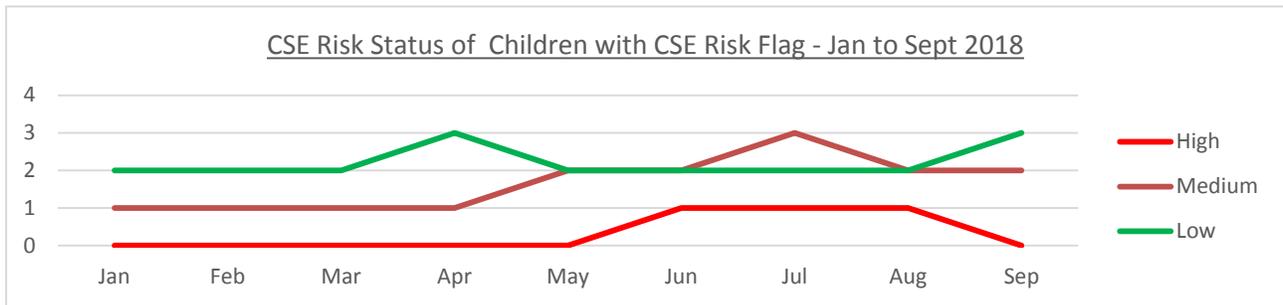
Average monthly number of C/YP assessed as being at risk of CSE	Population 0-17 (mid 2017 Population estimates)	Rate per 1,000 (under 18 population)
4.7	3,868	1.2



Bingley Rural Ward

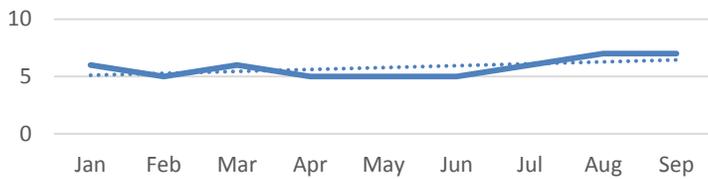


Average monthly number of CYP assessed as being at risk of CSE	Population 0-17 (mid 2017 Population estimates)	Rate per 1,000 (under 18 population)
4.2	3,746	1.1



Shipley Ward

Number of Children with CSE Risk Flag - Jan to Sept 2018

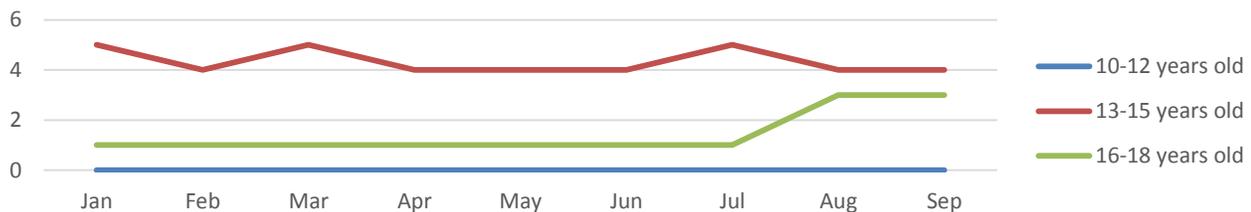


Average monthly number of C/YP assessed as being at risk of CSE	Population 0-17 (mid 2017 Population estimates)	Rate per 1,000 (under 18 population)
5.8	3,422	1.7

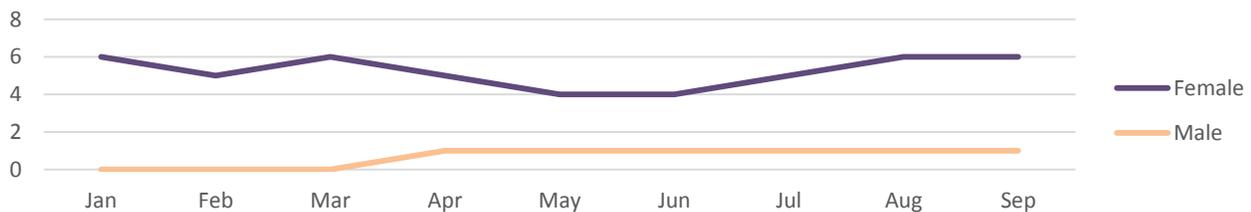
CSE Risk Status of Children with CSE Risk Flag - Jan to Sept 2018



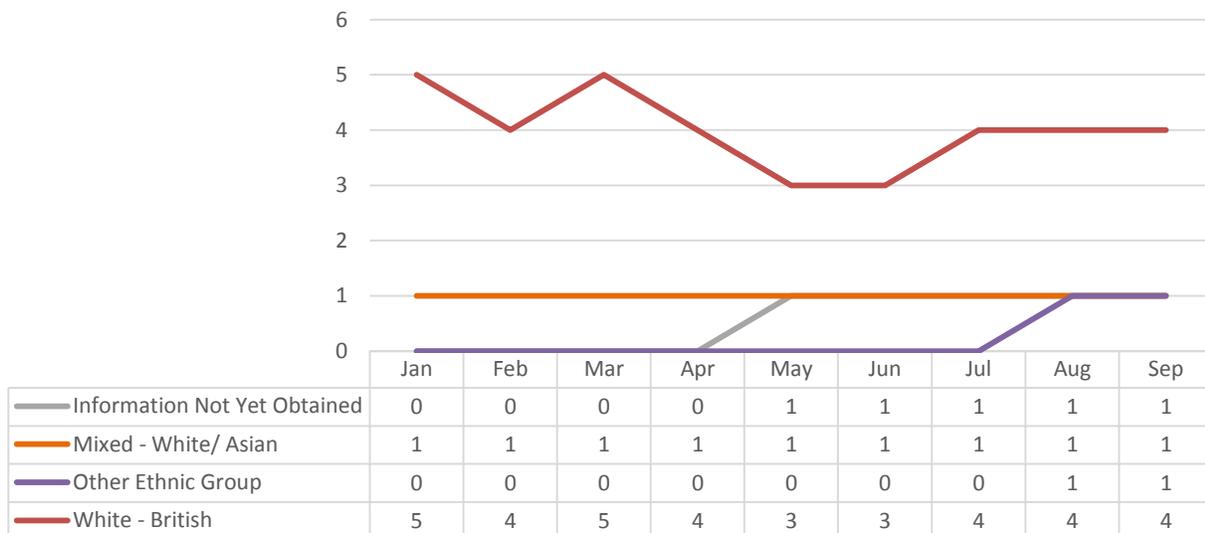
Age Groups of Children with CSE Flag- Jan to Sept 2018



Gender of Children flagged at risk of CSE - Jan to Sept 2018

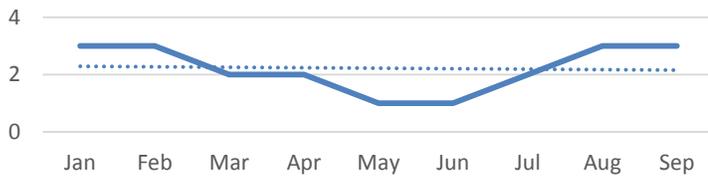


Ethnicity of Children with CSE Risk Flag - Jan to Sept 2018



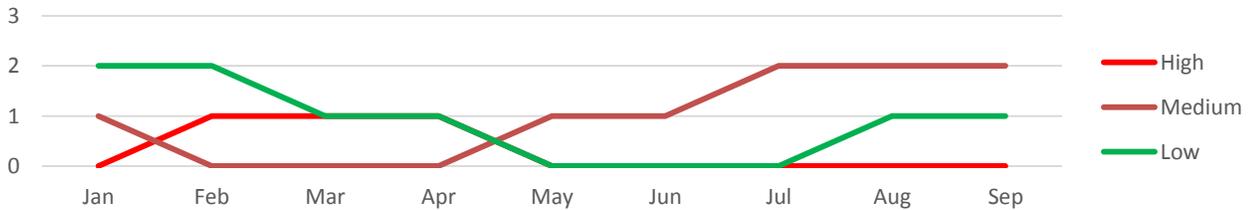
Wharfedale Ward

Number of Children with CSE Risk Flag - Jan to Sept 2018

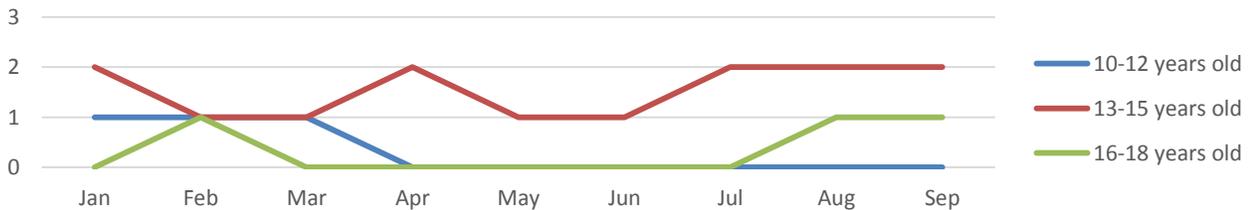


Average monthly number of CYP assessed as being at risk of CSE	Population 0-17 (mid 2017 Population estimates)	Rate per 1,000 (under 18 population)
2.2	2,691	0.8

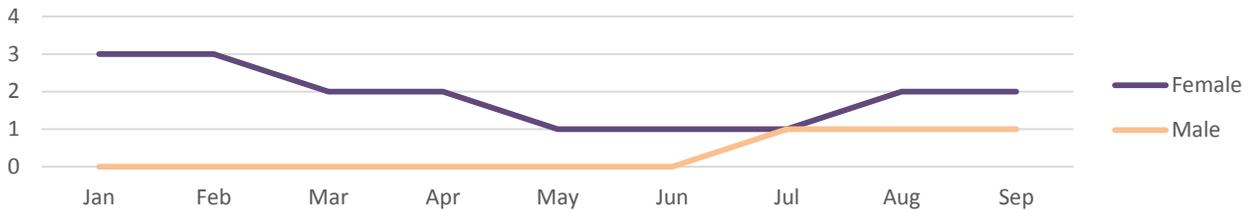
CSE Risk Status of Children with CSE Risk Flag - Jan to Sept 2018



Age Groups of Children with CSE Flag - Jan to Sept 2018



Gender of Children flagged at risk of CSE - Jan to Sept 2018

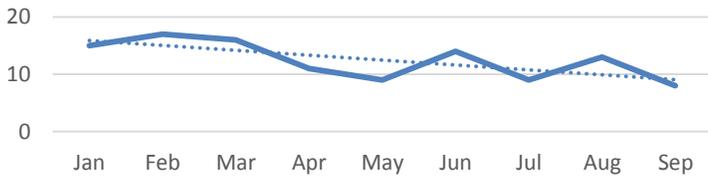


Ethnicity of Children with CSE Risk Flag - Jan to Sept 2018



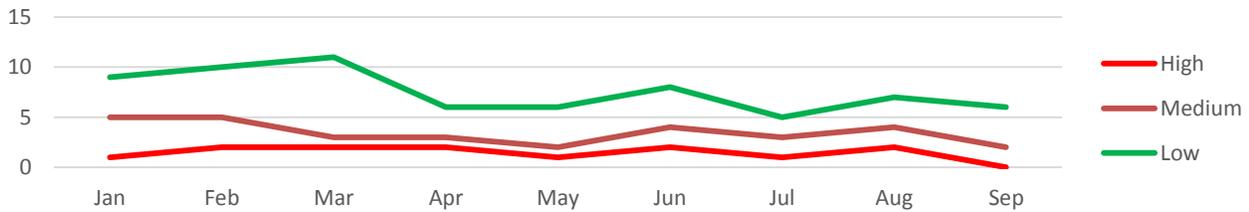
Windhill & Wrose Ward

Number of Children with CSE Risk Flag
Jan - Sept 2018

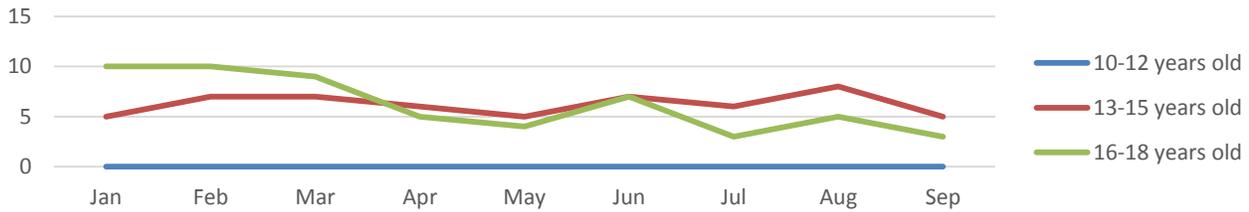


Average monthly number of C/YP assessed as being at risk of CSE	Population 0-17 (mid 2017 Population estimates)	Rate per 1,000 (under 18 population)
12.4	3,994	3.1

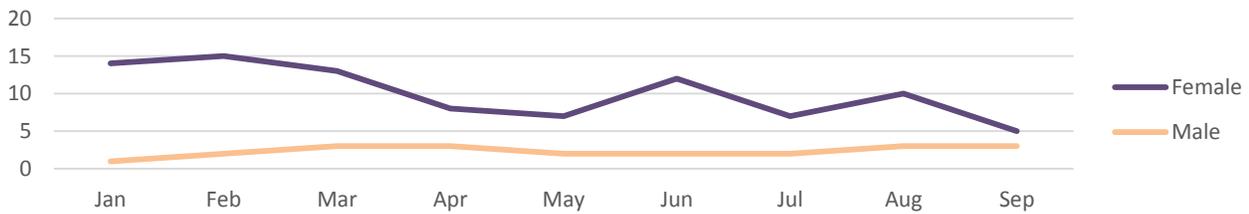
CSE Risk Status of Children with CSE Risk Flag - Jan to Sept 2018



Age Groups of Children with CSE Flag- Jan to Sept 2018



Gender of Children flagged at risk of CSE - Jan to Sept 2018



Ethnicity of Children with CSE Risk Flag - Jan to Sept 2018

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Asian/ British Asian - Pakistani	2	2	1	0	0	0	0	0	0
Black/ Black British - African	0	0	0	0	0	0	0	1	0
Gypsy/ Roma	1	1	1	1	0	0	0	1	0
Information Not Yet Obtained	0	0	0	0	0	1	0	0	0
Mixed - White/ Black Caribbean	1	1	1	1	1	1	0	0	0
White - British	10	12	12	9	8	12	8	10	7
White - Irish	1	1	0	0	0	0	0	0	0
White - Other	0	0	0	0	0	0	1	1	1

This page is intentionally left blank



Report of the Community Action Bradford and District to the meeting of Shipley Area Committee to be held on 16 January 2019

R

Subject:

Voluntary and Community Sector Support: a summary of activities 2017-18

Summary statement:

This report summarises the activities of Community Action Bradford and District and how they are contributing to addressing priorities within ward plans in the Shipley Area

Steve Hartley
Strategic Director of Place

Portfolio:

Neighbourhood and Community Safety

Report Contact: Paul Stephens
Phone: (01274) 781222
E-mail: paul@sbvs.org.uk

Overview & Scrutiny Area:

Corporate

1. SUMMARY

- 1.1 This report summarises the activities of Community Action Bradford and District and how they are contributing to addressing priorities within ward plans in the Shipley Area.

2. BACKGROUND

- 2.1 Community Action Bradford & District is a registered charity formed in 2017 from the merger of BCVS, KIVCA and SBVS, to support and develop the voluntary and community sector. We have a long history pre-merger and we retain values rooted in our experience of the sector and our communities. Our values have always been listening to our communities in order to empower them, we will continue as Community Action to do this; by building on these firm foundations, but with a mind to the future, we will ensure the sector remains sustainable. However, we understand the sector is ever-progressing and know we must listen, evolve and adapt to the changing needs in order to work towards our vision – to make a positive change.

3. OTHER CONSIDERATIONS

Voluntary and Community Sector Infrastructure Support 2017-18

- 3.1 Community Action leads and manages this grant. We also deliver strands 1 and 3, with the other strands delivered by a range of partners: CNet, CoEMO, Equity Partnership and Equality Together (strand 2); Volunteering Keighley (strand 4) and Volunteering Bradford (strands 4 and 5).

1. VCS Information
2. VCS Voice and Influence
3. VCS Engagement, Support and Development
4. Volunteering
5. Active Giving

- 3.2 **VCS Information** - provides reliable and accessible information to groups in the most effective way possible. This includes:

- Supporting the DIVA Bradford database, making core contact details available to other relevant partners, including Bradford Council.
- Maintaining the bfunded website which provides important information on funding available to groups
- Maximising self-serve for groups, an important aspect of delivering support with a reduced budget

- 3.3 **VCS Voice and Influence** - This involves representation for local voluntary organisations and community groups, developing relationships between the public sector and the VCS, engaging with diverse organisations and groups and developing opportunities with Public and private bodies. This includes:

- Supporting the Assembly and Forum structure

- Supporting equalities work, an important element of the Assembly and Forum structure.
- 3.4 **VCS Engagement, Support and Development** – This supports general advice related to funding, governance, marketing, dissemination and gathering of information, good practice, evaluation and tendering. This includes:
- Provision of training to include the development of skills, effective use of resources and community accountancy
 - Strong generalist offer of support to groups – particularly new and emerging groups
 - A named Voluntary Organisation Support Officer within each constituency area who can provide support to groups
- 3.5 We now offer charged for services for both more specialist areas of support and for larger established groups. Any charges are re-invested into the organisation so that smaller and start-up groups can still receive support free of charge.
- 3.6 **Volunteering** – focuses on encouragement and promotion of volunteering, recruitment and co-ordination.
- 3.7 **Active Giving** – includes support for Bradford District Community Fund, Local giving and Corporate giving. This includes:
- building a stronger relationship between local business and voluntary and community organisations to develop a new resource for the sector.

Support to groups in Shipley constituency

- 3.8 Appendix B details the development and support activities provided to groups in the Shipley constituency this year by staff at Community Action, funded through the Infrastructure Commission.
- 3.9 We have been able to support 38 groups working in the Shipley constituency. In addition, we supported 46 groups who work across the whole of Bradford and will have delivered some activities in the Shipley area over the year.

Ilkley

- 3.10 The Ilkley office remains a focal point for the VCS services in the area and provides vital opportunities for community engagement and development. We provide access to information and advice as well as a photocopier and other shared resources.
- 3.11 This office has minimal paid staff and relies on the generosity of our volunteers to provide a service across the week. We also support Ilkley Good Neighbours and Ilkley Community Transport with this volunteer workforce as we are co-located.
- 3.12 Specialist support required in this area is provided by our Voluntary Organisation Support Officers.

Healthwatch

3.13 Healthwatch is here to give you a stronger voice to influence health and social care.

- We ask you about your experience of health and social care, going out to talk with communities across our district
- We listen to your experiences and look for the patterns that show us where change needs to happen
- We tell organisations in charge of health and social care what you think works well and what needs to change
- We check that these organisations are listening to your views and using this to improve services
- We involve children, young people, and adults from a range of backgrounds and communities - to make sure everyone has a voice
- We help you find information and make choices about local services
- We share information with organisations like NHS England and the Care Quality Commission, so local issues can influence national policy.
- Listening to local voices can help create services that really meet the needs of local communities.

3.14 To gain further understanding of our achievements this year please visit http://www.healthwatchbradford.co.uk/sites/default/files/hw_annual_review_powerpoint_template_2017_8.pdf

Support given to older people in Bingley and district

Social day centres

3.15 We provide a social day centre for older people at Cardigan House in Bingley (Mondays and Thursdays) and Thornton (Mondays).

Lunch Club Plus

3.16 Our new-look lunch club provides flexible support for older people in the Bingley area. They can visit just for lunch or stay and take part in afternoon activities. This weekly service takes place on a Tuesday at Cardigan House.

Sunday Lunch

3.17 Local company, Feature Radiators sponsors the monthly Cardigan House Sunday Lunch, which attracts up to 20 older people.

Bingley wellbeing project

3.18 Funded by City of Bradford Metropolitan District Council (Public Health), this project aims to help older people improve their physical health and gives nutritional information to older people in Bingley. Funding stopped for this project on 30th June 2017.

Shipley Area Links

- 3.19 This Lottery-funded befriending project is a partnership between Community Action and the HALE Project. Shipley Area Links recruits volunteers to visit older people in Shipley and Bingley central neighbourhoods and Cottingley, who are suffering from loneliness and isolation. The aim is to improve mental health and overall wellbeing and to connect older people into activities wherever possible. The Citizen Advocacy service, launched in August 2013 as an expansion of the Shipley Area Links befriending scheme.

Resources we share with the people of Bradford and district

Central Hall

- 3.20 Community Action continues to work on the development of Central Hall as a community resource. As well as being home to several local enterprise organisations it is building a reputation for hosting both public events and private celebrations, including weddings, mehndis and birthday parties.
- 3.21 A wide range of groups use the building, often supported by the Community Action development team who, as a result of their outreach work, help groups to raise funds and start new activities, as well as encouraging people to use the building.

Community transport

- 3.22 Our four minibuses (three with disabled access) support our services for older people and are hired out to local voluntary groups. We support Age UK with one of the vehicles, with the others being used by our own projects and other organisations for a range of services and trips.
- 3.23 Our Community Transport has been used to support CBMDC funded services that we deliver, primarily the social day centres at Cardigan House and Thornton community centre. 13 volunteers drive the minibuses and act as escorts.
- 3.24 We have now received a new minibus from the Department of Transport as well as receiving sufficient funding to replace our oldest minibus.

Community centres in Bingley

- 3.25 We run two community centres at Cardigan House and Little House which are well used by many local community groups.

Community Development

E5 Project

- 3.26 Last year we reported that KIVCA and 4 other organisations were awarded Big Lottery funding to develop a women and girls empowerment project and secured £500,000 for the four-year project to be delivered in Keighley. The project started in August 2016 will provide direct and indirect work with women and girls to develop

their confidence, self-esteem, self-worth, assertiveness and empowerment through work with secondary schools and within community settings.

- 3.27 We completed the first year of delivery with a celebration event at Keighley College and more recently have been celebrating successful women in the centenary year since women were allowed to vote.

CD Worker Keighley East Ward

- 3.28 In April 2017 we were successful in our grant application for the Keighley Town Council Community Development Worker for the Keighley East Ward. We are working closely with Local District and Town Councillors, Keighley Area Office and Big Local to support the needs identified in the Ward Plan.

Young Lives Bradford

- 3.29 Young Lives Bradford is a network of voluntary and community sector groups and organisations that work with or deliver services to children, young people and families. It has over 300 members and is recognised by the local authority, the Children's Trust partners and the Local Safeguarding Children Board partners as the co-ordinating body for this sector.
- 3.30 It works to empower the network to achieve better outcomes for children and young people in the Bradford District.
- 3.31 We provide:
- A voice for the voluntary and community sector at all levels of Bradford's strategic children's trust body – the Children's Trust
 - Regular up-to-date information on issues relating to children and young people's services within the Bradford District.
 - Advice and guidance on a range of issues resulting from changes to service delivery and updates on local and national policy. We also provide signposting information and resources on safeguarding children and young people.
 - Regular network forums on topics of general interest to our registered groups and organisations e.g. funding, safeguarding, early help, CCGs etc.

Other deliverables

- 3.32 bfunded: This resource was under threat due to removal of funding. This was continued by Community Action using reserves and we will be reviewing during the year whether we need to apply a small charge for this service to make it sustainable in the long term. Funding applications generated through bfunded bring a minimum of £125,000 into Bradford each quarter.
- 3.33 DIVA Bradford: Community Action is currently undertaking a project to update the information held on the DIVA Database in order for us to integrate with Connect to Support (the CBMDC health and social care directory), the Healthmaps website and the Evergreen Life health app. Groups will still be able to list themselves on DIVA Bradford, as well as Healthmaps and the other directories if they choose to and this

project will enable more accurate data to be presented.

- 3.34 Social Media and newsletters: we provide information about our activities and services, the sector as a whole, and our training programmes through a variety of methods. We are active on a number of Twitter accounts including @wearecabad, @DIVABradford, @bfdnews, @bfunded and @YLBradford as well as providing the Briefing Bradford and Hot Picks newsletters bi-weekly which are circulated to over 1,000 subscribers.
- 3.35 Website: In January 2019 we will launch the new Community Action website www.cabad.org.uk As well as information about who we are and what we offer there will be useful resources and news on this new site. This website takes over from mylocalcommunity.org.uk
- 3.36 Representation and work outside Bradford: We work closely with colleagues from across the Leeds City Region and the West Yorkshire and Harrogate Health and Care Partnership. Our CEO is the VCS rep on the WY&H HCP System Leadership Executive and we are working closely with Health Education England to develop a workforce development framework for the VCS. We are an active member in the Leeds City Region Infrastructure Consortium (LCRIC) and have developed several pieces of work together in the past year.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 The funding for the voluntary and community sector development and support comes from two commissions from the Council: firstly, the VOSO contract through the Neighbourhood Service, and secondly, as part of the BISON consortium, co-ordinated by Bradford CVS.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 No significant risks.

6. LEGAL APPRAISAL

- 6.1 There are no legal implications arising from this report.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

- 7.1.1 Voluntary and community organisations meet the needs of all sections of the community, particularly those in need of additional support. Active and well-managed voluntary and community groups can play a significant contribution to tackling deprivation and disadvantage in our communities.

7.2 SUSTAINABILITY IMPLICATIONS

- 7.2.1 Voluntary and community organisation often struggle to achieve adequate levels of funding and support. These organisations are required to work in a highly

professional and regulated fashion and the provision of advice, guidance, and training is often needed if the work of these organisations is to be sustainable. These organisations also play a major role in providing local services for local people to meet local needs. SBVS plays an important “umbrella” and co-ordinating role in addition to the information and advice offered to voluntary and community organisations.

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

7.3.1 No implications.

7.4 COMMUNITY SAFETY IMPLICATIONS

7.4.1 No implications.

7.5 HUMAN RIGHTS ACT

7.5.1 No implications.

7.6 TRADE UNION

7.6.1 There are no Trade Union issues arising from this report.

7.7 WARD IMPLICATIONS

7.7.1 The information in this report is relevant to all Wards in the Shipley Area.

7.8 AREA COMMITTEE WARD PLAN IMPLICATIONS

8.8.1 The work of SBVS contributes significantly to the priorities within the Ward Plans for the Shipley Constituency.

7.9 IMPLICATIONS FOR CORPORATE PARENTING

7.9.1 No implications.

7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

7.10.1 No implications.

8. NOT FOR PUBLICATION DOCUMENTS

8.1 None.

9. OPTIONS

9.1 This report is presented primarily for information and in order to provide information that might assist the delivery of the Shipley Constituency Ward Plans.

10. RECOMMENDATIONS

- 10.1 That the Shipley Area Committee notes the information provided about the work of Community Action Bradford and District which has contributed to addressing the priorities within the Shipley Constituency Ward Plans and to supporting a wide range of voluntary and community organisations across the Shipley Constituency.

11. APPENDICES

- 11.1 Appendix 1: Community Action Bradford and District – a summary of activities 2017/18
- 11.2 Appendix 2: Community Action Bradford and District - development and support activities for voluntary and community groups in the Shipley area

12. BACKGROUND DOCUMENTS

- 13.1 Document 'Y' Voluntary and Community Sector Support: A Summary of Activities 2011/2012, 19 September 2012.
- 13.2 Document 'AF' Voluntary and Community Sector Support: A Summary of Activities 2012/2013, 30 October 2013.
- 13.3 Document 'AC' Voluntary and Community Sector Support: A Summary of Activities 2013/2014, 29 October 2014.
- 13.4 Document 'AE' Voluntary and Community Sector Support: A Summary of Activities 2014/2015, 27 January 2016.

Community Action Bradford & District – a summary of activities 2017/18

Intro to Community Action

Community Action Bradford and District was formed in 2017 as the merger of BCVS, KIVCA and SBVS, to support and develop the voluntary and community sector. We have a long history pre-merger and we retain values rooted in our experience of the sector and our communities. Our values have always been listening to our communities in order to empower them, we will continue as Community Action to do this; by building on these firm foundations, but with a mind to the future, we will ensure the sector remains sustainable. However, we understand the sector is ever-progressing and know we must listen, evolve and adapt to the changing needs in order to work towards our vision – to make a positive change.

Community Action projects

Community Action supports, enables, develops, represents and informs the community in a wide variety of ways. We offer operational support in setting up and sustaining a voluntary or community group; we manage funded to offer support in finding and applying for funding; we offer a payroll and accounts service through Bradford CPA; we manage DIVA Bradford to advertise job vacancies, events and room hire; we offer a range of training opportunities for organisations, staff and volunteers; and we can provide 1:1 marketing and communications support to promote services. We also run a community transport scheme from which minibuses can be hired to facilitate events; and we facilitate a host of projects relating to engaging younger and older people in their communities. Some of these are our befriending, social day centre and advocacy services supporting and nurturing elderly people when they need it; our e5 project which aims to empower women and girls in the Keighley area and Young Lives which works to support and develop organisations working with children and young people in the district.

Support to groups in Shipley constituency

Appendix B details the development and support activities provided to groups in the Shipley constituency by staff at Community Action, funded through the Infrastructure Commission. District-wide services also benefit the Shipley area:

Transformation Programme, Chris Barker

The Transformation Programme is devised by Bradford Council in partnership with the voluntary sector in Bradford. Partners in the programme are Bradford Council, Arise Yorkshire, Participate and Community Action. The programme is developed from the Community Building Grants process that took place during 2016/17. The premise is that there are a number of community buildings and other hub organisation in the voluntary sector across the Bradford District that have a sustainable future but need an injection of advice, expertise or finance to help them increase their sustainability. The rationale is to be strategic in identifying groups that could benefit from a transformative input rather than an open grant process to subsidise the groups' ongoing activity. For example a group could register as a charity where it has not previously done so and consequently receive mandatory 80% rate relief.

For the first round of the programme groups are being referred through intelligence rather than an open call for applications. After the first panel meeting this will be reviewed and a more formal call for participation in the programme may be made through the bfunded website and other communication services.

The Voluntary Organisation Support Officers are visiting identified groups and assessing them with a health check to identify the kind of inputs the group could benefit from. This is similar to the way in which the Community Building Grants operated. These assessments are then taken to a panel meeting every two months where the panel decide what action and support can be offered to the group. Support can be offered through the Voluntary Organisation Support Officer team and other voluntary sector support agencies.

Bradford Episcopal Area project, Lincoln Oakley

Over the past year we have been working with members of the (CoE) Urban Renewal Team to bring several church premises back into community use.

Case study: We have managed to establish a community pre-school at St. Margaret's church hall for 20 children aged 2 to 4 years old, also running various courses for parents. These courses range from sewing for beginners, to basic ICT and ESOL for new migrants. The project has created 6 part-time jobs and several volunteering opportunities and has given a semi- derelict building a new lease of life. The church is able to generate revenues and support small community groups and contribute to local economies across the district.

Future work: There are several similar projects in the pipeline that we are currently looking to bring into operation in the coming year. Some of these planned projects are for the church to re-connect with the needs of the local communities across Bradford and surrounding district. For example, we have drawings in place to convert East Morton Church hall into recreational space for parents and children's after school activities and create job-club for local residents. (Awaiting funding applications results in order to proceed).

Community Asset transfer, Clive Whittaker

Community asset transfer for the voluntary and community sector has been a challenge. Several groups have expressed an interest and some have progressed through the 4-stage process. Groups who have progressed to later stages and are negotiating leases have had to call upon legal advisers with the inevitable costs associated.

Locality (a national organisation), who has helped advise the process, have recommended no break clause in the leases being negotiated whilst the asset management department would prefer break clauses. The priority of the asset management department has also been on completing the village community halls in the suburban areas of the district. For the voluntary and community groups themselves the asset department requires groups to have a viable business plan and this has often been a sticking point in getting groups to progress.

bfunded, Sarah Moss

Despite withdrawal of funding from CBMDC, Community Action continues to run the bfunded funding information service (currently funded from reserves) for the district reaching hundreds of organisations every year.

bfunded annual summary 2017/18 www.bfunded.org.uk

- 153 news items researched/ distributed. 43 funding events promoted.
- The email community funding news email list remained stable at 693.
- 154 additional people followed bfunded on Twitter (from 824 to 978 followers in 12 months).

Community Action Bradford & District. Development and support activities for voluntary and community groups in the Shipley area.

1. Annual Report – 2017/18

Community Action helps voluntary and community groups to start up, grow and develop. As the needs of groups change over time, we also help groups change, reduce activities or close when needed. The voluntary organisation support officer role involves helping groups with good governance and explaining how to raise funding including, but not limited to, applying for grants. Typical enquiries also include questions about employment/volunteer issues, financial management, marketing and business planning.

There are four voluntary organisation support officers working district-wide with staff working together as a team. In Shipley constituency, Sarah Moss, based at Cardigan House, Bingley provides help through one-to-one support (phone, email, and outreach), events and network meetings to staff, volunteers and management committee members. Groups are referred to other support and training where appropriate.

2. Organisations supported in Shipley Constituency 2017/18

Groups supported	Number
Constituency-wide	1
Baildon	9
Bingley	7
Bingley Rural	8
Shipley	9
Wharfedale	1
Windhill and Wrose	3
TOTAL groups that work in the Shipley area	38
Groups that work district-wide	46
TOTAL groups supported by whole team across Bradford district.	270

2.1 Constituency-wide

Organisation/ project or individual	Support provided
Office of Phillip Davies MP	Support to Beth Sharp re infrastructure resources inc. using bfunded funding search

2.2 Baildon

Organisation/ project or individual	Support provided
Baildon Community Link	Attended Baildon Link Community Volunteers event
Baildon Dementia Action Group	Governance, constitution
Baildon Men's Health	Funding and sustainability
Baildon Town Council	Email enquiry re setting up new residents group in Baildon
Higher Coach Road Residents Group	Funding and insurance. Safeguarding policy
Lower Coach Rd Residents	Setting up new residents group
One Stop Cricket Club	Constitution for new group
ShIPLEY Glen Tramway	Volunteer management
St Hugh's Centre (The)	Healthcheck and help for setting up a group
Individual enquiry re buying island for children's activities	Project planning/ safeguarding

2.3 Bingley

Organisation/ project or individual	Support provided
Bingley & Shipley Diabetes Support Group	New group set up
Bingley Belles	Governance and constitution
Bingley Canal Festival	Holding funds for unconstituted group
Crosley Wood residents (informal meet ups)	Discussions with advisor at Kirkgate Centre re supporting this potential new group to develop gradually.
Crossflatts Village Society	New group - help re constitution
Eldwick Scouts & Guides Parents Association	Meeting re governance and legal structures
Meraki School	New group idea, how to set up an organisation, plan a project

2.4 Bingley Rural

Organisation/ project or individual	Support provided
Cullingworth Village Hall	Power to Change bid for new community centre
Denholme Community Association	Community Asset Transfer
Denholme Elders Network	Governance, health check, fundraising
Denholme Town Council	CIO and Community Asset Transfer
Denholme Youth Café	Community Asset transfer
Friends of St Ives	Funding and land purchase
Friends of the Great Northern Railway Trail	Advice re constitution and governance
Harden Pre-School	Community asset transfer

2.5 Shipley

Organisation/ project or individual	Support provided
HALE Project	Funding options for Crag Road project
Hive - Connecting Creativity	Community asset transfer
ISIS Project for Women and Children Ltd	Charity closure
Kirkgate Centre	Research re capital funding
ShIPLEY Masjid Association	Meeting with all trustees re Asset Transfer/ business planning
St Peter's Church, ShIPLEY	Setting up new good neighbours group
Steering Group campaigning for a ShIPLEY Town Council	New group - help re constitution & fundraising
Young Masters Visual Arts School	Future plans and governance arrangements
Tim Smith photography	Forming a CIC

2.6 Wharfedale

Organisation/ project or individual	Support provided
AWARE - Airedale and Wharfedale Autism Resource	Fundraising

2.7 Windhill & Wrose

Organisation/ project or individual	Support provided
Newlands Furniture Service	Community Buildings Grants support, publicity advice, editing website
North East Windhill Community Association	Governance & fundraising
Wrose Adventurers Association	DBS checking

3. Organisations supported district wide

As well as supporting groups within each ward, as a team we also support groups that work across the district. These groups are listed below.

Organisation/ project or individual	Support provided
1. Anah Project	Windrush
2. Arakan Rohingya Organisation UK	Draft governing document.
3. Bame Voices Uk Ltd	Governance structure
4. BASE	Public liability insurance
5. Beyond Adversity	Funding
6. Black Health Forum	Business planning project design. Planning a project for grant bid. Windrush.
7. Bradford East African Community	Setting up a group
8. Bradford and District Live at Home Scheme	Marketing and network day. Funding and Networking
9. Bradford Autism Support	Closing down
10. Bradford Community Broadcasting (BCB)	Governance
11. Bradford Hate Crime Alliance	Lottery funding advice
12. Bradford Sands	Meeting re memorial garden in ShIPLEY
13. Bradford Youth Development Partnership	Looking at development of BYDP

14. Brickbox	Developing social enterprise
15. CHAS @ St Vincent's	In-house training re updating website. Reviewed & edited website code.
16. Church of England Bradford	Support to church groups
17. City of Bradford Metropolitan District Council (CBMDC)	Windrush Planning
18. CNet (Bradford & District Community Empowerment Network)	Attended AGM, general catch up. GDPR advice initial meeting
19. Coeliac UK Bradford group	Help updating website page
20. Community Advice Network (Bradford District) [DEFUNCT]	Closing down
21. Congolese Group (Kinshasa)	Setting up new group
22. Cruse Bereavement Care Craven & Bradford Area	Information Governance
23. Cycle re Cycle	Closing down
24. Equality Together	Transformation programme: pre-assessment research
25. Equity Partnership	Funding and planning for the future
26. Get Out More CIC	Big Advice Day: Demonstrated bfunded funding search
27. Healthwatch Bradford and District	Enquiry re Healthwatch & GDPR
28. Hidden Voices	Change of name and developing the SMART project
29. Inn Churches	Meeting about funding and future strategy
30. Me Myself and I, Yorkshire	Business planning
31. Participate Projects	Big Advice Day planning
32. Pennine Prospects	Policies support and advice
33. Pickthall Foundation	Initial meeting about what they are want they want to do. Charity registration
34. Racial Justice Network	Bank accounts, annual returns and accounts
35. Royal National Lifeboat Institute	Wanting to carry out a campaign in the district
36. Sewa Day	Fundraising
37. SMA Trust	Big Advice Day: Social media one-to-one meeting
38. Sudanese Community in Bradford Community	Forming a registered charity
39. Syrian Association Yorkshire	Applying to be a registered charity. Checking the Charity Commission registration. Catch up being a new charity.
40. The Peer Project	CIC set up
41. Upendo Women Group	Finding a view and the purpose of what they are trying to do. Building and office space
42. Wellsprings Together Bradford	Attended Closing the Holiday Gap event & facilitated funding discussion
43. West Yorkshire Iraqi Community Group	Governance and fundraising
44. Words for Wellbeing	Big Advice Day: Social media one-to-one meeting
45. Yorkshire & Humber Regional Access Forum	Presentation on how to set up a community group and look for funding
46. Yorkshire Wildlife Trust	Statistics

4. Feedback and outcomes

The voluntary organisation support officer for the Shipley constituency has distributed a survey to organisations supported so far in 2018/19, 12 organisations have responded so far out of 32 contacted (38% response rate). **100% were satisfied with the quality of support.**

Outcomes

- **Improved sustainability: 64%** (7 out of 11 responses) said that support helped them move towards achieving sustainability. Four of the respondents explained that it was too early to say.
- **Improved knowledge: 100%** of respondents agreed that as a result of support they had improved knowledge.
- **Improved skills: 75%** (9 out of 12 responses) also agreed that as a result of support they had improved skills. 3 organisations had also attended training.

Improved fundraising: The majority (8) requested help with funding. All of these groups said that the support had helped their group. We asked them to identify what difference our help had made:

- 7 said the support has helped them to write better funding applications.
- 6 are now more confident about writing funding applications without help.
- 7 said the support has made them more aware of how to access different funding sources.

Comments

- "CABAD is always our go-to point of contact for advice and support particularly on setting up new organisations."
- "This is the first time that I have taken part in a survey and in all sections put Agree Strongly. If there were more people like Sarah voluntary work would be so much more enjoyable."
- "We are moving on with our objective, whilst knowing that we can call for help when we need it."
- "We have been able to understand the different types of being a charity and feel we now have the correct one for us which will help us to achieve our near and long term objectives."
- "Sarah really helped us promote for legacies and with the annual report."
- "We didn't ask for help with finance but did ask for advice as how and where to go for finance. the help and advice we received was excellent."

This page is intentionally left blank



Report of the Strategic Director, Place to the meeting of Shipley Area Committee to be held on 16 January 2019

S

Subject:

Stronger Communities Strategy and Delivery Plan

Summary statement:

Shipley Area Committee is asked to consider the Stronger Communities Strategy and Delivery Plan, produced by the Bradford Stronger Communities Partnership.

Steve Hartley
Strategic Director
Department of Place

Report Contact: Zahra Niazi
Phone: (01274) 436082
E-mail: zahra.niazi@bradford.gov.uk

Portfolio:

Neighbourhoods & Community Safety

Overview and Scrutiny

Corporate

1. SUMMARY

Shipley Area Committee is asked to consider the 'Stronger Communities Strategy and Delivery Plan, produced by the Bradford Stronger Communities Partnership.

2. BACKGROUND

2.1 An independent 'Stronger Communities Partnership' Chaired by Bishop Toby Howarth, Bishop of Bradford has been formed to develop Bradford's Stronger Communities strategy and a delivery plan for the district. The Partnership comprised a wide network of individuals and organisations from across Bradford district with a track record of working on cohesion and integration initiatives. This was supported by a smaller 'Steering Group' comprised from the wider Partnership to 'drive' work on the strategy. The Portfolio Holder for Neighbourhoods & Community Safety and Cllr Sinead Engel were represented on both the Partnership and Steering Group.

2.2 The Stronger Communities Partnership's strategy and delivery plan also supports delivery of local interventions determined following Bradford's designation as one of five 'Integrated Communities Pilot Areas'. Funding will be provided by MHCLG as part of a 'test and learn' programme to deliver some of the interventions in the Stronger Communities delivery plan.

2.3 The Government published its Integrated Communities Strategy Green Paper on 14th March 2018 as a response to the Dame Louise Casey Review. Responsibility for the strategy sits with the Minister for Housing, Communities and Local Government (MHCLG). The strategy outlined a series of key challenges across the themes of: Strengthening leadership; Supporting recent migrants and resident communities; education and young people; Boosting English language; Places and communities; Increasing economic opportunity; Rights and freedoms.

2.4 A report on the Stronger Communities Strategy was presented to Overview and Scrutiny on 13 December, where the following resolution was made:

- (1) *That this Committee requests that progress against the Stronger Communities Strategy Delivery Plan be provided in twelve months time.*
- (2) *That the progress report include focus on the outcomes of projects being delivered as part of this programme.*
- (3) *That the report highlight the positive outcomes from "Test and Learn" so that work which has not been successful is not repeated.*

3. OTHER CONSIDERATIONS

3.1 Over the course of the Spring and Summer the Bradford Stronger Communities Partnership developed a local response to the Government's Green Paper. A Bradford 'Stronger Communities Strategy and Delivery Plan' was submitted to MHCLG on the 29th August 2018. A copy of the strategy and delivery plan is attached as appendix A.

3.2 Consultation was carried out with district residents through three 'whole day' events that took place at City Park (17th July), Keighley Town Centre (23rd July) and Shipley Town Centre (26th July). Individual meetings with specific interest groups also took place and young people were both consulted and involved in the engagement process through the Youth Service.

3.3 The objectives of the engagement process were:

To understand what good integration looks like for communities

To include a shortlist of those ideas/initiatives which have the most support and could potentially deliver the widest or biggest benefit in the Stronger Communities Strategy for Bradford to submit to MHCLG.

To ensure that despite the short timeframe a cross section of the communities within the district were meaningfully engaged and involved.

3.4 The engagement focussed on seven shortlisted ideas, whilst also providing space for people to make their own recommendations. The seven themes were:-

Employment Opportunities
English Language
Hope for the Future
Building Respect and Friendships
Dealing with Hate Crime and Intolerance
Sharing Spaces and Places
Linking Up Schools

3.5 Over 630 people were engaged in the three events and accompanying workshops, many giving over an hour and a half of their time to share their thoughts. A copy of the Executive Summary of the engagement report is attached as appendix B.

3.6 New governance arrangements are being developed to formalise the 'Partnership Board' and the decision making processes. A copy of the draft terms of reference for the planned governance is attached as appendix C.

3.7 **The Integrated Communities Green Paper**

3.7.1 The Green Paper states that true integration is "communities where people, whatever their background, live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. Communities where many religions, cultures and opinions are celebrated, underpinned by a shared set of British values that champion tolerance, freedom and equality of opportunity. A society in which everyone is a potential friend".

3.7.2 The Strategy is intended to increase opportunities for people from different backgrounds to: mix together, increase their mutual understanding and respect of each other and reduce misunderstandings and to remove barriers that prevent people from taking full advantage of the opportunities available to all people living in Britain.

3.7.3 The Green Paper and local strategy are intended to amplify the benefits that can be realised from existing programmes that support integration and other programmes that support social mobility such as the Education Opportunity Area Programme and Economic Strategy. The Government intention is that it will set the ground work to ensure that other national strategies such as the Industrial Strategy can be fully realised. Bradford's approach seeks to build on this at a local as well as a national level.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 Development of the local Stronger Communities strategy and associated consultation has been funded through a combination of mainstream Council funding and through £100,000 of 'seed funding' provided by the MHCLG. This funding has been used to employ an 'Integrated Communities Programme Lead' to commission reports relating to this area of work and to lead on engagement with people and with district residents on their priorities.
- 4.2 MHCLG has committed financial support to the five 'Integrated Communities Pilot Areas'. Bradford Partnership's submission, through the local 'delivery Plan' sought funding of £4.9 million towards delivering a range of projects. MHCLG has allocated £1,187,101 for year one expenditure. A decision on the residual funding for year two will be announced in January 2019. Funding from MHCLG needs to be committed by 31st March 2020.
- 4.3 In addition to funding from MHCLG separate applications for grants are being made by partners to 'other' funding partners to support delivery of the local strategy and delivery plan. At the moment the extent and success of these is not determined, but the type of work is contained in the wider plan.
- 4.4 A portion of funding from MHCLG will be allocated against project support and evaluation. An internal Council team, supported by specialist support, commissioned by MHCLG will help ensure that local interventions are delivered and monitored so that lessons can be learnt from the work that has taken place.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 A formal governance structure is being applied to the development of the Stronger Communities Partnership to support delivery of the strategy. MHCLG has stated an expectation that the local partnership will have an independent Chair.
- 5.2 A Programme Manager has been appointed and a programme management methodology will be deployed in the management of the programme including conventional approaches to managing risks and issues etc.

6. LEGAL APPRAISAL

6.1 Section 149 of the Equality Act 2010 (the public sector equality duty) provides that:

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- (a) tackle prejudice, and
- (b) promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others; but that is not to be taken as permitting conduct that would otherwise be prohibited by or under this Act.

(7) The relevant protected characteristics are—

- age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

- 6.2 An equality impact assessment has been prepared on the proposals within the Strategy and Delivery Plan to assist elected members in having regard to this duty and is attached at Appendix D.
- 6.3 There are no additional legal issues arising from the contents of this report.

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

7.1.1 The Stronger Communities Strategy and Delivery Plan support the following Corporate Equality Objectives.

7.1.2 **Community Relations** – Ensure that people of the district get on well together.

The Stronger Communities Strategy and delivery plan is a response to the Government's Integrated Communities Green Paper. This document sets out its vision where people – whatever their background live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. As such the overall ambition of the Stronger Communities Strategy and Delivery Plan underpins this corporate equality objective.

7.1.3 **Employment & Skills** – Promote inclusive growth through ensuring those most disadvantaged in the labour market are able to get the skills they need and access good jobs.

Both the Government's Green Paper and the engagement work undertaken locally recognise the importance of work (and people getting on in the workplace) as supporting integration by increasing the size and diversity of social networks and bringing confidence and a sense of belonging. The local delivery plan places significant emphasis on bringing those furthest from the labour market into work. Proposals include indirect measures, such as better coordination and greater opportunity for learning English and more directly by engaging employers in changes to recruitment practice alongside work with the Department of Work and Pensions and Job Centre Plus.

7.1.4 **Organisational Equalities Culture** – The Council is well run, fit for business and is fair and inclusive in its approach.

As an Integrated Communities Pilot area Bradford, and Bradford Council, will raise the profile of equality issues, amongst many of the protected characteristic groups during the course of the partnership with MHCLG. In particular, opportunity will be taken to review certain policies and procedures to determine whether they support integration and resource will be available to instigate change, where this is believed necessary or helpful. Raising the profile of the district's work on integration will raise awareness amongst staff and elected members through the events and activities that are contained in the delivery plan.

7.1.5 **Equality Data** – Our data better provides us with the right insight, evidence and intelligence to make well informed decisions that impact on our communities.

MHCLG is working with five pilot authorities to try out new approaches to integration and wants to use these experiences as a means of determining what works well. Bradford's approach has been based both on the analysis of data and engagement with partners and citizens. A robust evaluation framework is being developed to measure the impact of interventions. The Council will work alongside the MHCLG to ensure that the initiatives have outputs and outcomes that can be effectively

measured. Learning about what works, and equally important what does not work, will help to ensure that the district can take better informed investment decisions and target resources at those interventions that are likely to deliver the greatest benefits.

- 7.1.6 An equality impact assessment has been carried out that evidences that the proposals within the strategy and delivery plan will make a positive contribution and impact on many protected characteristic groups. There is no perceived detriment from undertaking any of the initiatives within the delivery plan. A copy of the Equality Impact Assessment is attached at appendix D.

7.2 SUSTAINABILITY IMPLICATIONS

There are no sustainability implications apparent.

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

There are no greenhouse gas emission impacts apparent.

7.4 COMMUNITY SAFETY IMPLICATIONS

- 7.4.1 Feelings of safety can act as a barrier to people's willingness to engage in those activities that bring people together at a neighbourhood level, which was a factor raised during the consultation work carried out in support of the local Stronger Communities strategy.
- 7.4.2 The new Stronger Communities Partnership will need to align some of its work with the Community Safety Partnership and vice versa. The Portfolio Holder for Neighbourhoods & Community Safety will be a member of the Stronger Communities Partnership and also chairs the Community Safety Partnership. Officers also attend and support both partnerships and the relationship between these two, and other key district partnerships will be key to the success of the overall strategy.
- 7.4.2 Many of the initiatives that sit within the Stronger Communities Delivery Plan should also have a positive impact on peoples feeling of safety, particularly where they bring different groups of people together, building tolerance and understanding.

7.5 HUMAN RIGHTS ACT

- 7.5.1 The Human Rights Act covers various rights including: Freedom from torture and inhumane or degrading treatment; right to liberty and security; respect for your private and family life and correspondence; freedom of thought, belief and religion and protection from discrimination in respect of the rights and freedoms.
- 7.5.2 Building understanding, tolerance and respect will help people to live their lives within the freedoms to which they are entitled.

7.6 TRADE UNION

Aspects of the strategy may focus on change in policy and approach, for example in

relation to selection and recruitment practice. If any proposals have Council workforce implications consultation will take place with trade unions as appropriate.

7.7 WARD IMPLICATIONS

To be successful, work to build stronger and more integrated communities will need to take place in all wards and communities across the district. Whilst the delivery plan will focus on particular areas within the district, the work funded by MHCLG is about learning what works and what does not work and what is 'scalable'. The 'Stronger Communities strategy' identifies work that is planned over the next five years, but needs to be seen within the context of a wider and more long term strategy.

7.8 The Strategy and delivery plan is an evolving document which will be informed by continuous community engagement activities, data, research and emerging need.

7.9 IMPLICATIONS FOR CORPORATE PARENTING

There are no corporate parenting implications apparent.

7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

The Council will adopt the role of the Controller. In some aspects of the programme the Council will also be responsible for processing data. The Council including any delivery partners commissioned will receive information management training. Projects will be assessed on the sensitivity of their data and potential data linkage to other services within the programme. This will be supported by appropriate data sharing agreements.

8. NOT FOR PUBLICATION DOCUMENTS

There are no 'Not for Publication Documents'

9. OPTIONS

9.1 The Stronger Communities Strategy and associated delivery plan is a partnership document that has been put together in response to the Government's Integrated Communities Green Paper and at the invitation of Government to become one of five Integrated Communities Pilot Areas.

9.2 The Council has agreed to adopt the role of 'accountable body' in relation to any funding granted by MHCLG to respond to the initiatives contained in the delivery plan.

9.3 Shipley Area Committee may choose to support and endorse the plan or make recommendations for any changes to the Bradford Stronger Communities Partnership Board.

9.4 Any proposed changes to aspects of the delivery plan that are the subject of grant allocation from MHCLG would need to be agreed by the Stronger Communities Partnership and with MHCLG.

- 9.5 Shipley Area Committee may determine to seek regular updates on the delivery plan and impact measures applied to certain interventions that are proposed.

10. RECOMMENDATIONS

Shipley Area Committee is asked to note the work carried out in the development of the Bradford Stronger Communities Strategy and Delivery Plan by the Stronger Communities Partnership.

11. APPENDICES

11.1 Appendix A

Bradford Stronger Communities Strategy & Delivery Plan.

Copy of the document prepared by the Local Integrated Communities Partnership and submitted to MHCLG on 29th August 2018

11.2 Appendix B

Executive Summary, Bradford Integration Engagement Report Findings

Report outlines the key findings from three community engagement events that took place in Bradford, Shipley and Keighley.

11.3 Appendix C

Stronger Communities Partnership Governance Arrangements

Draft terms of reference and structure diagram for the local 'Stronger Communities Partnership'.

11.4 Appendix D

Equality Impact Assessment.

12. BACKGROUND DOCUMENTS

- 12.1 Integrated Communities Strategy Green Paper, published 14 March 2018

- 12.2 "It's Your Place – Tell Us What You Think" Report of the Social Kinetic, produced 14th August 2018.

- 12.3 Report and minutes of Overview and Scrutiny, 13 December 2018

This page is intentionally left blank

STRONGER COMMUNITIES DELIVERY PLAN 2018-2020 v1.1

Appendix A

OBJECTIVES	ACTIVITY <i>What will they do? (including system / behavioural changes)</i>	TARGET AREAS inc stakeholder considerations <i>Based on a considered segmentation strategy (e.g. geography, demographics)</i>	MILESTONES (specific, measurable, and link back to how it will contribute towards achieving the longer term outcomes)			EVIDENCE BASE inc gaps / rationale <i>Why this has been identified as a priority objective – what's the hypothesis they're testing?</i>	Outcome Measures
			2018/19 <i>Set up measures / ways of working etc</i>	2019/20 <i>Initial output measures inc early wins</i>	2020/21 <i>Output measures</i>		
Create a culture of test and learn	<p><u>System, Perception and Behaviour Change- Stronger Communities Innovation Fund</u> We will develop an Innovation Fund to research new and emerging trends; it will also be used to address gaps and pilot new ideas. The Innovation Fund will primarily focus on;</p> <p>1) Interventions and services tested elsewhere both nationally and internationally and there is a good evidence base of success. 2) New emerging challenges such as post Brexit, international tensions and/or negative focus on a new area or group i.e. Refugees and Asylums. 3) New ideas that are untested and have not been trialled.</p> <p>Project Proposals will emerge through our learning and collaborative networks and groups, market place events which will encourage proposals from the VCS and from what is already working and what isn't, it will then go to our People's Advisory Group for consultation before going to the Board for decision.</p>	Annex A and Annex B	Develop process and criteria	<p>New projects/ research is/are proposed</p> <p>New projects are commissioned</p>	<p>New projects are evaluated</p> <p>Learning is shared across the District</p>	<p>Our community engagement exercise produced a range of ideas that we are keen to explore further. (Annex B).</p> <p>Our landscape is changing i.e. preparation for post Brexit.</p>	<p>Increased involvement from the community</p> <p>Increased emphasis on designing interventions based on what we know</p> <p>Test and learn culture is developed</p>
To empower local people ensuring the people voice is at the	<p><u>System, Perception and Behaviour Change- Community Researchers</u> We will 'grow our own' community researchers which will be trained as part of their involvement in the People's Advisory Group. The role of the</p>	A number of leadership programmes run across the District but no further	Deliver community engagement	<p>Consult with communities about the values</p> <p>Start process</p>	<p>1,000 people sign up to the values Group</p>	<p>Our community engagement exercise showed how keen people were to get involved. (Annex B).</p>	<p>More people will lead in their communities.</p>

<p>heart of everything we do</p>	<p>researchers will be to help influence our campaign work and support the implementation of the project improvement cycle. This will introduce a new way of working not just for the programme but also could act as a wider reference group for our partners in the District. Members of the People’s Advisory Group will;</p> <ol style="list-style-type: none"> 1) Consult with local people within their own communities about project design and delivery 2) Carry out focus groups to build further understanding and intelligence for example Community Readiness. This will inform the level of intervention to be delivered and support any re-design of projects. 3) Endorse projects and interventions worked up through the Forum to the Board 4) Champion the Community Values and become ambassadors on integration in their community 5) Inform the Board how the campaigns are working by using a range of qualitative methods such as observations and informal conversations 6) Be a wider think tank for solving community problems and challenges. 	<p>routes for board experience.</p> <p>Our programme will constantly be engaging with communities through consultations and focus groups.</p>	<p>feedback events</p> <p>Develop community values</p> <p>Develop process for recruitment</p>	<p>of getting communities to sign up the values</p> <p>Recruitment process begins.</p> <p>32 people are recruited for the People’s Advisory Group.</p> <p>32 trained as Community Researchers.</p> <p>Community Readiness is carried out.</p> <p>Consultation, focus groups and qualitative research is carried out.</p>	<p>meets quarterly.</p> <p>Community Readiness informs current projects.</p> <p>Rapid evaluation is shared.</p>		<p>More people will be able to influence what is delivered across the District</p> <p>More communities will be engaged because our services will be appropriate.</p> <p>More people will indirectly benefit from the programme even if they haven’t been involved in an activity.</p>
<p>To change perceptions and behaviour using positive marketing and communications methods</p>	<p><u>Perception and Behaviour Change- Communications and Marketing</u></p> <p>Our Programme will have highly visible brand, where we will control the narrative we tell. This brand will be positive making it clear this programme is for everyone. Integration for us isn’t just about creating opportunities for those who need our support but also how we bring everyone else along with us in the vision we have about the District. It will celebrate positive stories and highlight good practice, Our communications will include;</p> <ol style="list-style-type: none"> 1) Strong social media presence 2) A separate website 3) Communications support for our projects so they 	<p>Interventions do not work unless communities themselves recognise or understand the perceived issue to be an issue. (Community Readiness).</p> <p>We understand that there is disparity between</p>	<p>Commission brand and design</p>	<p>Consult with communities on branding.</p> <p>Branding is agreed.</p> <p>Commission social media.</p> <p>Newsletter is produced.</p> <p>Commission</p>	<p>4 newsletters produced each year (both for stakeholders and community)</p> <p>Social media campaigns are monitored</p>	<p>Our community engagement exercise showed that people wanted positive stores. (Annex B).</p>	<p>More people will change their perceptions and attitudes of other people who are different from them</p> <p>More people will stand up against hate crime</p>

	<p>can talk about the brand and use it appropriately 4) A set of Bradford Values which everyone in the District signs up to.</p> <p>We know communications and marketing can be extremely powerful if used well. Part of our communications work will be informed by behaviour change models for example Nudge Theory. We will develop effective ways to measure the impact of our communications. This will help us understand how best we can create a sense of belonging which looks to build how we live and work together. This will target society as a whole and not just those who access the programme's interventions. We will also embark on a series of campaigns to dispel and debunk myths through a;</p> <p>1) I am Campaign 2) Anti-Rumour – developed by Intercultural Cities. 3) Its' not OK 4) Our Shared History Exhibition</p>	<p>what people say and what people then go on to do.</p>		<p>communication support for projects.</p> <p>Commission website.</p> <p>Website is launched.</p> <p>Commission research on behaviour change in communications and marketing.</p> <p>Campaigns are developed.</p> <p>Campaigns are launched</p> <p>Evaluation on success of campaigns is agreed.</p>	<p>Shared History exhibition is produced and shared across the District i.e. schools, libraries and within shared spaces.</p>		<p>More people will indirectly benefit from the programme even if they haven't been involved in an activity.</p>
<p>To review our strategy, ensuring our work benefits from the diversity advantage</p>	<p><u>System, Perception and Behaviour Change- Intercultural Cities Programme</u> The Intercultural Cities (ICC) is a flagship Council of Europe programme that offers support for cities in developing their diversity strategies. The programme model considers migrants as a resource for local economic, social and cultural development. By participating Bradford Council will undertake a review of our policies and services to ensure there is adequate representation at different levels, positive intercultural mixing and interaction, and capacity to ensure equal access to rights and opportunities for all. The benefit of joining the Intercultural Cities</p>	<p>The programme is being implemented by over 100 cities in Europe, as well as in Japan, Korea, Mexico and Canada.</p> <p>Manchester Council and Wakefield Council are two other</p>	<p>Complete membership process for Intercultural Cities</p>	<p>Complete index questionnaire</p> <p>Receive Bradford report</p> <p>Agree action plan and method of engagement with the programme.</p>	<p>Share lessons across the programme and partners</p> <p>Revisions to current Stronger Communities strategy.</p>	<p>Annex A: Data Pack demonstrates we can do more to bridge the gap between communities.</p>	<p>Strategy is reviewed and revised</p> <p>Better outcomes for the District</p>

	<p>includes;</p> <ol style="list-style-type: none"> 1. Engaging positively with local residents across Bradford District; 2. Build a vision for the diversity future of the city and translate it into a workable strategy; 3. Benefit from the advice and support of peers from other cities; 4. Call on expertise targeted to the city's specific focus and needs; 5. Develop collaborative projects on specific themes; 6. Showcase Bradford and the good practice we've developed over 30 years. 	<p>cities who have recently joined.</p>		<p>Inform Forums and Board of potential Innovation Fund projects.</p>			
--	--	---	--	---	--	--	--

PRIORITY AREA 1: EMPLOYMENT
PILLAR: GETTING ON
More people will have improved their quality of life, feeling happier about the future, being able to fully participate and better equipped to engage in the economy.

OBJECTIVES	ACTIVITY <i>What will they do? (including system / behavioural changes)</i>	TARGET AREAS inc stakeholder considerations <i>Based on a considered segmentation strategy (e.g. geography, demographics)</i>	MILESTONES (specific, measurable, and link back to how it will contribute towards achieving the longer term outcomes)			EVIDENCE BASE inc gaps / rationale <i>Why this has been identified as a priority objective – what's the hypothesis they're testing?</i>	Outcome Measures
			2018/19 <i>Set up measures / ways of working etc</i>	2019/20 <i>Initial output measures inc early wins</i>	2020/21 <i>Output measures</i>		
1. Improve opportunities for those furthest away from the labour market	<p><u>Behaviour/ System Change</u> Employment Provide a programme of activities using a person-centred approach offering end to end support for those furthest away from the labour market. Our activities will focus on three groups; 1) Graduates who do not engage in employment. Building on trailed and tested programmes from the</p>	<p>White working-class communities living in Holmewood, Tong and central Bradford and Keighley.</p>	<p>Co-design services using an end to end approach Outline customer</p>	<p>Evaluate/revie w through rapid cycling testing approach and set up for second and third cohort.</p>	<p>No of people with increased confidence No of people accessing intervention</p>	<p>Bradford University have highlighted that they have students who complete their degrees but fail to obtain suitable employment in the city. This includes</p>	<p>Jobseekers have improved skills and attitudes for employment Jobseekers have improved</p>

<p>enabling them to engage in the economy.</p>	<p>JCP, the provision will take the form of a 13 week programme of activity; claimants will be required to attend for up to 4 days each week, to encourage the behaviours expected in a workplace. Optimum occupancy will be 15-20 claimants per course although referrals for each course could be up to 25. The timing of attendance will be determined locally but claimants will be expected to attend for up to a maximum of 16 guided learning hours per week. Additionally, Providers will be expected to provide refreshments and travel costs. (Childcare or replacement care costs will be met by JCP where appropriate.) The Programme should offer graduates in the main face to face support with the following;</p> <ul style="list-style-type: none"> • Careers and transferable skills advice, • Information about the availability of jobs (nationally), • Help with writing CVs and competency-based application forms, • Advice on how to make speculative approaches to employers, • Advice about Interview techniques and some interview practice if required, • Presentations – content and delivery, • An overview of the benefits of voluntary work and work experience and evidence about how these opportunities can enhance career prospects, • Building on sessions through Work Experience for those graduates who require this support, • Mentoring and Ongoing support <p>They will be required to provide 3 Master Classes. Claimants attending the Employability Skills for Graduates Programme will bring with them varying levels of skills, experience and ability. The provision must be flexible enough to respond to their individual needs. It will provide support which builds on their knowledge, skills and experience rather than seeking to duplicate them.</p>	<p>Women in Manningham, Bradford Moor, Little Horton and Barkerend and Bowling.</p> <p>Young people aged 16-26 living across the District.</p> <p>Thornbury Centre to be utilised as one of the centres. It is situated on the Leeds/Bradford corridor and is easily accessed by public transport, offering free parking in their private car park. It has a computer suite, and comfortable multi- purpose rooms of various sizes, two conference halls and a designed fully equipped training kitchen facility.</p> <p>KAWAC in Keighley.</p>	<p>route of travel</p> <p>Interventions are set up and ready to be promoted</p> <p>First cohort starts accessing services/ interventions.</p>	<p>No of people supported end to end</p> <p>No of people into jobs</p> <p>No of people applying for work</p> <p>No of people with additional or new qualifications</p> <p>No of people being matched with a mentor</p> <p>No of people who feel more confident to speak English</p> <p>No of people who access conversational English</p> <p>No of people who progress in English and into formal</p>	<p>BAME Asian female students who attain their degree but either do not obtain employment on completion or go into low skilled jobs. They have highlighted possible reasons for this; unable or unwilling to travel for employment, restrictions on the types of workplaces they would work, lack of knowledge or aspiration of the types of employment that they could apply for with their qualifications, expectations of family to stay at home and marry and have children.</p> <p>Data illustrates a need to focus on employment opportunities for women particularly BAME (18.3%) compared to white females (3.5%); young people (68%).</p> <p>Economically inactive rate for BAME female 16-64 is 56.4%). Of which Pakistani/Bangladeshi females are 63.4%.</p>	<p>occupation-specific skills and work experience</p> <p>Increased numbers of jobseekers enter and sustain (quality) employment</p> <p>Disadvantaged groups have increased access to relevant employment opportunities.</p> <p>Increased number of people who will feel confident about speaking English</p> <p>Increased number of people who go onto learning English in formal setting</p>
--	--	---	---	---	---	---

	<p>2) Sector based skills such as Catering, Digital Skills and other skill gaps development for women. The catering sector based programme will be run in collaboration between the Jobcentre, Thornbury Centre, KAWAC, Colleges, and local employers could provide opportunities to develop a SBWA, with accredited training in Nutrition, Food Hygiene and food safety. Hands on training, in a Catering Kitchen, providing opportunities for routes into employment, through partnerships we could develop further, with LA and NHS, who often struggle to fill their catering vacancies.</p> <p>3) Raising aspirations in young people aged 18-26 through intergenerational mentoring. Volunteers will include those 50 and over who will use their wisdom, their energy and their life experience to help keep young people on track. We will focus our energy on those young people who, for whatever reason, may not achieve academic results to continue into higher education, or were lacking interview skills and are unemployed, or maybe they have a skill they haven't been able to develop through training and guidance. Matching between mentors and mentees will be intergenerational as well as between BAME and white, male and female and other combinations based on the diversity of both groups.</p> <p>We are aware that QED are working in Partnership with a consortium of VCS organisations on a 'Befriending Scheme' and there is also Caring for the Community project. Their project aims to improve relationships between young people and the white elderly community in Bradford. Caring for the Community will be extended out to those with disabilities. Both will aim to reduce isolation and loneliness and will complement our work in this area. There is potential for sharing data and evaluation.</p>				<p>learning</p>	<p>Indian females, followed by Black females 55.5%. Mixed ethnic group females 48.2%. (Annual Population Survey, Jan - Dec 2017).</p> <p>More than one quarter (29%) is aged under 20 and nearly seven in ten people are aged under 50. Younger age groups are more ethnically diverse. Only 10% of the population over 65 years old are BAME, in contrast to 48% of 0-14 year olds.</p> <p>We recognise this data alone doesn't provide us with a complete picture. For example it is unclear how many people work and trade in the grey economy market.</p> <p>We know Bowling and Barkerend, Little Horton and Bradford Moor have the highest population of children in low income families.</p> <p>Only the White population has a significant proportion of older people aged 65+.</p>	
	<p>System Change- Employer Support through B2B challenge Work in partnership with organisations to offer</p>	<p>Scope model of delivery depending on</p>	<p>Co-design intervention</p>	<p>Work with the first organisation</p>	<p>No of organisations</p>		<p>Policy and recruitment practices will</p>

	<p>support to Bradford employers- both businesses and Public Sector. Trial a new approach with three organisations (of which BDMC will be one) to drive change across our District on;</p> <p>1) Using Business to Business Support, we will review policies and practices on recruitment to reduce exclusion and encourage recruitment of BAME, young people, those with disabilities or mental health and poor white class applicants. We intend to explore recruitment on potential. We will target actively not just low-level entry jobs but also at all levels across organisations including senior management roles.</p> <p>2) Informal culture and behaviours to improve social mixing in and outside of work</p> <p>3) Improving social mobility and diversity across the workforce to reflect greater the District.</p> <p>4) Develop a train the trainer approach and a good Employment Practice booklet to share learning and influence quickly more organisations to adopt a similar approach</p> <p>5) To offer training to front line supervisors/managers to reduce barriers in employment which may be inadvertently discriminatory and reduce unconscious bias or entrenched working practices increasing awareness and understanding of culture and diversity.</p> <p>6) Recruit a bank of volunteers who are willing to be loaned out to businesses groups and organisations to debunk myths and raise awareness. Volunteer give their time to speak about themselves as 'an open book' without judgement about the person/organisation enquiring. Groups, business and organisations wanting to learn more about 'the other' will be able to ask for someone from the 'Library' to talk about their life, culture and answer questions that we are sometimes too embarrassed or don't feel</p>	<p>what can be achieved in the timescale.</p> <p>Organisations will be selected based on size, FTE, maturity, diversity of the workforce (& their geography) and type. We've already had exploratory conversations with businesses such as Northern Powerhouse and BDCFT (Teaching Hospitals).</p> <p>Volunteers reflecting the diversity of Bradford District.</p> <p>Organisations engaged</p>	<p>Mobilisation plan written</p> <p>Scope model of delivery and organisations most receptive to engagement for change</p> <p>Provider is commissioned.</p> <p>Volunteer policy written</p> <p>Recruitment initiated</p>	<p>will commence and early signs of changes will be apparent i.e. change of policy/practice, increased diversity in employment.</p> <p>Create a bank of volunteers.</p> <p>No of volunteers recruited</p> <p>No of volunteers 'loaned' out.</p>	<p>participated</p> <p>No of people from diverse background being recruited</p> <p>No of people from diverse backgrounds applying</p> <p>No of organisations interested in 'signing up'</p> <p>Policy and recruitment practices adapted</p> <p>50 volunteers recruited</p> <p>25 groups and organisations engage someone from the 'People Library' in the first year.</p>	<p>The Disparity Audit also tells us that whilst our population is diverse this is not reflective of those in the highest paid jobs.</p> <p>Public engagement on the local integration delivery plan has 'highlighted' that many people are keen to engage and learn more about other people in the district, but do not believe that they 'permission' or that their questions may be construed to be racist, homophobic or based on prejudice etc.</p> <p>We are one of the BAME Challenge Areas and CLLD areas.</p>	<p>have changed</p> <p>Increased diversity in the workforce particularly at senior levels.</p> <p>Improved culture of the organisation</p> <p>Managers at all levels will have raised awareness of themselves and their own attitudes</p> <p>Increased social mixing will occur in the work place.</p> <p>Attitudinal change takes place across everyone who engages</p> <p>Improved relationships within the workplace</p>
--	--	--	---	---	---	--	---

<p>able to ask. Recruits will be 'sourced' through open advertisement and may also come from 'other' projects such as the Believing in Bradford/Catalyst project. A Project Support Officer would administer the recruitment and allocation until an 'alternative delivery vehicle' can be determined. Expenses would need to be provided, initially through the project, but may ultimately through a 'cost recovery' model tailored to suit individual groups.</p>						
<p>VFM- Systems Change- Equalities and Community Relations Strategic Group As part of our work to increase engagement by all groups, we know we must address the systems, processes and structures that exist that hinder this. Our work in this area is targeted in two areas; 1) A series of thematic engagement events will take place with smaller communities of interest to look at what are their key barriers to access and engagement with services. This will include presentations from relevant professional bodies e.g. Health, Education, Police, Business and work shopping barriers, presenting the findings back to the lead organisations for review and response, including developing strategy and action plans. Governance to sit within the Stronger Communities Partnership and Health and Wellbeing Board. Typical groups to be represented to include: Roma, Refugee, Asylum Seekers, African, African Caribbean, LGBT, Gypsy & Traveller.</p> <p>Placed based model for Asylum Seekers & Refugees 2) The Home Office has approached Bradford Council working collaboratively with Leeds City Council, Sheffield City Council and Calderdale Council, to consider how central and local governments, service providers as well as civil society could work more closely together to improve the management and flow of newcomers into places. Pilot areas have been selected based on geographical mix and service delivery across a range of asylum and resettlement activity. The high level</p>	<p>Some of the smaller communities of interest have not become established to an extent that they have 'voice and influence' through conventional processes e.g. political or community leadership.</p> <p>The pilot will align and identify links with existing work and governance structures to avoid duplication make best use of officer time and learning from Integration Area pilot, Local Authority Asylum Support Liaison Officer Pilot for move on from the asylum system, Controlling Migration Funded</p>	<p>The Equalities and communities strategic group will be reinstated</p> <p>A Single Point of Contact (SPOC) will be appointed from the Home Office and Bradford Council will appoint a dedicated officer to act as joint project lead working in collaboration with the SPOC.</p> <p>The SPOC</p>	<p>Three thematic meetings each year, discussing priorities determined by the 'communities of interest'.</p> <p>A number of bi-lateral meetings with be held involving main partners to establish gaps and practical solutions for change. This work could lead to a series of workshops with the expectation that the Home Office, Bradford Council and partners will jointly agree</p>	<p>7 'communities of interest' actively engaged in discussions pertinent to their community.</p> <p>Action Plans produced that reflects the needs of 'communities of interest' Project support worker allocated.</p> <p>Set priorities for the pilot; discuss the gaps in service provision, areas for improvements, with a focus on improving the</p>	<p>There are 8,415 people on the electoral register in Bradford from Central and Eastern European (CEE) communities (2% of total registrations). 50% of CEE registrations are from the Polish community. Other CEE communities on the electoral register are: Slovakian (1,266, 15%), Latvian (994, 12%), Romanian (597, 7%), Lithuanian (505, 6%), Czech (396, 5%), Hungarian (212, 3%), Bulgarian (112, 1%), Estonian (62, 1%), Croatian (20, 0%) and Slovenian (9, 0%). The wards with the highest number of people from CEE communities on the electoral register are City, Tong, Little Horton and Barkerend. The wards with the highest</p>	<p>Voice and influence provided to communities of interest, giving them confidence to become more involved in the political and community life of the district.</p> <p>Tailored and aligned support provided by agencies to meet the needs of communities of interest.</p> <p>Improved process to access employment and English language opportunities</p> <p>Improved housing</p>

	<p>objectives of the pilot approach are twofold: a) To enable local authorities to better support the UK Government to achieve its existing commitments to asylum seekers, refugees and resettlement; b) To develop a more holistic, people focussed approach to ensure that those who have a right to be here are able to integrate into society and those who do not are facilitated and supported to leave.</p>	<p>projects, VPRS and VCRS Refugee Employment Advisor, Refugee Social worker and psychotherapy support. The pilot will also take learning others projects undertaken by voluntary and community sector such as Connecting Opportunities programme, STEP programme, Working English project, Refugee Action's Asylum Guide and OISC registered advice capacity project, RETA's 28 day transition project etc</p>	<p>will work intensively with Bradford Council officers and other local partners as well as key Home Office staff to draw on knowledge and expertise and explore opportunities to work better together.</p> <p>Whole-system approach to be developed across the range of social policy factors.</p>	<p>actions and next steps/recommendations from these workshops.</p>	<p>successful integration of those being granted protection in the UK in a way that manages impact on the local community.</p>	<p>number of people from CEE communities on the electoral register are City, Tong, Little Horton and Bowling and Barkerend. The LGBT community is another obvious group, but very little data exists about the prevalence of this community. A Government Equalities Office LGB survey carried out in 2016 found that around 2% (just over 1 million) of the UK population identified themselves as lesbian, gay or bisexual. No specific data exists at local authority level. Data on the transgender community is very sparse. Using a survey of gender dysphonia carried out in Scotland in 1998 as a basis, the Gender Identity Research and Education Society estimated that in 2009 there was a prevalence of around 20 per 100,000 people in the UK; i.e. 10,000 people of whom 6,000 have undergone transition. Rates are</p>	<p>options with increased Registered Providers, adapted properties & Private Sector landlords</p> <p>Increased data sharing between organisations</p> <p>Initial screening and information flow is improved through Primary Care and Secondary Care services.</p> <p>Education & English Language provision is improved</p>
--	--	---	---	---	--	--	---

						likely to have increased since this study took place. Some asylum seekers are housed and supported here through the Home Office dispersal system. Published Home Office figures show that at the start of October 2017, 781 people were being supported in Bradford while awaiting a decision on their claim [known as Section 95 support]: 751 people were being accommodated, and there were 30 people receiving subsistence-only support i.e. no accommodation.	
2. Provide opportunities for anyone who wants to learn to speak, read and write English so they can fully participate in education, employment or life in Bradford District.	Systems Change- English Language Improve and reconfigure ESOL infrastructure in the District which will lead to a change in the way learner's access information. The work on English Language will largely focus on what information is not known regarding English language needs, and strategies to capture that data. We will do this in the following way; 1) A central unit located within the local authority for English Language will be sourced through Migration Yorkshire. This unit would act as a neutral service to assist learners with accessing existing provision (via initial assessment of need and eligibility and partnership work with existing providers). The journey of the English Language learner is crucial. The working group with support from the unit to map	AEB data indicates that in 16/17, 8% of Bradford's residents with EL needs (based on Census) were engaging in AEB provision. This figure is for one funding stream only, however, it is the main source of funding for ESOL.	Develop mobilisation plan Working group established Sign up to Migration Yorkshire/ English Language Hub Mapping of current	Launch Learning in English Bradford A shared assessment tool is agreed across all providers in the District Learners have a learning plan that meets their needs.	English Learning hub is 'live' Better provision provided as access needs are determined through evidence. No of learners who are able to	There is a need in Bradford to reach out to groups with the lowest levels of English language skills, particularly women. 23,966 people within central Bradford and Keighley District cannot speak English well or at all. 6% of females compared to 3.5% males cannot speak well or at all.	Increased confidence to learn English at times that suit them and in particular support employers and routes to employment. Increased proficiency of the English language and are able to access

	<p>out existing provision and progression and referral routes</p> <p>2) The unit would also be responsible for collecting data on unmet need (including levels, crèche needs, previous education, etc.) and engaging 3 groups of residents with English Language needs, using varied strategies:</p> <p>a) People who want to learn English, but do not know it is available b) People who want to learn English but cannot access it (waiting lists/eligibility), and c) People who do not want to learn English.</p> <p>3) The unit will be appropriately located within the LA, so as not to be seen as partial to any one provider (for example, not in the in-house Adult Learning Service). This will be crucial, as it will act as the gatekeeper to additional EL funding via the programme. The work of the English Language working group includes agreeing one assessment method that is transferable to any provider. Who and at what level the assessment can be made at needs to be agreed.</p> <p>4) The unit could also lead or contribute to partnership meetings with all of the English Language providers and stakeholders such as JCP on strategic issues. The data collected by the unit, if amalgamated with data from providers on engagement, could contribute to a local English Language strategy. A strategy based on actual demand will likely be more effective.</p> <p>5) Deliver additional provision for English Conversational classes such as English for Work and Steeping Stones. Provision will be delivered by a wide variety of partners particularly as grassroot and will be marketed. It will ensure there is close links to our projects across the programme.</p>	<p>23,966 people with little or no English.</p>	<p>ESOL provision</p> <p>Referral pathways and progression routes are identified</p>		<p>access quality and accessible provision</p> <p>No of people feel confident to learn English</p> <p>No of people who increase their proficiency of English</p>	<p>In Manningham ward, for example, some 15% of the population aged over three did not speak English well or at all.</p>	<p>services, engage in life in the district and access the labour market.</p> <p>English Language strategy is written</p>
	<p>VFM- Controlling Migration Fund This programme of activities has been trialled in our</p>	<p>Although City and Little Horton</p>		<p>No of booklets in key</p>	<p>No of organisation</p>	<p>The White population in the District has</p>	<p>More people feel settled into</p>

	<p>Controlling Migration Fund and will be scaled up to benefit more people and partner organisations if we are successful in the new round funding. If successful, we will provide and scale up a range of activities and training to help new communities settle into the district. Sessions involve;</p> <p>1) Citizenship/rights and responsibilities workshops 2) Community workshops on</p> <ul style="list-style-type: none"> • Parenting • Law • Education • Health systems • Safeguarding <p>Understanding Bradford courses including</p> <ul style="list-style-type: none"> • basic English • relevant visits • social action projects • crèche • room venue hire • interpreter/translations <p>We will coordinate this work across the district and measure the impact. We will be extending this work to include work with Landlords. We are aware that some possible work may be developed in Bradford through Building Stronger Britain Together. We would need to make sure this project works closely with any other funded work.</p>	<p>wards experienced the largest population increases, the population was dispersed more widely throughout the District than previous immigrants.</p>		<p>languages, for example 10,000 hard copies</p> <p>Web resource No of videos produced (including translations, using community voices, training)</p>	<p>s participating</p> <p>No of people attending the courses</p>	<p>been falling steadily since the 1970s due to the declining birth-rate and a greater number of people moving to other parts of the UK than came to live here.</p> <p>Legislative changes to enable the free flow of people within the European Union led to an increase in the District's Eastern European population from 2,000 in 2001 to 10,100 by 2011.</p> <p>Labour Force Survey Data for 2017 shows that 58% of people came to the UK as a spouse/partner or child of a UK citizen. 22% came for employment.</p> <p>There were 3821 National Insurance No registrations in the year to March 2018. 57% of NINo registrations in Bradford were from the EU compared to 71% for the UK. There have been a total of 31,925 NINo registrations from CEE countries since 2002. Of these, 42% were from Poland,</p>	<p>the district.</p> <p>More people feel they understand how to access services and contribute.</p> <p>More NINO registrations,</p>
--	--	---	--	--	--	--	---

						23% from Slovakia, 10% from Latvia and, 9% from Romania and 7% from the Czech Republic. Bradford has more registrations from South Asia compared to the UK as a whole.	
3. Create clear pathways and referral routes to enable people to easily navigate services and the District	<p><u>VFM- System, Behaviour and Perception Change- Social Coin</u></p> <p>Providing a sense of place and 'giving people permission' to engage with one another has become a key learning point from our engagement activity. This also includes navigation of the district. Those who are new to the city or have lived here for a significant amount of time expressed in our engagement work how they lacked confidence to venture further than their neighbourhood. This was particularly prevalent among working class. Lack of positive exposure and new experiences can limit the capacity of people to accept others and be open to engaging with those who are different from themselves. Reasons included;</p> <ul style="list-style-type: none"> • Poor English • New to the city • Not knowing what was available • Not sure where to start <p>We will encourage people to travel and experience life across Bradford district. It will work closely with Bradford's department of Leisure and Tourism. We will trial the Social Coin. The Social Coin will reward user when they 'complete' a challenge. The 'Coin' is currently in Beta stage and is being trailed in Hull. This may include vouchers or to subsidise or fund travel and entry fees into events and spaces. This app will allow people to;</p> <ul style="list-style-type: none"> • Explore Bradford- this will have a series of challenges which will encourage users to visit places or try a new experiences 	<p>There are wide variations across the district with 27% of the District's population living in areas classed in the 10% most deprived areas in England and 6% of the population living in areas classed in the 10% least deprived areas in England.</p> <p>People on low income/ or bordering on poverty are less likely to travel outside of their area, be open to new experiences and engage with people they have never met before.</p>	<p>Engage and recruit residents to support design</p> <p>Initiate design process for product</p> <p>Set up process agreed</p>	<p>A number of organisations agree to promote app/and sign up residents</p> <p>Test app/ paper copy is developed for testing</p> <p>Testing beta phase is successful</p> <p>Implementation phase commences</p> <p>Live demos are showcased in centenary square and at Yorkshire Gamers</p>	<p>No of organisations registered to promote to users</p> <p>No of downloads</p> <p>No of paper copies distributed</p> <p>Over 1,000 people engage in celebration events for those who complete</p>	<p>The levels of child poverty in Bradford are unacceptably high, with almost 40,000 (31.8%) of the district's children and young people living in relative poverty as defined by Government.</p> <p>The value of tourism to the district's economy stands at more than £500 million a year, with an estimated 8.6 million day trips within the district. The impact of this is more than 13,500 jobs supported by the tourism and retail sector.</p> <p>A report called "Children and Parents: Media Use and Attitudes Report" published by Ofcom on 29 November 2017 found that, nationally: * Children aged 3-4: 1% have their own</p>	<p>People feel a greater sense of belonging to the district, a better understand the diversity (people and place) People have an opportunity to mix and learn more about different cultures.</p> <p>Perceptions of different communities are improved for people participating.</p> <p>Perceptions about the District are improved for people participating.</p> <p>People have more confidence to</p>

	<ul style="list-style-type: none"> • People Can- promoting volunteering and active participation. • Tell us what you think- we will be able to push out to users a survey that can frequently gauge users responses to the app as well as any learning <p>It will have a number of components;</p> <p>1) Our Project Support Officer will coordinate applications and involve partners such as VCS and Faith in the initial set up to increase downloads or 'sign up's. Our communications and marketing will provide a robust campaign across the city.</p> <p>2) Engage and interact with users.</p> <p>3) A celebration event will take place where people who have completed the activities of their choice are given an acknowledgement of their participation by a civic leader. Entertainment will be provided by different community groups from across the district. The project will have good links with Believing in Bradford.</p>					<p>smartphone and 21% have their own tablet. 40% play games, for nearly 6 hours per week, 53% go online for nearly 8 hours per week. 0% have a social media profile</p> <p>* Aged 12-15: 83% have their own smartphone and 55% have their own tablet. 77% play games for around 12 hours per week, 99% go online for nearly 21 hours per week, 74% have a social media profile.</p>	<p>travel outside of their neighbourhood and engage with 'others'.</p> <p>Attitudinal change and greater tolerance of communities across Bradford district.</p>
--	--	--	--	--	--	---	---

PRIORITY AREA 2: EDUCATION

PILLAR: GETTING ALONG

More people will have a greater understanding of other people's views and cultures across Bradford District.

OBJECTIVES		TARGET AREAS inc stakeholder considerations	MILESTONES (specific, measurable, and link back to how it will contribute towards achieving the longer term outcomes)			EVIDENCE BASE inc gaps / rationale <i>Why this has been identified as a priority objective – what's the hypothesis they're testing?</i>	Outcome Measures
			2018/19 <i>Set up measures / ways of working etc</i>	2019/20 <i>Initial output measures inc early wins</i>	2020/21 <i>Output measures</i>		
4. Influence	VFM- System change- Sixth Form College We will use this as opportunity to learn from a new	The Wards in Bradford where	Launch two new sixth form	Establish learning and	No of students	In 'Understanding School Segregation	Improved social mixing

<p>schools to test new approaches to their School Admissions Policy</p>	<p>sixth form college in the city ward to encourage social mixing of young people living in different part of Bradford. With several local school-based sixth forms closing or proposed to close, Bradford this year has a shortage of Post 16 places. New College Bradford will be a 16-19 sixth form college in Bradford, delivering a curriculum with over 30 A-Levels, a selection of Level 3 BTECs and a Technical Baccalaureate in engineering and manufacturing technologies. When at its maximum, it is planned that it will contain 500 students. New College Bradford is scheduled to open in September 2019. Our proposed provision will also go some way to meeting this need. We will be using this as a new approach to learn from. As the Stronger Communities Partnership we will be monitoring progress.</p>	<p>the proportion of BAME pupils is over 90% are generally Bradford Moor, Manningham, City and Toller. The Wards where the proportion of White British pupils is over 90% are generally Wharf dale, Worth Valley and Ilkley.</p>	<p>colleges Baseline data on attitudes</p>	<p>distance travelled through surveys</p>	<p>aged 16-18 years will attend each college. No of students baselined on attitudes</p>	<p>in England 2011-2016 the study set out to assess whether schools are segregated by socio-economic status and ethnicity. The study found that in 58% of primary schools and 79% of secondary schools in Bradford were classed as ethnically segregated schools; this was a decrease from 2011 where 63% of primary and 89% of secondary schools were segregated. The study compares schools' intake in terms of ethnicity with those of the 10 schools nearest to them.</p>	<p>between young people Better and long term relationships are formed with people different to themselves Better understanding of other people</p>
<p>Systems Change- Schools Admissions Policy Following on from this work, we will take learning and evidence to influence schools to work together to test and trial a new School Admissions Policy.</p>	<p>The school admissions system is one of the most contentious areas of education policy, and secondary school admissions in particular have become a highly controversial political issue. Parents naturally want their children to go to the best possible school, and the process of choosing and being allocated a place can be extremely stressful. Each year this is reflected in media features about the 'best' schools, and in stories about over-subscribed schools, disappointments, appeals and the various strategies employed by parents to get what they want for their children. The current system is often described as being based on the principle of parental choice. Yet it is a matter of fact that not all parental choices can be satisfied when popular schools are over-subscribed. Parents have preferences rather than choices.</p> <p>The approach will include exploration of how we can actively monitor the effects of current school's</p>		<p>Utilise existing secondary/primary head cluster meetings to agree collection of data and evidence of current affects of existing admissions policy.</p> <p>Identify 1 or 2 secondary schools willing to trial and learn from an adapted school's admissions policy</p> <p>Monitor</p>	<p>Agree the new admissions policy to test Baseline data Baseline again in six months Baseline at the end of school year</p>	<p>No of school's test and trial new admissions approach No of children the policy has impacted</p>	<p>58% of primary schools and 79% of secondary schools in Bradford were classed as ethnically segregated schools; this was a decrease from 2011.</p>	<p>Reduced tensions and rivalry against young people living in different parts of Bradford. Changed policy practice in one or more school</p>

	<p>admissions policy on pupil segregation which would provide evidence and data. Using this data and learning from the colleges, we will work with a small selection of secondary schools (possibly 1-2) to test and trial different methods, these could include;</p> <p>1) School catchment areas being redrawn to force a more socially mixed education system</p> <p>2) a review of league tables, selective and semi-selective admissions criteria to make fairer and better mixing of those of affluence and children from poorer backgrounds</p> <p>3) Review “random allocation”, method which designates places using a ballot rather than proximity once a school is oversubscribed.</p> <p>4) To explore possibilities of a fair banding system, schools admit pupils from across the whole ability range; can be combined with the use of parental preferences within each band to create a new system of fair choice. This would equally apply to schools with a religious character, which means that religious faith would no longer take strict precedence over all other factors in allocating places to these schools. This would be compatible with schools maintaining their own distinct ethos, religious or otherwise.</p> <p>We will take the evaluation of this work to propose and encourage other schools to adopt a similar model.</p>		progress of the two sixth form colleges				
5. Increase social contact between people of different backgrounds including school age	<p><u>Behaviour and Perception Change- Schools linking</u></p> <p>We will work all primary schools and a selection of secondary schools in Bradford District. Currently this provision is paid by schools but will be offered for free to all schools. It will;</p> <p>1) Develop a positive, cohesive ethos by helping children, young people and adults to explore identity, celebrate diversity</p>	<p>Primary offer will be delivered across the District. Particularly focussing on the 58% of schools which are most segregated.</p> <p>Linking schools</p>	<p>Create mobilisation plan for the first year of delivery</p> <p>Seek to engage 50% (134 classes) of year 3, 4</p>	<p>Deliver linking schools to primary schools.</p> <p>Develop a 'parent linking' scheme in 6 schools. Pupils.</p>	<p>134 classes across Year 3, 4 and 5 participate</p> <p>10 secondary schools participate</p>	<p>In 'Understanding School Segregation in England 2011-2016 the study set out to assess whether schools are segregated by socio-economic status and ethnicity. The study found that in 58% of</p>	<p>Schools linking are a proven way to help build relationships between children from different backgrounds, developing</p>

<p>children providing opportunities for open dialogue and to learn from each other.</p>	<p>2) Champion equality and promote British Values and community through an expansion of current training, resources and programmes in schools .</p> <p>3) Offer Leadership and staff training to all schools.</p> <p>4) Develop a digital linking platform that will be available to all schools.</p> <p>5) Develop a 'parent linking' scheme in 6 schools.</p> <p>6) Develop a 'home educated' resource pack that will be available to all 'home educated' pupils.</p> <p>7) To link 4 'Special Schools' and 'Maintained Schools'.</p>	<p>offered at secondary schools will be invited based on where the proportion of BAME pupils is over 90% in Bradford Moor, Manningham, City and Toller and where the proportion of White British pupils is over 90% in Wharf dale, Worth Valley and Ilkley.</p> <p>138 supplementary schools from a diverse range of backgrounds offer weekend and after school provision. More than 10,000 children attend.</p>	<p>and 5 pupils in a linking experience in the first year of the programme.</p> <p>Discuss and agree 10 secondary schools.</p> <p>Leadership and staff training will be offered to all schools.</p> <p>Agree participation of a No of supplementary schools.</p>	<p>To link 4 'Special Schools' and 'Maintained Schools'.</p> <p>Develop a digital linking platform that will be available to all schools.</p> <p>Develop a 'home educated' resource pack that will be available to all 'home educated'</p>	<p>1 digital linking platform developed</p> <p>6 schools involved on a 'parent linking' initiative</p> <p>All home educated pupil parents have access to a resource pack.</p> <p>4 'special school and Maintained Schools linked.</p> <p>20 supplementary schools participate</p>	<p>primary schools and 79% of secondary schools in Bradford were classed as ethnically segregated schools; this was a decrease from 2011 where 63% of primary and 89% of secondary schools were segregated. The study compares schools' intake in terms of ethnicity with those of the 10 schools nearest to them.</p> <p>58% of primary schools and 79% of secondary schools in Bradford were classed as ethnically segregated schools; this was a decrease from 2011.</p> <p>138 supplementary schools from a diverse range of backgrounds offer weekend and after school provision but offer no social mixing of groups. More than 10,000 children attend.</p>	<p>their skills and breaking down barriers from an early age.</p>
---	--	--	--	--	---	---	---

	<p><u>VFM- Systems, Perception and Behaviour Change- Supplementary Schools</u></p> <p>We will take the learning from the pilot scheme that aims to support places of worship in Bradford and district by conducting an organisational 'health-check' on areas such as: policy, governance, finance, safeguarding, access, and equality. Further support, training and signposting to institutions in order to improve effectiveness and long-term sustainability of places of worship to keep them resilient and safe. This will be provided by Bradford Council. This service is provided for any place of worship that could benefit from a robust health-check with a focus on harder to reach and more isolated communities who could use further support with community cohesion. Quality Framework for Supplementary Schools Bradford Council is working in partnership with National Resource Centre for Supplementary Schools to recognise, celebrate, record and improve the achievements of supplementary schools. Supplementary schools can gain a Quality Framework Award at bronze, silver or gold levels. These levels cover teaching and learning, governance and community engagement. Schools must complete the Bronze level first to demonstrate that they have essential management and safeguarding procedures in place. There is also a Special Distinction Award for schools that are disseminating good practice with other supplementary schools.</p> <p>We are aware that Bradford will be receiving some funding for a coordinator to develop further work in this area. Part of this work will include supplementary schools accessing schools linking opportunities. There will be some linkage to the schools linking work.</p>	<p>138 Supplementary schools in the district with more than 10,000 children attending in the evening and at weekends.</p>	<p>Coordinator is in post</p> <p>Mobilisation plan drafted.</p> <p>Initial scoping of interest.</p>	<p>No of supplementary schools access the QF</p> <p>No of supplementary schools who develop action plans</p> <p>N of supplementary schools have a change in practice</p> <p>No of supplementary schools awarded the standard</p>	<p>20 places of worship will be covered in this pilot phase, starting with an emphasis on self-assessment and working with a consultant to guide each organisation through the health-check and follow-up.</p> <p>Quality Framework for Supplementary Schools - 20 Schools per year</p> <p>20 schools will go through a Linking Network</p>	<p>138 Supplementary schools in the district representing Polish, Ukrainian, Chinese, Hindu, Sikh, Kurdish, Syrian, Sudanese, Somalian, Muslim and Christian communities In Bradford more than 10,000 children attend supplementary schools in the evening and at weekends.</p>	<p>This aims to strengthen good inter-faith relations, increase the awareness of the different faith communities in the UK</p> <p>Increase understanding between people of religious and non-religious beliefs.</p>
--	--	---	---	--	---	---	---

PRIORITY AREA 3: SOCIAL MIXING

PILLAR: GETTING INVOLVED

More people from all backgrounds will feel they understand, respect and connect with each other.

OBJECTIVES	ACTIVITY <i>What will they do? (including system / behavioural changes)</i>	TARGET AREAS inc stakeholder considerations <i>Based on a considered segmentation strategy (e.g. geography, demographics)</i>	MILESTONES (specific, measurable, and link back to how it will contribute towards achieving the longer term outcomes)			EVIDENCE BASE inc gaps / rationale <i>Why this has been identified as a priority objective – what’s the hypothesis they’re testing?</i>	Outcome Measures
			2018/19 <i>Set up measures / ways of working etc</i>	2019/20 <i>Initial output measures inc early wins</i>	2020/21 <i>Output measures</i>		
6. Work with RSL on how housing provision is allocated.	<p>System Change- Residential Segregation We know that segregated communities often breed intolerance and prejudices. We are aware also that school segregation is largely driven by residential segregation across our District. We feel that this is an area that we do not know enough about. We know residential segregation exists, but we don’t fully understand the effects on attitudes and social mixing. Data also suggests within our highly segregated areas there are high levels of mixed race families, which make up 2% of the population in Bradford. This would be interesting to explore. We know some of the reasons for choosing to live in a certain area come from a number of causes and motives. Some of these include;</p> <ul style="list-style-type: none"> • Affordable housing • Social housing stock allocation across the district • Family and social connections • Familiarity of an area <p>Therefore, we propose the following approach; 1) Identify and work with an existing RSL to review their housing allocation process using choice lettings as a basis of good practice. This</p>	<p>The most recent data available to look at residential segregation comes from the 2011 Census. New arrivals from abroad tended to settle in Bradford’s city centre where housing was affordable and available. This pattern of settlement has continued. Most new arrivals, whether from South Asia, the EU or through asylum routes have tended to settle in the city centre and its</p>	<p>Identify RSL to work with</p> <p>Review existing RSL community cohesion practices</p> <p>Carry out evidence review of best practice</p> <p>Commission researcher to explore ‘white flight’ syndrome</p>	<p>Change allocation policy and process in one RSL</p> <p>Agree action plan on how best to tackle segregation, stereotypes and misconceptions across estates</p> <p>Carry out survey</p> <p>Review best practice and agree to implement one or two actions with discussion and decision from partners</p>	<p>Action plan created.</p>	<p>Bradford has the third highest level of residential segregation in England with nearly a third of Council wards having BAME populations of over 50%.</p> <p>There are variations in the patterns of housing tenure between different ethnic groups with BAME communities largely buying.</p> <p>One in nine households in Bradford includes people of more than one ethnic group, higher than most other districts in West</p>	<p>Increased understanding of the impact of segregated communities.</p> <p>Increased understanding of ‘white flight’</p> <p>Possible solutions identified</p>

	<p>has been successfully trailed with BHT (Bradford Housing Trust), now Incommunities. We will need to evaluate the affect of this on families and in particular social mixing and integration.</p> <p>2) Review existing community cohesion approaches across RSL estates to reduce tensions, promoting social mixing and integration opportunities.</p> <p>3) We do not understand enough about causes and motives of 'white flight' and why people to choose where they live or why they leave an area and propose a research project to explore this further.</p> <p>4) Baseline attitudes across a highly residential segregated area with an area which is least segregated to compare attitudes to social mixing, integration and of others to understand the impact of integration based on where you live.</p> <p>5) Explore best practice around the world on approaches to tackling residential segregation through our work with Intercultural Cities.</p>	<p>surrounding wards, or in Keighley. Wharf dale, Ilkley, Worth Valley, Craven and Baildon wards have the highest proportions White British people. Toller, Manningham, Bradford Moor, City and Little Horton wards have the highest proportions of BAME communities.</p> <p>Registered social housing landlords across the District</p>				<p>Yorkshire.</p> <p>Mixed ethnic group has nearly doubled in size since 2001, to 12,799 in 2011, representing 2% of the total population.</p> <p>30,000 properties rented from Registered Providers (RPs) of social housing, representing just fewer than 15% of the total housing stock.</p> <p>Housing rose from 467,100 in 2000 to 531,200 in 2015. The 64,100 rise over 15 years represents a 14% increase. There is projected to be an additional 51,800 increase by 2019.</p>	
<p>7. Increase social mixing across the District, widening exposure and opportunities in building friendships and networks.</p>	<p><u>VFM- Perception Change- Understanding different faiths</u></p> <p>Our pilot projects on faith have had positive feedback from the community. They have been well-attended. People have said that they have a raised awareness and understanding of other people's religion whilst being able to openly ask questions they have felt they hadn't been able to before.</p> <p>1) We will invest in a series of events that will encourage dialogue between those of different faith groups such as conversation cafes. The cafes will be themed allowing conversations to be more focussed on topics that people really want</p>	<p>Faith organisations already engaged for example, Church, Mosque, Gurdwara, Temple and Synagogue.</p> <p>Voluntary community organisations</p> <p>Informal groups</p>	<p>Develop a programme of activity for the first year of the programme, demonstrating scaling up of Faith Walks and Iconic Places of Worship Tour</p> <p>Set a plan of delivery that will include</p>	<p>A programme of faith walks and iconic places of worship tour produced and delivered</p> <p>Conversation café launched</p>	<p>Sustained engagement of people through the intervention</p> <p>Every month approximately a No of people will attend faith walks,</p> <p>Every year</p>	<p>46% of people in the 2011 census listed their religion as Christian. 25% listed their religion as Muslim. This does not consider practice.</p> <p>The 'Your Views' survey suggests that 50% of respondents in Bradford think that people in their local area get on well together.</p>	<p>More people will understand other faiths better</p> <p>More people in our district will respect each other</p> <p>More people will build friendships with people from different backgrounds</p>

	<p>to know more about. In order to increase understanding of professional's knowledge; specific tours and conversations will take place so practitioners and professionals can ensure better engagement with people across the district.</p> <p>2) We will continue to deliver Faith walks on the first Saturday of every month from Leeds Road with the Police. An annual faith walk takes place in Manningham. These are open to anybody in the community, whatever their background or age. Faith Walks are designed to make Places of Worship accessible and are open to anyone with an interest in learning more. Places of worship include Churches, Mosques, Temples, Gudwaras and Synagogues.</p> <p>3) Bradford Iconic Places of Worship delivered once a year but would be scaled up for this project is another example of this work where places of worship welcome people into their spaces. We have a diverse range of places for worship with the oldest Synagogue in Bradford described as the Moorish Gem.</p> <p>4) We will also progress with a Twinning Project between Mosques and Churches, this is a national project run by the Christian & Muslim Forum. This will work closely with work on improving opportunities for those furthest away in the job market.</p>		<p>number of conversation cafes based on various themes as follow up</p>		<p>a No of people will attend the faith walk in Manningham,</p> <p>Every year a No of people will attend the Iconic Places of Worship,</p>	<p>White British form the largest ethnic group at 67.4%. The proportion of people of Pakistani origin is the highest in the country. Nearly 5,000 Czech and Slovak Roma communities identified, suggest we are one of the highest populations from this group in the UK.</p>	<p>There will be a reduction of hate crime relating to religion such as Hate Crime.</p>
	<p><u>VFM/ MHCLG additional funding to Scale Up- Perception Change- Festivals and Events</u> We are currently trying to establish Bradford as a Festival destination. Bradford and District has a hugely successful programme of activities and events that are organised by a range of organisations, including the Council, third sector, community sector and private organisations. We will involve more residents in the organisation of these. Typical examples of these include: Bradford Festival, Bradford (and Ilkley) Literature</p>	<p>The latest population figures produced by the Office for National Statistics (ONS) on 22 June 2017 show that an estimated 534,300 people live in Bradford District - an increase of</p>	<p>Data compiled on current engagement in festivals and events</p> <p>Engagement of local residents to involve in the design and</p>	<p>Planning teams review festivals and events. Activities are designed with support from local residents.</p> <p>Festivals and events calendar drafted for the</p>	<p>No of people attend an event that they would not typically attend and that is outside of their neighbourhood</p>		<p>People feel a greater sense of belonging to the district,</p> <p>Better understanding of the diversity (people and place) and have an opportunity</p>

	<p>Festivals, Women of the World Festival (WOW), Bingley Music Live, Airedale Agricultural Festival, Keighley Show, Ilkley Gala, theatre etc. This gives people a sense of pride of place and a sense of belonging in the district.</p> <p>1) Using volunteers we will 'buddy' people together who would not normally attend these events to provide new opportunities for social mixing (The Key to Bradford and Believing in Bradford/Catalyst).</p> <p>2) Where gaps exist we will invest in events and programming to extend the 'offer' that is available, making sure that this is better tailored to suit the demographics of the wider district.</p> <p>3) Alongside these events we will continue our work for much more scaled up version of our Great Get Together. The Big Lunch is the UK's annual get together for neighbours. Every year in June since the idea began in 2009; millions of people stop what they're doing and get together with neighbours in a nationwide act of community and friendship. This initiative has been supported by the safer and Stronger partnership Board and fits in with the 'People Can' brand. A Big Lunch or Get Together can be anything from a small gathering in a garden, park or driveway, to a larger party with trestle tables down the middle of your street. The official Big Lunch date in June isn't practical for every community so you can run one at any time you fancy. People from all over the district are invited to come together with friends, neighbours and others they don't yet know to get involved and take part in street parties, picnics, barbeques and bake-off competitions. An annual programme with grants of £200 to enable people to get involved and bring their neighbours together over what can be humble lunches to something very grand. Good examples include more than 400 people gathered</p>	<p>3,100 people (0.6%) since the previous year.</p> <p>The Wards in Bradford where the proportion of BAME pupils is over 90% are generally Bradford Moor, Manningham, City and Toller. The Wards where the proportion of White British pupils is over 90% are generally Wharf dale, Worth Valley and Ilkley.</p> <p>Faith organisations already engaged for example, Church, Mosque, Gurdwara, Temple and Synagogue.</p> <p>Voluntary community organisations</p>	<p>delivery of festivals and events. Data capture on attendees agreed</p>	<p>year.</p> <p>Festivals and events promoted.</p> <p>Get Together funding is open</p> <p>Great Together applications received</p> <p>Great together applications are approved</p> <p>Great together events take place</p> <p>Festivals and events delivered.</p> <p>Impact and evaluation report provided.</p>	<p>ood.</p> <p>No of volunteers supporting those less confident to engage in the life of the District</p> <p>No of new programming (and events) take place that allow people to celebrate and share their culture with 'others'</p> <p>No of community groups supported each year targeting a No of people.</p>		<p>to mix and learn more about different cultures.</p> <p>Perceptions of different communities are improved for people participating.</p> <p>People have more confidence to travel outside of their neighbourhood and engage with 'others'.</p> <p>The Great Get Together provides an opportunity for people to learn about cultures and foods from their neighbours through the well know medium of food bringing people together.</p>
--	--	---	---	---	---	--	---

	<p>in Lund Park for Keighley latest Great Get Together on Saturday July 8th 2017. The park hosted people from different backgrounds cultures and ages all enjoying the sunshine and taking part in archery, cycling, running , games whilst listening to the sound of reggae. A host of organisations were involved in the planning and delivery including Lund Park Community Group, Community Action Bradford and District, Bradford Council, Church of the Nazarene, Keighley Children’s Centres, Roshni Ghar, and Bangladeshi Community Association.</p>						
	<p>VFM- Perception and Behaviour Change- People Can “People Can” is an open invitation to our communities, neighbourhoods, villages, towns, individuals and organisations that make up the district to work together to do things differently, discover how we can all make a difference to our lives and the places we live in. It is an ambitious initiative that is established as a broader district wide approach that succeeds through collaborating with the Voluntary and Community Sector (VCS), the business community and citizens and not through the Council’s work alone. People Can is recognised with in the Council that it cuts across all the Council Plan outcomes, it a district wide approach that is gaining a wider recognition that the approach and ethos can have great transformational potential in shifting the public sectors’ relationship with citizens to a one where communities and others work to support each other.</p> <p>1) A timetable of activities is produced for the year with various council depts. and with partner agencies and residents carry out arrange of themed activities throughout the district. Examples of groups of volunteers getting together include the following, Street Angels, Friends of the Deceased - litter picks and maintaining vegetation at Schlemoor cemetery, 'Friends of</p>	<p>The latest population figures produced by the Office for National Statistics (ONS) on 22 June 2017 show that an estimated 534,300 people live in Bradford District - an increase of 3,100 people (0.6%) since the previous year.</p>	<p>Recruit a People Can coordinator which will take on a more strategic role to widen impact of the People Can initiative</p> <p>Coordinate activities for the year</p>	<p>Gather intel on volunteering data including demographics.</p> <p>Produce activities for the year</p> <p>Capture data</p>	<p>10,000 people are engaged across the district.</p> <p>100 VCS organisations engage in People Can</p> <p>1000 volunteers participate across the District</p>	<p>Over 100,000 people volunteer in Bradford District on an individual basis or in groups. They support around 1,500 community organisations in the district and contribute to their neighbourhoods in diverse ways. In 2017 People Can posts had reached 122,000 residents in the district through Facebook</p>	<p>Community of people finding new ways to work together,</p> <p>Shared approach to solving problems and meeting needs</p> <p>Increased neighbourliness - carrying out small, informal, every day acts of support and kindness for others</p> <p>Increased Community action – creating or being part of a group, activity or event with others to start tackling local issues and</p>

	<p>groups e.g. Bowling Park and Community Litter Picks.</p> <p>2) Community Stars Awards- Community Stars was launched as part of a Year of Active Citizens in 2011 and since then the Council, voluntary sector and the Telegraph and Argus have worked closely together to have an annual Community Stars campaign that celebrates what people do within their communities and the People Can Make a Difference campaign will build on this work.</p>						<p>needs</p> <p>Increased Volunteering</p> <p>Increased use of existing resources</p>
<p>8. Provide safe spaces where difficult conversations can be held, and conflicts can be resolved.</p>	<p>Behaviour and Perception Change- Real People Honest Talk</p> <p>1) Small Conversations: We will establish 40 sets of conversations across BMDC area with 15 in each group reaching 600 people. 60% of participants will be women and we will avoid community gatekeepers. Discussion will focus on local issues and each group will develop an action plan for their neighbourhood. We will work within local communities to identify potential participants and encourage them to sign-up, as well as organising the events themselves. We will identify local organisations who can act as hubs for each conversation. Real People Honest Talk experienced community conversation leaders will facilitate the conversations using dialogical approach, and over the course of the programme ideas will be captured and shared. Following on from the Small Conversations, communities will be supported in turning their ideas into actions. Following on from the Small Conversations, communities will be supported in turning their ideas into actions through RPHT Near Neighbours grants.</p> <p>2) Big Conversation: We will organise a city-wide celebration event with up to 600 participants. This will include representatives from LA, Police, CCG's and other public bodies as well as local people who have taken part in the small groups.</p>	<p>The Wards in Bradford where the proportion of BAME pupils is over 90% are generally Bradford Moor, Manningham, City and Toller. The Wards where the proportion of White British pupils is over 90% are generally Wharf dale, Worth Valley and Ilkley.</p> <p>Focus of the programme will be on intergenerational relationships and trust building.</p> <p>The key attribute of the programme is that it brings together people from different faiths and</p>	<p>Agree Project Support Officer to deliver</p> <p>Identify organisations as hubs</p> <p>Recruit conversational leaders</p> <p>Agree RPHT continuation support post this pre-preparation work</p> <p>Local planning stage drawing together key stakeholders.</p> <p>Recruitment of staff and particularly local animators</p>	<p>40 sets of Small group conversations focussed on addressing local needs and raising difficult issues.</p> <p>40 sets of action plans for local mobilisation to foster integration and community capacity building.</p> <p>12 community events aimed at raising the profile of the work and ensuring wider coverage.</p> <p>12 meetings of reference group to identify good practice and learning from</p>	<p>Big conversation gathering with city wide participation including members of small conversation groups, policy makers, representatives from LA, CCG's, police etc.</p> <p>Research report identifying key learning from the programme. Monitoring and evaluation report.</p>	<p>The most recent data available to look at residential segregation comes from the 2011 Census. From the 19th century onwards, new arrivals from abroad tended to settle in Bradford's city centre where housing was affordable and available. This pattern of settlement has continued. Most new arrivals, whether from South Asia, the EU or through asylum routes have tended to settle in the city centre and its surrounding wards, or in Keighley. Wharf dale, Ilkley, Worth Valley, Craven and Baildon wards have the highest proportions White British people. Toller, Manningham,</p>	<p>Numbers of people who have had a positive experience of dialogue across difference.</p> <p>Numbers of people who have had a conversation with a neighbour they did not know from a different faith or ethnicity.</p> <p>Numbers of people having had an honest and open conversation.</p> <p>For participants: Attitude change leading to positive attitude about living in</p>

	<p>This will provide potential for development of a longer-term programme of RPHT events aimed at providing safe spaces through time. Previous events have provided an opportunity to showcase other local work.</p> <p>3) Communications: We will implement a communications strategy to engage local communities and local decision-makers with the Real People, Honest Talk programme. This will include developing digital media platforms as well as, press and TV coverage to share ideas, support 'myth-busting', celebrate successes and publicise project ideas. We will also build links between each of the small conversations so as to provide for an on-going wider conversation.</p> <p>4) Research and Evaluation: We will collect data about changed attitudes and use the opportunity presented by the conversations to build a picture of the key issues of integration as they arise in the lives of local people. We also want to explore the idea of integration guardians (local people who take a special interest in integration) and who have a system wide brief across various aspects of a neighbourhood.</p>	<p>ethnicities.</p> <p>Specific targeting will take place to ensure that each conversation groups is made up of different voices.</p>	<p>Recruitment of local partner organisations about to host conversation groups</p> <p>Evaluation and monitoring process established.</p> <p>Establish reference group of animators, NN staff and key stakeholders to learn and monitor.</p>	<p>the process.</p> <p>Development of a community of practice to promote the programme more widely including academics, practitioners and policy makers (3 meetings during the year)</p>		<p>Bradford Moor, City and Little Horton wards have the highest proportions of BAME communities.</p> <p>The 'Your Views' survey of the West Yorkshire Police and Crime Commissioner suggests that 50% of survey respondents in Bradford think that people in their local area get on well together, compared to 55% for West Yorkshire (the survey has only been running since July 2017 and is too early to be broken down by demographics or neighbourhood).</p>	<p>my neighbourhood.</p> <p>Attitude change leading to feeling safe in my neighbourhood</p> <p>Attitude change so that I feel I can influence decision that affect my neighbourhood.</p> <p>Attitude change so that I have a more positive view of diversity.</p> <p>Attitude change so that I can say I trust my neighbours</p> <p>Capacity to talk more honestly and openly about difficult issues with my neighbours from different ethnic and religious backgrounds.</p>
	<p>System, Behaviour and Perception Change- Street Life As an exemplar model, we will aim to engage and recruit grassroots organisations, faith groups and community activists. We will work across three wards Keighley, Little Horton and Eccleshill to set</p>	<p>Concentrating on Keighley West – (BD22) Bracken Bank which is ranked between the lowest 10-20%</p>	<p>Community engagement carried out in wards and people registered to</p>	<p>Delivery of community development and resilience training</p>	<p>1 social action group per area in Keighley, Little Horton</p>	<p>Desire to/ or history of an asset-based approach to community development</p>	<p>Participants feel that their contribution to their community is valued</p>

	<p>up a social action group in each target area with the specific aim of developing safe shared communal spaces (indoors/ outdoors). We will be using a range of action learning and appreciative enquiry techniques. We will support communities to set up their group – including constituting the group to enable them to self-sustain</p> <p>Through our work we have become aware of the lack of shared space where social exchange & debate can take place; instead shared spaces that remain act as mediators of social exclusion. Struggles over limited resources can result in hostility & further division between indigenous white/ BAME and new communities. Community shared spaces are becoming scarcer; many of those that remain come from single ethnic groups and tend to be purposed to accommodate very narrow sections of our communities. We are seeing less integration, cooperation & shared leisure time. Further, the attributes of integration, membership, influence, fulfilment of needs & shared emotional connections, necessary to a sustainable community, are disappearing. Resident feedback supports our findings and heightens our concerns around present state of shared communal spaces. Support asset transfer to create a safe space (where this was appropriate/ desired)</p> <ul style="list-style-type: none"> • Provide Community Development Training to help participants understand the dynamics of communities • Equip and empower residents to lead social action • We will work with each group to develop shared spaces where local people can: • Engage in new debates around integration • Develop new understanding of community and neighbourliness – including social networks to reduce isolation/ loneliness • Build relationship with others of difference 	<p>LSOA across main domains. Ward Profile 2017: 92% white British, 4.5% Muslim, 22% of population under 16/ 61% are between 16-64/ 17% over 64. Little Horton– (BD5) West Bowling area ranked lowest 10-30% across all LSOA domains. Ward Profile 2017: 48.5% Pakistani, 28.8% White British, Mix of other ethnicities 33.2% of the population is aged under 16 and 60.2% is aged between 16 and 64/ approx. 7% over 64.</p> <p>Eccleshill – (BD10) Ravenscliffe area ranked lowest 10-30% across most LSOA domains. Ward Profile 2017 87.2% White British, 7% Muslim, 26% of the population is aged under 16 and 60.8% is</p>	<p>participate in the programme</p> <p>Spaces identified across the District</p>	<p>Groups constituted if wanted</p>	<p>and Eccleshill. 10-12 (30-36 altogether) community residents to deliver and lead gaining volunteering experience</p> <p>30-36 residents attend training</p> <p>30-50 people participating in the social action project either through consultation or involvement in delivery.</p> <p>Increase of spaces being utilised by mixture of groups.</p>	<p>Anti-social behaviour identified as issue on ward plans</p> <p>Higher levels of NEET in the target wards – could impact on levels of crime/ integration</p> <p>High levels of movement of ethnic groups leaving monoethnic communities (Keighley West/ Little Horton)</p>	<p>Participants state they feel their culture is respected and that difference is respected</p> <p>People will begin to feel more independent and will have created better connections with those who live in the area.</p> <p>People will be able to identify with spaces that they feel are welcoming and for 'everyone'.</p>
--	--	--	--	-------------------------------------	--	--	---

	<ul style="list-style-type: none"> Challenge disruptive community influences Host cross cultural community celebration 	aged between 16 and 64.13.4% over 64.					
	<p><u>VFM- Behaviour and Perception Change- Believing in Bradford/ Catalyst</u> Using the models of 'Believing in Bradford and Catalyst we will support 600 young people (between the age of 16 -26) through a four day residential to improve their knowledge of the district and 'the other', develop confidence and commitment to act as positive role models, to commit to engage in a tailored programme of activity over the next 12 months. The programme will emphasise the importance of religious and ethnic diversity in our city and encourages its young people to be understanding and supportive to people of all backgrounds. The programme will run over five years with 32 individual's residential (max 20 people on each). It will cover;</p> <ol style="list-style-type: none"> 1) Develop the confidence and commitment to act as agents of positive change 2) Develop a positive identity for living in a multi-faith, multi-ethnic Bradford 3) Develop creative leaders to act as role models in local communities 4) Develop the skills and experience to play their part in building a strong civil society and enhance their employability. <p>Consideration will be given to areas such as engagement of South Asian women on residential through pre-engagement and direct work with parents etc. and some 'women only' sessions. This project will be a 'Big Lottery' application and 'cost neutral to the 'Integration Programme' Project lead would be 'Well Springs'.</p>	<p>Consideration will be given to areas such as engagement of South Asian women on residential through pre-engagement and direct work with parents etc. and some 'women only' sessions.</p> <p>600 Young people across Bradford</p>	<p>Application is approved by Reaching Communities</p> <p>Mobilisation plan is drafted and agreed</p>	<p>Recruitment of 120 young people</p> <p>Women are pre-engaged</p> <p>6 residential will run in the first year</p>	<p>32 residential where people from different background s mix and develop leadership skills</p> <p>600 people (age 16 - 26) from across the district participate in leadership development programme. 600 positive role models 600 active citizens engaged in a 12- month programme of social action that changes behaviour, attitude and opinion across district.</p>	<p>Raising aspiration and building potential future leaders amongst the districts young people has come out of the consultation as a leading priority. 194,200 (36.3%) of the District's population is aged under 26. 73,900 (13.8%) of the District's population is aged between 16 and 26. 51% male and 49% female. Wharfedale ward has the lowest percentage of this age group (8.9%) followed by Ilkley (9.3%) and Baildon (9.5%). At the other end of the scale: City has the highest percentage (30.7%) followed by Manningham (18.2%) and Toller (17.3%). The 2011 Census provides data by ethnic origin and broad age groups. 57.9% of the 16-29 age group is White, 26.3% is of Pakistani origin, 3.5% is of Mixed origin and 3% is of Indian origin.</p>	<p>16-26 year olds learn to trust and respect and form friendships with people from different backgrounds to themselves</p> <p>Behaviour change, attitude and opinion district</p>

						Raising aspiration and building potential future leaders amongst the districts young people has come out of the consultation as a leading priority.	
	<p>Behaviour and Perception Change- Young People Building Bridges</p> <p>Deliver a targeted programme of cultural awareness sessions for young people enabling them to build bridges across boundaries and areas they wouldn't normally go or interact with. This has been particularly highlighted as an idea from our community engagement activities, describing this as 'Welcome to the Hood'. This would be vehicle to engineer some of those community dialogues and address residential segregation. The programme will include;</p> <p>1) working with specifically with young people aged 13-25 living within two awards in Bradford</p> <p>2) Residential trips to develop leadership skills, team building opportunities and to provide safe space for open dialogue and conflict resolution</p> <p>3) Young people engage in a social action project which may range from older people, homeless or with those with disabilities</p> <p>4) The programme will be enhanced with a cultural element, from appreciation and exposure of arts to religious/cultural places of significance and importance.</p> <p>5) Connection to the Opportunity Area and use of Youth Ambassadors</p> <p>The young people will write about their experiences and share them with other people.</p>	<p>More than one quarter (29%) is aged under 20.</p> <p>48% of 0-14 year olds are BAME.</p>	<p>Mobilisation plan is written</p> <p>Recruitment of young people</p> <p>Mobilisation plan agreed.</p>	<p>2 residential will be delivered</p> <p>50 young people engaged</p> <p>Social action project is delivered</p> <p>Youth ambassadors utilised from the Opportunity area.</p> <p>Reflections by young people are written</p>	<p>Engaging with 1000 young people aged from 13-16 and 18 - 25</p> <p>2 residentials per constituency for 50 young people</p> <p>25 Challenge Days - 5 per constituency. Social Action Projects in the area</p> <p>Activity Days - leadership skills and team building.</p> <p>Visits to faith and</p>	<p>More than one quarter (29%) is aged under 20 and nearly seven in ten people are aged under 50. Younger age groups are more ethnically diverse. Only 10% of the population over 65 years old are BAME, in contrast to 48% of 0-14 year olds.</p>	<p>Breaking down barriers between communities</p> <p>1000 active volunteers</p> <p>Decreasing tension and hate crime.</p> <p>Building Community resilience.</p> <p>Building confidence and integration</p>

					cultural places across the region with other authorities.		
9. Improve coordination between partners and services so people have a fair chance.	<p>System Change- Roma</p> <p>We will develop a strategy and delivery plan that crosses the four large public sector institutions (Council, Health, Police, Fire & Rescue Service). Bringing in specialist external support to work alongside VCS groups that support Roma communities. A strategy will be developed that reflects the local priorities and need. Where necessary VCS workers will have 'back fill' provided to enable a thorough and robust engagement process with the Roma community. We will invest where needed training and travel to support the tailoring of services to meet the needs of Roma community better. We will engage with providers such as Bradford College to develop language courses in more European Languages. Individual delivery plans will be produced for Council, Health, Police and Fire & Rescue Service, monitored through the Stronger Communities Partnership and the Health and Wellbeing Board. This project will create tailored and more localised projects targeting this community.</p>	<p>JCP/DWP Other programmes i.e. CLLD Employability partners Partners i.e. Health, Police, Housing, Education public sector LGBT Women New migrants Refugees and asylum seekers Roma community</p>	<p>Establish working group led by the Stronger Communities team</p>	<p>Clear purpose and actions are agreed.</p>	<p>Three thematic meetings each year, discussing priorities determined by the 'communities of interest'.</p> <p>7 'communities of interest' actively engaged in discussions pertinent to their community.</p> <p>Action Plans produced that reflects the needs of 'communities of interest' Project support worker allocated.</p>	<p>There are 8,415 people on the electoral register in Bradford from Central and Eastern European (CEE) communities (2% of total registrations). 50% of CEE registrations are from the Polish community. Other CEE communities on the electoral register are: Slovakian (1,266, 15%), Latvian (994, 12%), Romanian (597, 7%), Lithuanian (505, 6%), Czech (396, 5%), Hungarian (212, 3%), Bulgarian (112, 1%), Estonian (62, 1%), Croatian (20, 0%) and Slovenian (9, 0%). The wards with the highest number of people from CEE communities on the electoral register are City, Tong, Little Horton and Bowling and Barkerend.</p>	<p>Voice and influence provided to communities of interest, giving them confidence to become more involved in the political and community life of the district.</p> <p>Tailored and aligned support provided by agencies to meet the needs of communities of interest.</p>

PRIORITY AREA 4: PERCEPTIONS OF THE OTHER

PILLAR: FEELING SAFE

More people will say they feel satisfied with their neighbourhood and feel safer across our District.

OBJECTIVES	ACTIVITY <i>What will they do? (including system / behavioural changes)</i>	TARGET AREAS inc stakeholder considerations <i>Based on a considered segmentation strategy (e.g. geography, demographics)</i>	MILESTONES (specific, measurable, and link back to how it will contribute towards achieving the longer term outcomes)			EVIDENCE BASE inc gaps / rationale <i>Why this has been identified as a priority objective – what’s the hypothesis they’re testing?</i>	Outcome Measures
			2018/19 <i>Set up measures / ways of working etc</i>	2019/20 <i>Initial output measures inc early wins</i>	2020/21 <i>Output measures</i>		
10. Reduce negative views and stereotypes that some of the Districts residents hold about people who are different from themselves.	<p>Perception and Behaviour Change- Nuisance and Dangerous Driving The Integrated Communities Programme commissioned a District wide consultation to talk to local residents about what mattered to them in relation to the seven key areas the Partnership Board shortlisted for discussion. We talked to a very large sample of 630 people in Bradford, Shipley and Keighley. The issues that were raised of particular concern were nuisance and dangerous driving by young people and littering. We would like to explore a piece of research which may or may not highlight any integration links between these two factors.</p> <p>This adds tensions and stereotyping between different communities resulting in people being divisive.</p> <p>NOT FUNDED THROUGH MHCLG 2) We will broaden the scope of Operation</p>	<p>City ward has the highest number of road related offence incidents and there are particular ‘hotspots’ around Great Horton Road, Manchester Road, Ingleby Road, Nelson Street and Thornton Road.</p> <p>Majority of nuisance and dangerous driving have been young people – sometimes resulting in</p>	<p>Design brief written</p> <p>Researcher commissioned</p> <p>Road safety education rolled out to schools</p> <p>Engage with Families First</p> <p>Work in partnership to obtain a District wide PSPO for anti-social use of motor vehicles.</p>	<p>Design potential intervention.</p> <p>PSPO obtained</p> <p>Road safety delivered in schools</p> <p>Obtain further funding for the continuation of work</p> <p>Utilise Youth Ambassadors from Opportunity area programme</p>	<p>Deliver project.</p> <p>Deliver 50 joint educational inputs in primary and secondary schools.</p> <p>Targeted early intervention work with young people identified at risk.</p> <p>Deliver 75 school parking multi days of action.</p> <p>Undertake 75 Operation Steerside multi days of action.</p>	<p>Whilst the number of nuisance car/van incidents has remained stable the number of police recorded road related offence incidents has increased by 23% when comparing the year to 31 March 2018 with the previous year.</p> <p>The ‘Your Views’</p>	<p>Increase % confidence - Your Views Survey.</p> <p>Increase number of reported incidents of ASB/Nuisance driving.</p> <p>As confidence increases this will have an impact on the number of incidents reported.</p> <p>Increase the number of</p>

	<p>Steerside to be a multi-agency response to tackle not only road safety but also concerns regarding anti-social driving and the general perception of driving in the District.</p> <p>a) To work with partners from the Local councils, WYFRS and YAS to provide a rolling programme of road safety education resources available for all school ages. To work with schools and educational establishments to undertake multi agency parking and speeding initiatives across the District utilising pupils to promote education, rather than punishment for incidents and parking issues. Ensure a problem solving approach is taken to repeat offenses. Demand locations identified as having persistent issues with anti-social driving, whether public or private to look to design out the issues.</p> <p>b) We will identify young people involved in anti-social use of motor vehicles as a full family approach utilising Families First scheme to ensure behaviours are addressed and effective interventions. Commitment to work with Third Sector Organisations and Youth Services to target and provide positive role models for youths identified as vulnerable for anti-social use of vehicles.</p> <p>c) Work in partnership to obtain a District wide PSPO for anti-social use of motor vehicles. This will show commitment of the District to tackle the issue and provide a combined partnership enforcement power. Identify opportunities to come and talk to the public about the operation to offer advice, raise awareness and provide materials.</p> <p>d) Promote the Operation through regular Media releases providing clear up dates on activity undertaken to raise awareness of partnership commitment to reduce effect.</p> <p>e) Identify resourcing requirements and where required submit funding applications to support our activity.</p>	<p>pursue and death.</p>	<p>Promote Operation Steerside through media and social media</p>			<p>perception survey was launched by the Office of the Police and Crime Commissioner. Respondents were asked what key community safety issue concerned them the most in their local area and 18% of respondents in Bradford said bad driving (speeding).</p>	<p>prosecutions.</p> <p>Obtain a District Public Space Protection Order (PSPO) for ASB/Nuisance driving</p> <p>Reduce number of KSI collisions.</p>
--	---	--------------------------	---	--	--	--	---

	<p>Steerside Strategic Management Group will develop a clear delivery plan with relevant and tangible actions for each partner, which collectively seek to address the issues, priorities and concerns across the District. Members will be in a position of influence and have decision making responsibilities concerning resources and budgets. Together they will look to pool resources, commit finance, and identify opportunities and work together to remove the perceptions of antisocial vehicle use across the District.</p>						
<p>11. Equip people with the skills to resolve conflict</p>	<p>Perception and Behaviour Change- Hate Crime We will use this programme to test a number of interventions outlined in the Hate Crime Strategy. It will kick-start a programme of work, providing data and evidence on what works so the interventions we trial can be built on later through other sources of funding.</p> <p>Whilst developing the Hate Crime Strategy we carried out a number of consultations with people from the protected characteristic groups. Each group was given the opportunity to explore the hate crime strategy and objectives from previous years and asked to comment on what they would like to see in the 2017-20 strategy. Many of the objectives were shared between groups with some very clear overlap and others were specific to that protected characteristic group. The following have been highlighted as key areas of work;</p> <p>1) Research the extent of Hate Crime in our District especially those that go unreported.</p> <p>2) Redesigning the equality and diversity training to include cultural intelligence, further awareness of our own subconscious biases</p>	<p>Following on consultations and data -groups most marginalised and likely to be victimised/ targeted. For example migrants, LGBT and Muslims.</p>	<p>Produce promotional material</p> <p>Establish Evolve as a way to monitor workforce training.</p> <p>Identify groups and organisations requiring support and training.</p> <p>Design restorative justice system</p>	<p>Deliver training to staff/organisations</p> <p>Disseminate material and publicise widely</p> <p>Test and learn from restorative justice in practice / evaluate and share learning</p>	<p>Work with schools and the wider community such as VCS, Faith Organisations and clubs to offer a programme of speakers (People Library) and resources to educate against hate crime in all its protected characteristics.</p> <p>Offered to all organisations, groups and clubs across the district. 40 sessions per year with groups of 15. To include a hate crime conference for teachers, professionals and workers.</p>	<p>Overall, reported Hate Crimes in 2017 stood at 1,579 compared to 1,238 reported in 2016, this being an increase of 28%. 76% of hate crimes in Bradford in 2018 were racially motivated. 58.7% of victims of hate incidents in 2017 were Male and the age group with the highest proportion of victims was the 30-39</p>	<p>Raising awareness of hate crime and hate incidents</p> <p>We aim to reduce the number of hate crime incidents on public transport, the night-time economy and the internet.</p> <p>Increasing the reporting of hate crime</p> <p>Reform those who may be likely to offend again.</p>

	<p>and offering specific training on key subject areas such as Islamophobia and transphobia, refugees and asylums etc. The training will be offered to the entire workforce including employers, businesses, GP's and so on.</p> <p>3) Promotion of hate crime strategy - production of videos, vlogs, social media campaigns, to include positive voices which will develop volunteers and organisations to promote good stories to counter and challenge harmful narratives.</p> <p>4) Develop initiatives such as restorative justice which allows perpetrators to face victims in a safe environment to learn the impact their actions have on others.</p> <p>In particular where possible we see opportunities to connect individuals to other projects within our programme such as Real People, Honest Talk.</p>				<p>Promotion of hate crime strategy - production of videos, vlogs, social media campaigns, to include positive voices which will develop volunteers and organisations to promote good stories to counter and challenge harmful narratives.</p>	<p>groups with 25% of victims. Unfortunately ethnicity data was missing for a large proportion of victims (45%), therefore analysis by ethnicity isn't reliable. 67% of suspects of hate incidents in 2017 were Male. The age group with the highest proportion of suspects was the Under 16 age group with 28%. Research has shown that hate crimes cause victims greater distress than similar crimes without the same motivation.</p>	
<p>12. Facilitate activities through the Safer Communities Partnership</p>	<p>Behaviour and Perception Change- Pride in Place Litter came up repeatedly as a major area of concern across our engagement activities. People expressed how much litter impacted on their own perceptions of where they live including what they thought about their neighbourhood and the District. Whilst we</p>	<p>50% of all streets failing on litter in Bradford over seven years have come from the same 6 wards: Bradford Moor, Manningham,</p>	<p>Design brief written</p> <p>Researcher commissioned</p> <p>Identify 3 areas and 500</p>	<p>Design potential intervention.</p> <p>On site recycling</p> <p>Running of a bulk refuse service</p> <p>More landlords</p>	<p>Deliver project.</p> <p>80% recycling rate compared to 10% in some neighbourhoods currently.</p>	<p>High number of streets failing to achieve an acceptable standard in terms of litter according to</p>	<p>Cleaner street.</p> <p>More people take personal responsibility.</p> <p>Residents and businesses</p>

	<p>appreciate that the long-term benefits of interventions against litter might not be immediate, we believe it may demonstrate a sense of pride in place. We propose to;</p> <p>a) Evaluate and carry out research on perceptions of area pertaining to litter and people's sense of personal responsibility. We will use to compare against wards or areas which are clean and tidy to see whether there is any correlation between perceptions of place to receptiveness to integration.</p> <p>Litter came up repeatedly as a major area of concern across our engagement activities. People expressed how much litter impacted on their own perceptions of where they live including what they thought about their neighbourhood and the District. Whilst we appreciate that the long term benefits of interventions against litter might not be immediate we believe it may demonstrate a sense of pride in place. We propose to;</p> <p>a) Evaluate and carry out research on perceptions of area pertaining to litter and people's sense of personal responsibility. We will use to compare against wards or areas which are clean and tidy to see whether there is any correlation between perceptions of place to receptiveness to integration.</p> <p>NOT FUNDED THROUGH MHCLG</p> <p>b) Target 6 wards with up to 500 properties in 3 different constituencies to run a pilot which will involve trialing different approaches to improve the appearance of the area. This will involve the following:</p> <p>1. Co-ordination of work to improve recycling linked to an on site presence (washing out and reuse of contaminated bins, issuing of new recycling bins, numbering of bins) and regular monitoring and events and other community engagement activities,</p>	<p>Little Horton, Toller, Bowling and Barkerend and City.</p> <p>Regular reports through various engagement events and ward councillors of complaints and tension in neighbourhoods, due to feelings from some residents that more recently-arrived residents are creating issues in the neighbourhood as they are not taking responsibility for their waste.</p>	<p>properties</p> <p>Training delivered for council wardens on recycling</p> <p>Pilot of new systems for Council Wardens</p>	<p>with waste in gardens are dealt with action</p> <p>Recruitment of street champions</p> <p>Civic pride event delivered</p>	<p>Reduction in the No of contaminated bins (would survey at the beginning and end of the pilot).</p> <p>50% reduction in service requests/complaints about rubbish in gardens.</p> <p>20% reduction in the number of streets failing to reach and acceptable level on litter.</p> <p>30% reduction in reports of fly tipping.</p> <p>90% of green and grey bins will be numbered and at the correct properties</p> <p>At least 5 street champions will be in place in each of he 6 wards.</p>	<p>NI195 assessments.</p> <p>High incidence of fly tipping as recorded on fly capture.</p> <p>Complaints about rubbish in gardens reported to the contact centre.</p>	<p>educated to dispose of their litter and waste properly.</p> <p>Cleaner streets and tidier gardens</p> <p>Residents get along better</p>
--	--	---	--	--	--	---	--

	<p>2. Running a mobile bulk refuse service that collects from the area on the same day every week, or as required, to make it easier for residents to responsibly dispose of waste from their gardens (residents would be charged in the same way as for the current service),</p> <p>3. Training for Council Wardens on recycling,</p> <p>4. Work with landlords and letting agents including education and the development of information packs and taking enforcement action against the landlords for waste in gardens and lack of green bins,</p> <p>5. Council Wardens will pilot the use of software that allows them to issue CPWs on site, making it quicker and easier to take low level enforcement action and show residents that we're serious about dealing with the issues,</p> <p>6. Engagement of street champions linked to Council Wardens and</p> <p>7. Civic pride event with awards in each neighbourhood possibly linked to a garden competition.</p>						
--	--	--	--	--	--	--	--

INTERNAL USE ONLY FOR MHCLG INVESTMENT SUB COMMITTEE / IMPLEMENTATION MANAGEMENT										
Cost / VFM analysis	Strategic Lead in IA	Progress	Risks / Mitigation	Issues						
<i>IA to complete - It should include low cost / no cost interventions- we may only be able to provide rough forecasts for now</i>	<i>Who is accountable for implementation progress in the IA?</i>	<i>Measured regularly by MHCLG and IA leads; will also be used to inform updates to the LIP, MHCLG IA board / ministers</i>	<i>As needed- identified by IA</i>	<i>As needed- identified by IA</i>						
Bradford District Council will administer any funding allocated by MHCLG on behalf of the Bradford 'Stronger Communities Partnership'. The Council undertakes its procurement and commissioning processes in accordance with established internal financial regulations and standing orders for	<table border="1"> <tr> <td data-bbox="607 1102 958 1161">Assistant Director</td> </tr> <tr> <td data-bbox="607 1161 958 1300">Programme Lead</td> </tr> <tr> <td data-bbox="607 1300 958 1355">Assistant Director</td> </tr> </table>	Assistant Director	Programme Lead	Assistant Director	<table border="1"> <tr> <td data-bbox="958 1102 1352 1161">Interim chair appointed for the Partnership</td> </tr> <tr> <td data-bbox="958 1161 1352 1300">A number of Partnership and Steering group meetings have taken place to develop guiding principles, delivery plan and strategy</td> </tr> <tr> <td data-bbox="958 1300 1352 1355">Programme Manager recruited and now in post</td> </tr> </table>	Interim chair appointed for the Partnership	A number of Partnership and Steering group meetings have taken place to develop guiding principles, delivery plan and strategy	Programme Manager recruited and now in post	See Risk log	See issues log
Assistant Director										
Programme Lead										
Assistant Director										
Interim chair appointed for the Partnership										
A number of Partnership and Steering group meetings have taken place to develop guiding principles, delivery plan and strategy										
Programme Manager recruited and now in post										

<p>contracts and in compliance with of OJEU legislation, all of which would be applied, at appropriate financial thresholds to any funding received.</p> <p>We use Social Value within our procurements to leverage additional value from our suppliers to benefit the Bradford District. The Social Value requests are aimed at being proportionate to the contract size, deliverable by suppliers and that will provide long term social benefit.</p> <p>As a 'test and learn' process it is not possible to ascertain the value for money that can be derived from the interventions contained in the delivery plan, including whether they can provide a 'scalable benefit' at Bradford or elsewhere. If is envisaged that this would be determined as part of the evaluation plan that will be designed with MHCLG and delivered and monitored by IFF consultants.</p>	Assistant Director	Community Engagement carried out in three areas across Bradford District; Bradford, Shipley with Keighley with over 630 people engaged.		
	Programme Lead	Draft Delivery Plan submitted		
	Programme Lead	Delivery Plan and Strategy approved by Steering Group		
	Programme Lead	Delivery plan and Strategy submitted		

A STRONGER COMMUNITIES STRATEGY FOR BRADFORD DISTRICT 2018 – 2023

Version 6.0

21 / 11 / 2018



Ministry of Housing,
Communities &
Local Government



BRADFORD
working in partnership

Table of Contents

Introduction from Bishop Toby Howarth, Chair of Bradford Stronger Communities Partnership	3
Introduction from Cllr Abdul Jabar, Portfolio Holder Neighbourhood & Communities	4
1. Our Ambition	5
2. Our commitment to building stronger communities	7
3. The Challenge	11
4. Our Delivery Plan	16
5. What we still don't know	25
6. How we will know it works?	26
7. Our Partnership and how to get involved	27
Annex A – Bradford Data Pack	Separate attachment
Annex B – Community Engagement Executive Report	Separate attachment

Foreword from Bishop Toby Howarth Chair of Bradford Stronger Communities Partnership



While a great deal of work has gone into producing this Stronger Communities Strategy, it is neither the first nor the last word on this part of our vision for Bradford District.

This Strategy builds on the four “pillars” developed as part of our Delivery Plan (which we refer to as, “Getting On”, “Getting Along”, “Getting Involved” and “Feeling Safe”). It also draws on Bradford’s history of incubating innovative models of social engagement.

Responding to the Government’s Integrated Communities Strategy, launched with a Green Paper in March 2018, we have produced here a local strategy as one of five Integration Areas nationally. But this document makes clear that the work funded within this particular programme is only part of a wider and longer-term vision for Bradford District.

Our five year Strategy has been developed through the late spring and summer of 2018 by a wide group of people who make up the Stronger Communities Partnership. This Partnership has, particularly through a smaller Steering Group, worked with councillors and officers from Bradford Metropolitan District Council and a range of organisations, as well as a team from the Ministry of Housing, Communities and Local Government. We have used data

brought together by British Futures and others (Annex A), as well as a process of community engagement led by The Social Kinetic (Annex B), to guide our discussions of complex and challenging issues and to develop this ambitious programme of work. Some of it will be funded from within the national Integration Strategy framework; other aspects will draw on other means of support.

We are aware that creating and maintaining stronger communities is properly the responsibility of all of us, not least in the District, from individuals and community groups at a neighbourhood level to business, statutory and Third Sector organisations. We are impacted by national and regional policy as well as by economic and political factors, including national and international and often beyond our control. We are also aware that, while it is important to measure the success (or otherwise) of our efforts, this is also not an easy task.

But we have also been clear from the outset, that this is a programme that begins with the considerable strengths and assets within our communities, and particularly the desire of so many within our District to work together as part of a vibrant society which enables and encourages people from all sorts of different backgrounds to flourish and contribute.

The Rt Revd Dr Toby Howarth
Bishop of Bradford

Foreword from Cllr Abdul Jabar Portfolio Holder, Neighbourhoods & Community Safety



My parents came to Bradford from Pakistan in the 1960's, the latest in a long line of people who have settled in this very special place. A place that for over two hundred years, has greeted people

from across the world. People who have made their homes here, working hard, raising families, making their mark; weaving their presence into the fabric of our cultural and economic life to create a unique and vibrant fusion of proud Yorkshire heritage and international influences.

Our diversity is reflected in strong senses of tradition, culture and community that can encompass multiple identities. Sometimes this leads people to pull in different directions which in turn can generate misunderstanding and result in intolerance. On occasion, events have put Bradford at the centre of national debates around integration. Yet each time we have weathered the storm and come back stronger, more resilient and ready to learn the lessons. Its not been easy; its taken leadership, patience and dialogue from all quarters. We've had to be prepared to listen to people, bring them together, change the way we do things and challenge and overcome the voices of the extremists.

Experience tells us that the overwhelming majority of people, whatever their background, share common values and aspirations. Respect for the law and for others; the principle of free speech; wanting the best for their families, good education, homes and jobs. Bradford's

focus then is on common humanity and values not judgements about gender, age, race or faith.

We also know that integration's not just about where people choose to live or who with. Taking part in the economy, having a decent home and avoiding poverty are equally powerful factors. Equality of opportunity must be at the heart of the debate.

Similarly, issues of race, ethnicity, faith, gender, sexual orientation and disability must be addressed together, not separately, because integration does not mean everyone being the same, thinking the same or looking the same rather, it means everyone a having a fair chance, doing their bit and playing by the rules. It means creating the space, understanding and opportunities for difference to be celebrated and respected. It means rejecting all forms of hate and prejudice. It means people pulling together united by shared values, common goals and collective pride.

The issues are complex with no quick fixes. We must guard against complacency, stay close to our communities and keep working to make sure those settled here are integrated and those arriving here get the support they need. The themes of this strategy are not new to us and link directly to the priority outcomes expressed in the District's strategic plan and many other investments and initiatives.

Our challenges are not unique but our experience, expertise and desire to learn means that we are among the cities best placed to meet them. So we welcome the chance to build a body of knowledge that will help to create a better future not just for Bradford District, but also Britain.

Our Ambition

We know that when we feel a great sense of belonging and connection within a place, this makes us stronger, happier, healthier and more prosperous while leaving space for diversity and difference. The priorities and measures identified in this strategy will promote how everyone has an essential part to play in our District, impact directly on our strategic priorities and help us to achieve our ambitions for Bradford District. It is through our shared ambition that we believe we can realise this vision.

Our shared ambition, articulated in our District Plan is to make Bradford District a great place for everyone – a place where all our children have a great start in life, where businesses are supported to create good jobs and workers have the skills to succeed, a place where people live longer, and have healthier lives and all our neighbourhoods are good places to live with decent homes for everyone.

Our Priorities

Our priorities have been developed with an understanding of our data and evidence (Annex A) and by talking to people about what is important to them. (Annex B) We know that having integrated communities is key to living a fulfilling life and to be able to achieve this we need to be holistic and inclusive as well as brave and bold in our approach. We will do this by prioritising four areas in our work;

1 Getting On: Equality of opportunity - addressing factors affecting economic participation and poverty including language skills and educational attainment.

Employment: We aim to build better economic outcomes and extend opportunity through alignment with other strategies designed to get more people into employment. This will be a two-prong approach; it will target activity at our poorest communities, improve English language skills and literacy and in particular, work with those most distant from the labour market including the long-term unemployed, older South Asian women, refugees and people with disabilities. It will work with employers to improve recruitment practices, promote diversity in the workforce and create a step change in organisational culture.

2 Getting along: Promoting greater interaction, dialogue and understanding between people from different backgrounds given the diversity of the population and the extent of residential and educational segregation; ensuring that people understand fully their

rights and freedoms and their responsibilities.

Education: We will help to increase social interaction between people from different backgrounds from the earliest age, through Linking Network and by exploring how the 'Admissions Policy' impacts on integration. We will translate this into adulthood building tolerance, understanding and respect.

3 Getting involved: Generating and connecting people to opportunities to participate in community and civic life and strengthening leadership.

Social mixing: We aim to bring people together in a shared purpose to build pride in their communities and local areas and develop a common identity that can cut across ethnicity, faith and geography. We will continue to provide safe spaces for difficult conversations to take place and for issues of concern to be raised. We will encourage and support volunteering and aim to increase participation. We will work to strengthen community leadership resources targeting those areas where intelligence suggests that participation in

community and civic life and satisfaction with the neighbourhood are low. We will develop strategies to ensure that key public sector agencies are better equipped to support groups like Roma and Asylum seekers. We will work to improve perceptions so that people from all backgrounds see Bradford District as a good place to live.

4 **Feeling safe:** Tackling crime and the fear of crime so that everyone feels safe.

Perceptions of the Other: We will help to increase understanding of acceptable behaviour and of rights and responsibilities. We will work to increase understanding and awareness of hate crime in all its forms whether it's cross-community, interfaith and intergenerational and equip people to manage those conversations. We will also pursue a robust criminal law response to hate in all its forms.

These form the key and overlapping pillars on which Bradford's Stronger Communities Partnership will focus its work.

Our Commitment to Building Stronger Communities

Bradford District is big, diverse and globally connected with long-standing traditions of welcoming people from across the world, all of whom have played their part in contributing to its history, heritage and cultural and economic life. This includes the 19th century influx of German merchants and of the Irish community; during the 20th century significant numbers of people arrived from Pakistan with smaller communities from India, Bangladesh and the Caribbean also making their homes here. Latterly, new economic migrants have arrived from Central and Eastern Europe including large numbers of people from Roma communities and the District, as a City of Sanctuary, has welcomed refugees and asylum seekers and was one of the first places to re-settle people fleeing the Syrian crisis.

Through working over many years to bring communities together, promote shared values and connect people to opportunities, our services and community organisations have developed a significant body of expertise about what does and doesn't work. However, we know it isn't easy, that we haven't got all the answers and that we cannot afford to be complacent; we must be open to new thinking and learning and ready to address on-going and emerging challenges.

We are determined to remain at the forefront of thinking, best practice and strong leadership. Experience, self-awareness and a willingness to innovate and learn make Bradford the right place to work on new, sustainable exemplar approaches to creating a stronger District which draws on its diversity.

Bradford District is home to a significant asset base which supports reciprocity, interculturalism, social mixing and economic opportunity. Our strengths include;

Experience. We have significant experience of promoting cohesion and opportunity over the last three decades including innovations like the nationally renowned (schools) Linking Network, Bangla Bantams expanding Bradford City FC's fan base, Believing in Bradford bringing people together through a residential to build understanding and advocacy. Get Bradford Working, our flagship employment and skills programme, has seen 3,000 people from disadvantaged groups' access employment. We have worked successfully together to reject the provocation and politics of far-right extremists like the EDL and Britain First.

Youth. Bradford benefits from the unique energy, ambition and talent associated with being the UK's youngest city, teeming with potential. Our Industrial Centres of Excellence are education-industry partnerships that are equipping young people with the skills and experiences

necessary for work helping to create a new generation of skilled and enterprising people. Research has revealed a growing concentration of young urban residents in Bradford – a highly sought-after group who can act as a catalyst for growth and business creation.



CASE STUDY- BORN IN BRADFORD, Born in Bradford (BiB) is one of the largest research studies in the World, tracking the lives of over 13,500 children to find out what influences the health and wellbeing of families.

The health of these children is being tracked from pregnancy through childhood and into adult life. Studying children from before birth is a powerful way of understanding the many influences that shape our lives. We have been able to include how our parents and our wider family, our genes, the way we choose to live, the local environment, the services we access come together to affect our health and well-being. The information collected from our BiB families is being used to find the causes of common childhood illnesses, conditions and to explore the mental and social development of this new generation. We have now started to follow-up all the BiB families to see how their lives have changed since pregnancy. We are doing this through BiB: Growing Up and the Primary School Years projects. The oldest child from this cohort is 11 years.

Community. A strong and vibrant civil society sector with an estimated 1,500 voluntary groups and 100,000 volunteers committed to making Bradford District a better place to live. Our People Can initiative is connecting more and more people to volunteering opportunities in which they can make a difference. Many neighbourhoods are served by community centres that offer a range of health, social and welfare to work support to users from a range of backgrounds. A growing number of community leaders are able to articulate positive messages around integration and the future district that Bradford aspires to be. Bradford Community Broadcasting (BCB) is playing a key part in helping to give our aspiring leaders a voice and to train its broadcasters and advocates of the future.

We have a proud history of welcoming and including newcomers from all corners of the world. City of Sanctuary Bradford was officially launched on 1st October 2008, with a vision to see this culture of welcome and hospitality extended to include those seeking sanctuary in our city. On 18th November 2010 Bradford became only the third city in the UK to be formally recognized as a 'City of Sanctuary'.



CASE STUDY- BOXING DAY FLOODS

The Boxing Day Floods in 2015 left destruction across Bingley and across the Airedale corridor and parts of Wharfedale. Properties, possessions, home and businesses were destroyed. The emergency services were fully stretched and it was apparent that this needed more resources including volunteers. Under the People Can initiative, Minhaj Welfare Foundation part of Minhaj-ul-Quran International (Bradford), were one of the first to respond to the devastation caused by the floods. It offered manpower as well-made arrangements for hot food meals, water and snacks.

Over 300 hot food packs containing rice, meat and vegetable curry along with fresh fruit and water were prepared and distributed. One resident even commented that this will be the first time in her life that she will be eating Asian food. In addition to this teams of volunteers were sent to Halifax at Mytholmroyd were deployed to help and assist families with clean-up operations.

“People Can” is an open invitation to our communities, neighbourhoods, villages, towns, individuals and organisations that make up the district to work together to do things differently, discover how we can all make a difference to our lives and the places we live in. It is an ambitious initiative that is established as a broader district wide approach that succeeds through collaborating with the Voluntary and Community Sector (VCS), the business community and citizens and not through the Council’s work alone.

it is a district wide approach that is gaining wider recognition, building on the ethos that great transformation can take place when communities and others work to support each other. People Can is a:

- Community of people finding new ways to work together,
- Shared approach to solving problems and meeting needs,
- Shared set of tools and resources to get things done.

The People Can work is currently themed in four areas:

- Be neighbourly – carrying out small, informal, every day acts of support and kindness for others,
- Community action – create or be part of a group, activity or event with others to start tackling local issues and needs
- Volunteering – as individuals how can we devote some of our time to helping others
- Finding resources – where we find funds, space and skills to get our project or initiative off the ground.

Enterprise and productive potential. A culture of enterprise and industry supports the most productive businesses of any Northern City. Our businesses are working with education providers to open up opportunities for young people for example, through our network of Industrial Centres of Excellence and 5,000 of our 17,000 businesses are supporting the District's Education Covenant which promotes a culture of lifelong learning. Working together public services and businesses are actively promoting Bradford as a place to live, work, visit and invest and campaigning for a city centre high speed rail stop that would unlock further productive potential and add £1.5bn to the economy.

History, Heritage and Culture. The District is home to significant heritage and cultural assets that help to tell the story of our place, the pioneering part it has played part in shaping the nation and of our international links and influence across the world. These include the Saltaire World Heritage Site, the Hockney gallery, Bronte Parsonage and the magnificent City Hall, Cartwright Hall and Cliffe Castle.

Bradford was designated the first

UNESCO City of Film and is using this to strengthen its global connections and creative industries. Bradford's cuisine is renowned and the city has earned the accolade of UK Curry Capital a record number of times; we are home to Mind the Gap the country's largest theatre company for people with learning disabilities, Kala Sangam, a provider of outstanding South Asian and intercultural arts and Bradford Literature Festival, a rapidly growing and inclusive annual event with a diversity of offer that reflects our many different communities.

Inclusive Public Realm. Public realm investment is increasing civic pride and shared identity. Award winning City Park is attracting millions of visitors, playing host to world class events and bringing people together in an area of "democratic space"; it shows the best of what we aim to achieve.



CASE STUDY- CITY PARK, THE GREAT MEETING PLACE

City Park has given Bradford a versatile meeting place and performance and events space in the city centre. It is quality place for all ages and nationalities, cherished and used by the people of Bradford and attracting new visitors from outside the District. It is changing perceptions of the city and providing widespread opportunities for people of different backgrounds to meet and mingle and to celebrate and commemorate.

The park welcomes on average 5 million visitors per year, almost 27.5 million visits since it opened in March 2012. It is the focal point for Remembrance Day, military and scout parades, Bradford City Fire memorial, Bradford Literature Festival,

and whole host of events dear to the communities of Bradford.

Popular with families, teenagers and young adults and with older people, City Park draws truly diverse crowd and the opportunities it provides for interaction, mixing and sharing of public space promotes positive intercultural experiences and a coming together which help change perceptions about Bradford and challenge assumptions, stereotypes and prejudice. Public feedback reflects

the importance that people attach to this space and the collective sense of ownership and pride that it instils.

Strong Partnerships. We work well together, external assessors such as Ofsted, the Care Quality Commission and Local Government Association Peer Reviewers have repeatedly identified Bradford as having strong, mature and effective partnership working across agencies and organisations that makes a real difference on the ground.

The Challenge

Diversity is our strength, enabling the District to benefit from different skills, knowledge and experience and from the opportunities offered by extensive international links. It also presents some significant challenges;

- The District has the third highest level of residential segregation between White British and BAME (Black, Asian, Minority Ethnic) residents in the country
- High proportions of schools are classed as being segregated;
- Economic participation among some groups is low, particularly among BAME women;
- Anecdotal evidence suggests that many people feel unable to speak freely about issues of cultural norms and behaviours and rights and responsibilities and potentially this can present fertile ground for extremist narratives to take hold.

a. School Segregation

Residential patterns have influenced the profile of local schools. In 2016, according to the Understanding School Segregation Report, 58% of primary schools and 71% of secondary schools were classed as segregated schools based on the extent to which the proportion of White British pupils differed from the local area.

Educational attainment. As the UK's youngest city, connecting young people to educational and economic opportunities is critical to our future well-being. Progress in educational attainment is being made - in 2017 Bradford district was the most improved in the country on the progress 8 measure - but needs to go further faster as the District lags behind national averages on key indicators such as KS2 and GCSE attainment. Poverty is a key factor impacting on educational achievement and in Bradford, just 17% of both white and Pakistani children who received Free School Meals reached their expected levels of attainment and Key Stage 4.

Early years. Research shows that the first 1001 days of a child's life are crucial. The earliest experiences shape a baby's brain development and have a lifelong impact on that baby's mental and emotional health. Access to good quality pre-school experiences, enhances all round development in children. Disadvantaged children benefit significantly from good quality pre-school experiences, especially where they are with a mixture of children from different social backgrounds (EPPE report).

Bradford has a variety of good quality pre-school experiences available such as parent and toddler groups, pre-schools, day nurseries, child minders, independent schools as well as schools and academies. These groups serve their local communities and have a responsibility to promote diversity and difference not just with young children but with their parents too. In Bradford the take up for free early education places for 2's, 3's and 4 year olds compares with national averages however in some disadvantaged areas take up across all age ranges is low and targeted work is being undertaken to improve take up.

What people said

"There was no doubt that people thought mixing and integration at school was important. The public liked the Linking Network. They thought it was essential and a great initiative. What they also said was that it needed to go deeper and build longer and lasting relationships and connections. It needed to extend to parents and teachers who needed the

same support too. There was also a view that in the past integration in schools was better and there was more mixing. There was an ask for equal focus on primary and secondary schools and thinking beyond school to every day life.” (Annex B)

b. Residential Segregation

Ethnicity and Segregation. Bradford’s population is diverse but there are high levels of segregation in housing and education. People identifying as White British form the largest ethnic group at 67.4% however at 20% of the population, the proportion of people of Pakistani origin is the highest in the country. Bradford is also home to sizeable communities from Eastern Europe, India and Bangladesh. There are high numbers of people from Czech and Slovak Roma communities with nearly 5,000 identified Czech and Slovak Roma children enrolled in Bradford schools in 2016, suggesting that the District has one of the highest populations from this group in the UK.

Historic patterns of settlement have seen migrants from South Asian countries, particularly Pakistan and Bangladesh, make their homes in the inner city of Bradford, its immediate surrounding areas and central areas of Keighley where housing is most affordable. This clustering of these ethnic groups in particular areas continues although the settlement of new arrivals largely from Eastern Europe, has led to some increase in diversity in inner city populations. The outcome is that Bradford has the third highest level of residential segregation in England with nearly a third of Council wards having BAME populations of over 50%.

Migration. In 2017 16% of Bradford’s population was estimated to have been born outside of the UK with Pakistan, India and Poland the predominant countries of birth among this group of people. Of this group, 56% said that their reason for coming to the UK was to join a spouse or immediate family member. Many people born outside the UK are longstanding residents and British citizens however the overseas population also includes many new arrivals including those from the EU and those seeking refuge and asylum.

Nationals of other EU countries comprise 5% of the population, with Polish nationals representing the largest group but there are also significant numbers of Czech and Slovak Roma. In March 2018 the District was home to 819 asylum seekers and between 2014 and March 2018 Bradford welcomed 282 Syrian refugees through the Vulnerable Persons’ Resettlement Scheme. Population estimates suggest that 3,000 people born overseas came to the UK as refugees.

In 2017, 3,781 new arrivals to Bradford came from 68 countries. The top three nationalities of new arrivals were Pakistan, Poland and Romania; 57% came from the EU. Following the 2016 referendum on EU membership, the numbers of people coming from EU countries has however, decreased with 22% fewer people arriving in Bradford in 2017 than in 2016. The biggest change was among people arriving from Poland with 302 fewer people. This fall in migration may impact on local employment widening opportunity on the one hand and presenting challenges to in recruitment on the other.

What people said

“People had a lot to say about their spaces and places. For them it’s not just what and where they are that is important, but how people behave and make each other feel when they are there. Whether it’s a physical or online space- people wanted more safe, cared for and well designed spaces for people to come together. Shared spaces and places give people a chance to see other people as people, connect, interact with others in an authentic and human way, help break down prejudices, signalling positivity and hope, building understanding and giving people joy and a reason to smile.” (Annex B)

High levels of segregation increase the risk that people have limited or no social contact with people from different backgrounds which in turn lead to the potential for stereotypes, misunderstanding and intolerance to take hold. Under these circumstances the roles of schools, the workplace and inclusive public realm become increasingly important in promoting integration, dialogue and shared values across different communities.

c. Labour Market Disadvantage

Poverty and economy. Bradford District includes some of the most deprived areas in the UK along with some of its most prosperous. Child poverty affects 21.8% of children. While District-wide, areas with predominantly BAME populations such as City, Manningham, Little Horton, Great Horton and Central Keighley display higher levels of deprivation than mainly white areas, these figures mask issues of entrenched poverty in predominantly poor, white communities that also present challenges to integration. Notably, the two wards with the highest proportions of young people not in education, employment or training (NEET) are Tong and Eccleshill, areas with a predominantly white population.

Unemployment is relatively high at 6.2% with the greatest claimant counts in wards at the centre and South East of the city and in central Keighley. Economic participation is lower than average and there are particular challenges relating to women's participation in the labour market. The proportion of working age BAME females across the district in employment is 38% compared with a rate of 67% for white females.

Whilst total migration into Bradford from overseas has decreased since the 2016 Referendum on EU membership new migrants from various countries including Pakistan, Poland, Slovakia, Romania and the Czech Republic continue to arrive often needing support to integrate for example in English Language, access to employment and awareness of their rights and responsibilities.

There are also a number of issues specifically relating to asylum seekers. Application of the Immigration and Asylum Act 1999 means that some immigrants have no recourse to public funds. These migrants, and especially women, may find themselves unable to support themselves, can be left vulnerable to modern day slavery. Asylum seekers are on the whole barred from undertaking paid employment whilst waiting for their cases to be determined – this in itself excludes them from many activities that would help them to adopt British values and integrate within communities. This also denies Asylum seekers the opportunity to mix with others through work and the other social benefits that work also brings.

What people said

Employment opportunities was viewed as a number one priority, particularly for young people. *“Everything flows from having properly paid jobs with good and equal opportunities to progress. Employers say they have a lot of jobs available- they need the right people with the right skills and most importantly attitude to fill their vacancies and help them prosper.”* (Annex B).

Work and skills promote social and economic integration. Lack of access to education, skills or employment act as barriers to integration for individuals in all communities and when different groups of people feel that they are competing with each other for scarce resources and opportunities this can further undermine efforts to support integration. This is why reducing poverty by getting people equipped with education and skills and into work is a one of our key strategic priorities.

d. Lack of English proficiency

English Language Skills. Fluency in English is a key facilitator of social and economic integration and a priority area for action. It is estimated that nearly 24,000 people across the district do not speak English well or at all, some 4.8% of the total population. The evidence

suggests that this includes some long-settled members of the South Asian community, newly arrived migrants, asylum seekers and refugees. Pakistani women aged 45-64 are the most likely group to speak little or no English.

Some 38.8% of the District's school population speaks English as an additional language including those who are fluent as well as those beginning to learn. Among Primary School pupils 41.3% speak English as an additional language. Bradford is home to 29% of the school pupils in the Yorkshire and Humber region whose first language is not English. Research shows that children who arrive in the UK at secondary school age suffer an attainment penalty as a result of varied support for English language skills.

What people said

“Language and local know-how give people confidence, hope and the ability to connect with others and get on with day to day life. If you don't speak English, you won't go far from home and you are unlikely to go far in life. People need learning to be easy, affordable and very local- within their communities. Being able to speak English gives people confidence and social connections so they can mix, find work, connect, understand each other and avoid isolation. Practical connections and know how is equally important- from navigating services, to finding jobs, schools, how to travel, shop and do the basics- so people can get on with day to day life and settle in a new life”. (Annex B)

E. PERSONAL, RELIGIOUS AND CULTURAL NORMS, VALUES AND ATTITUDES

Faith. Christianity and Islam are by far the largest of our faith groups. Nearly half (45.9%) of the population identified as Christians in the 2011 census and almost one quarter (24.7%) as Muslim. The Muslim population included the majority those of Pakistani heritage. Just over one fifth of the district's population (20.7%) stated that they had no religion. But this does not demonstrate whether religion is practiced.

Voting: The numbers of people on the electoral register are currently at their highest yet democratic participation in some areas is lower than the UK average, in the 2017 General Election turnout was 64.8% in Bradford east, 60.6% in Bradford South and 67.4% in Bradford West compared to a national average of 68.7%. In parts of the District democratic participation is very low for example, turnout in the 2018 local elections in Tong ward was only 20%. Of Bradford's 90 Elected Councillors, 31% are of BAME background however women are underrepresented at 38.9% of all Councillors and the average age of Councillors is 54.

International. The district is made up of communities from all over the world this means that global conflict and national and regional incidents can create unease and tension in our local communities.

Community and democratic participation.

The District has a large and vibrant voluntary and community sector and high numbers of volunteers however we know that many people feel that Bradford needs to grow its sense of civic pride and belonging and that participation in community and civic life can be a vehicle for achieving this.

What people said

“Like employment, there was a view that where there is hope, everything else will flow. People want hope, joy, aspiration and opportunity. The four corner stones of hope as identified by Bradford District's residents were;

- 1. Employment and a thriving economy*
- 2. Education with great schools where children mix and connect*
- 3. A crime free and well-kept environment, homes and thriving town centres and*
- 4. Pride in Bradford.” (Annex B)*

F. LACK OF MEANINGFUL SOCIAL MIXING

Crime and perceptions of safety. Overall crime rates are above national and regional averages and local research indicates that people have particular concerns around the drugs trade, dangerous driving and a general sense of lawlessness in some parts of the District. There were 15,335 recorded reports of anti-social behaviour in 2017-18 with hotspots in City, Bowling and Barkerend and Eccleshill wards. High profile cases of Child Sexual Exploitation have been used by far-right activists in attempts to foment hatred and division.

In the 12 months to December 2017, there were 1,624 incidents of reported hate crimes, the vast majority of which (76%) related to race. Sexual orientation hate crime accounted for the second highest number of reports and 9% of the total; disability and faith hate each accounted for 7% of overall reported hate crime. The city centre is a particular hotspot for incidents of hate crime.

Almost one quarter of Bradford's population are Muslims and research carried out by the Bradford' Hate Crime Alliance suggests that there is strong evidence that Islamophobia and Anti-Muslim sentiment exists in Bradford and that local Muslim people believe it to be increasing.

Bradford District as a place to live. The West Yorkshire Police and Crime Commissioner's survey indicated that 66% of the District's residents are satisfied with their area as a place to live. Some 62.6% agreed that their local area is a place where people live harmoniously however there were wide variations across different places for example, only 38.9% of people shared this view in Keighley West.

What people said

Through our conversations people told us that they liked living in a multi-cultural city, but they wanted more opportunities for mixing. A priority for many was to connect more and *“build understanding across faiths, cultures, ages, at work, at school and in the community. Lack of understanding affects inclusivity, opportunity, confidence, progress and ability to get things done.”* (Annex B)

Delivery Plan

Bradford has strong partnership arrangements and a deep-rooted understanding of our communities. Our Delivery Plan has been developed by talking to our partners, to those living and working within our district and to our elected representatives. Our strategy has been written with this rich data and understanding.

Our Delivery Plan focusses on the next two years and builds on our existing strategic priorities shared across partners and incorporates a range of ideas that we know work well and will be scaled up to benefit the maximum number of people. Other elements are innovative ideas that we want to test and learn from.

People told us how our interventions should be designed. Where possible these will be included in the design of our interventions informing not just what we do but how we do it. We recognise our interventions are interlinked and interconnected not just across other activities across the District but also how they will work in practice. This Plan outlines how we will work together to achieve our ambition for the District. The interventions that we propose now will reduce pressure on public services and resources.

Our Focus

Our focus on integration is not a 'one size fits all'. We understand that the challenges facing the District vary from one place to another. What we do in turn needs to vary in a way that is specific to the place and its communities. We know that our focus cannot be entirely on the few but on society as a whole. It should look at addressing the issues of barriers to both integration and to all groups of people having the same life chances. We will ensure that poor white British communities with generations of unemployment, along with other poor communities and those most vulnerable to discrimination and marginalisation, are also included. Our data and evidence show that the following communities need more of our support;

- **Young People** – Attainment, Identity and Belonging, School Segregation, Economic Inactivity, Aspiration
- **Women** – Economic Inactivity, English Language, Participation/Social Mixing, Aspiration and empowerment
- **Poorer Communities** - Economic Inactivity, Aspiration, Participation/Social Mixing
- **New Communities** - Orientation, English Language, Economic Inactivity, Participation/Social Mixing

Our Approach

We recognise the scale of the challenge. We know that it is impossible to do this without talking to other people, bringing others along with us and inspiring commitment to change or reform in practice. To do this we know we need to complement, inform and create synergies with a number of interventions supported by Government, other external bodies and local partnerships, some of which will have overlapping goals. To be able to achieve our ambition for the District we will encourage and facilitate opportunities for reciprocity, interculturalism, social mixing and economic opportunities as a general ethos across our work in the District. To make sustainable difference we need to change the systems in which we work and live in, change behaviour and perceptions people may hold of others to create a safe city that provides a fair chance for all.

a. Policy Change

We aim to work across Bradford District on new ways of working. This means that we will work to reconfigure services, processes and procedures that hinder

opportunities to build stronger communities. We also believe to help drive forward this forward we need to work towards a joint political cross-party agreement. It is important that the Government recognises that what we can achieve locally may also be impeded by the impact of wider policy. For example, the following may exacerbate the challenge of segregation;

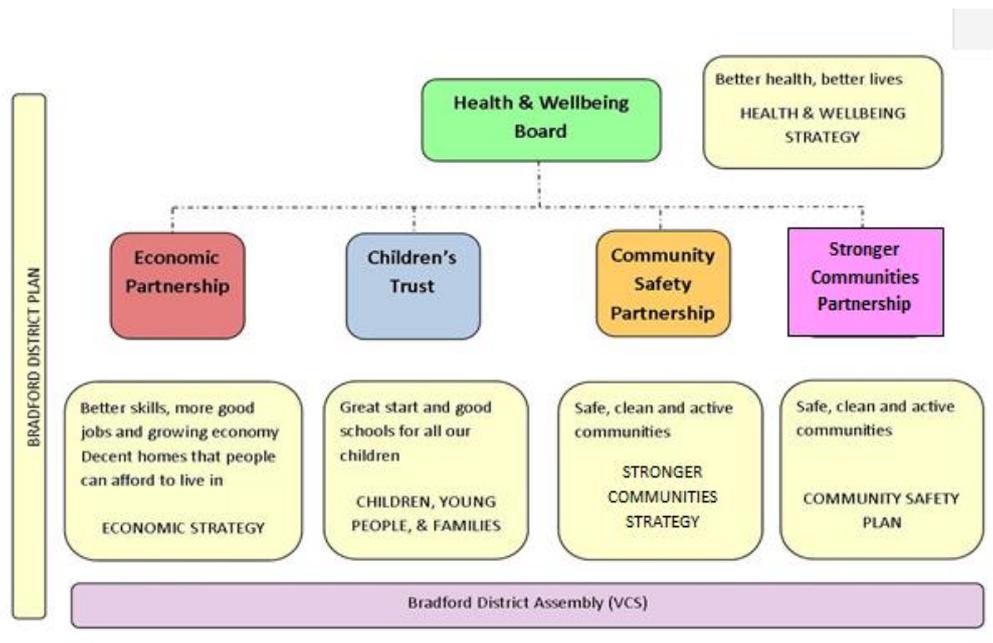
- Austerity,
- Welfare Reform Act
- Parental choice in Education
- Asylum Policy
- Brexit

We think it is critical that the focus should be on all barriers to creating stronger communities and this is why we are one of the few local authorities who consider low income/low wage as a protected characteristic.

b. Partnerships

We will continue to have ongoing conversations to identify areas of overlap, how we can collectively work together and join up our work. We will do this by understanding what can be achieved by sharing data and learning from the evaluation of these programmes.

<p>Getting On: Employment</p> <ul style="list-style-type: none"> • Anti-Poverty Strategy- provides a framework within which all services in the District can work together to meet agreed outcomes associated with reducing the effects of poverty. • Economic Strategy which sets out our plans to grow our economy by increasing the number of productive businesses and supporting young and enterprising people to innovate, invest and build fulfilling lives in the District. • Community Led Local Development. Projects in Keighley and Manningham designed to build community led approaches to economic development. • Controlling Migration Fund. Supporting communities impacted by migration 	<p>Getting Along: Education</p> <ul style="list-style-type: none"> • Education Opportunity Area which aims to improve social mobility through education for the most disadvantaged young people. • Better Start Bradford a community partnership to help parents give their children the best start in life. Born in Bradford –helping to unravel the reasons for ill health and bring new scientific discovery to the world. It is also providing a catalyst for communities to work with the NHS and local authority to improve child health and wellbeing • Civic Society Strategy-aims to encourage individuals and organisations to act with creating social value foremost and independent of state control.
<p>Getting Involved: Social Mixing</p> <ul style="list-style-type: none"> • Well North Bradford – working to help transform neighborhoods into dynamic communities where local people can live, work and thrive. • Local Delivery Pilot - a pilot to explore ways to make it easier for people in our poorest communities to access sport and physical activity. 	<p>Feeling Safe: Perceptions of the other</p> <ul style="list-style-type: none"> • Safer Communities Plan – outlines the district priorities to build safer communities. • Hate Crime Strategy- which aims to highlight and support Bradford’s approach to tackling hate crime.



c. Public Sector and Businesses

Promoting and supporting diversity in the workplace is an important aspect of making diversity our strength- it's about valuing everyone in the organisation as an individual. This means we need to challenge practices and offer opportunities at leadership. To reap the benefits of a diverse workforce it's vital to have an inclusive environment where everyone feels able to participate and achieve their potential. The Public Sector and Businesses should;

- Be confident to change policies and practices to promote recruitment, retention and progression of employees which better reflects diversity of the District.
- Encourage English language skills of employees whilst in work and encourage a culture of equality and mixing.

d. Voluntary Community and Faith Sector

As resources have dwindled, we know organisations are working in a pressurised, difficult and competitive environment. This makes working in collaboration increasingly more important. The Voluntary Community and Faith sectors should;

- Work together to maximise outcomes especially where funding is being sought or awarded.
- Work together in sharing data so we can better demonstrate our shared impact of our work across the District.
- Share best practice and building on what works.
- Continue working in partnership with others with integration as a general ethos
- Address tensions, stereotypes and perceptions others may hold which impede on building a stronger community in the District.
- Build on the Governments Civic Society Strategy and continue community development, supporting our communities to become role models in their neighbourhoods and families.

e. Community

People who live across our District told us how important reciprocity, interculturalism, social mixing and economic opportunity is to live a fulfilling life across the District. However, many expressed they didn't know where to start. Communities should;

- Be courageous in taking personal responsibility
- Challenge the normalisation of unacceptable behaviour

- Be brave and take opportunities to ask questions and forge relationships with people from different backgrounds
- Challenge attitudes and practices which fosters negativity, stereotypes and hate within themselves, their families or others around them

f. Telling our Story well

Stories powerfully influence people’s beliefs and actions. They strengthen advocacy campaigns by grounding policy proposals in real life examples. We will make a concerted effort to work closely with local media and with the Government on our story and ensure these stories are positive.

We will mobilise a programme of campaigns identified through our conversations such as ‘I am’ and ‘Through the Keyhole’, a mobile exhibition which tells the story of our shared history and debunk myths. This will align closely with the Anti- Rumour Campaign developed through Intercultural Cities which aims to dispel the widespread myths around the topic of immigration. The campaign is a preventative measure against racism that also promotes increased and effective integration of migrants.

We will have a Communications and Marketing strategy that will incorporate these approaches and encourage thought provoking conversations and promote understanding and tolerance by being concrete rather than abstract. We will train advocates involved in the delivery of our plan in social media messaging and encourage people to talk about the positive work that is taking place, providing a balance to divisive narratives. Our Stories will inspire others and show how community change is carried out. We will share our learning on what works and what doesn’t and make sure this is disseminated widely.

Our Pillars

Using our guiding principles, we have considered where we can have the most impact and deliver the greatest change. To do this well, we will;

1. Continue to have on-going ‘conversations’ to gather the views of Bradford’s residents. Where appropriate, communities will be involved in co-designing our programme. We will also involve communities to co-produce to deliver sustainable change. Where needed we will feedback so communities know we have listened. We will maximise existing resources and skills by developing local community researchers to make sure information remains current.
2. Agree a set of measures that can track our progress towards becoming a truly integrated community.
3. Agree a method of sharing data across our stakeholders, the local authority, our programmes and the District through our Partnership and events to gain a better understanding of the impact of our work on integration. We will gather feedback on the work we are doing as well share what is and isn’t working.

Pillar One: Getting on

More people will have improved their quality of life, feeling happier about the future, being able to fully participate and better equipped to engage in the economy.

Our objectives are to;

- Improve opportunities for those furthest away from the labour market enabling them to engage in the economy.
- Provide opportunities for anyone who wants to learn to speak, read and write English so they can fully participate in education, employment or life in Bradford District.

- Create clear pathways and referral routes to enable people to easily navigate services and the District

What we will do

Priority: Employment

Challenge: Labour Market disadvantage

We want to make sure that everyone in Bradford has chances to achieve their potential, regardless of their background. This means reviewing the services we offer and working collectively to meet and appropriately respond to existing and emerging needs of different communities.

Building on the Economic Strategy, we will work with a range of organisations and other programmes across our District to review the support that is being offered to people who struggle to find work.

We will use this review to help us to address gaps in training, employability support and reshape how organisations recruit at all levels. We will invest in a programme of activities for those furthest from the labour market. We will use a person centred approach which will support their journey into work and assist with long term preparation for employment. This will include raising aspirations and attitudes through a mentoring scheme, providing opportunities to build sector based skills such as digital and catering and support for finding and getting a job. A particular scheme will be delivered for graduates who do not go onto employment. We will look to support people in keeping and progressing when they are in employment. Our ambitious programme will also involve trailing a change in how public sector and businesses recruit. Where possible we will take a proactive approach to recruitment practices by making sure they do not act as unintentional barriers. We will make sure that employers have more knowledge about different communities by recruiting volunteers that are able to speak about themselves as 'an open book'. Groups, businesses and organisations wanting to learn more about 'the other' will be able to ask for someone to talk about their life, culture and answer questions that we are

sometimes too embarrassed or don't feel able to ask. We will equip employers with the confidence to recruit more diversely.

Challenge: Lack of English Proficiency

People told us that English language should be accessible and practically available for everyone at all levels, within formal or informal settings. To do this we need to understand what the current level of need is and how we can capture this data. We will invest in a central unit that will support the way the provision of English language teaching (ESOL) for adults in the District is currently being accessed. Through our working group of providers delivering ESOL, we will make sure that all adults have access to high quality English language provision. This will range from conversational English delivered in local community venues, building confidence for those who have some or little English to more formal learning for those who require it for work or education.

We will continue our work from the Government's Controlling Migration Fund increasing capacity across the district to respond to migrant communities. We know from our community engagement activities, how limiting life can be when people cannot access services they need or navigate with confidence in a new place. We will make sure that people who are new to Bradford and Britain receive the help that they need to secure their immigration status and are able to access employment and English language opportunities.

We know when we leave ourselves open to opportunities, make friends and travel to places we normally wouldn't, this can result positively on our views and experiences of the world. It raises our confidence and aspirations to do more. We will use Travel and Tourism, local community centres and faith organisations

to promote a new innovative app that challenges us to engage in activities and with others we normally wouldn't, increasing positive experiences. We will work with communities in the development of this app, increasing digital skills and creating gaming environments.

We will pilot a way of working which will concentrate on those seeking asylum and refuge. It will focus on managing the

impact on those arriving into our District offering more timely and appropriate support that addresses immediate needs. We will use this approach to better understand and consider how national systems, processes and priorities interact with local services and complement each other. It will explore gaps, good practice and opportunities for co-design and co-production.

Pillar Two: Getting along

More people will have a greater understanding of other people's views and cultures across Bradford District.

Our objectives are to;

- Influence schools to test new approaches to their School Admissions Policy.
- Increase social contact between people of different backgrounds including school age children providing opportunities for open dialogue and to learn from each other.

What we will do

Priority: Education

Challenge: School Segregation

We want the District's residents to connect with each other, at school, college, work and in the neighbourhoods, they live and across the District. We want to influence where possible process and policy barriers that stop us from doing this. We know that social mixing can reduce anxieties and stereotypes we might hold about people who are different to ourselves.

We will test and learn from the new approach of two new sixth form colleges in the city ward to encourage social mixing of young people living in different parts of Bradford. We will take this learning and look at ways we can encourage other schools to re-evaluate their Admissions Policy and share best practice.

We will continue our support for The Linking Network. We will make sure that all primary schools across our District are offered the opportunity to link with children in a school different from their own. We will expand our reach offering linking experience to a small number of secondary schools and parents of different backgrounds enabling them to extend their existing social and support networks. Our school linking training and toolkit will enable us to work with our 138 supplementary schools across the District. We will also look to share learning from the Strengthening Faith Institutions pilot.

Pillar Three: Getting involved

More people from all backgrounds will feel they understand, respect and connect with each other.

Our objectives are to;

- Work with registered social housing landlords on how housing provision is allocated.
- Increase social mixing across the District, widening exposure and opportunities in building friendships and networks.
- Provide safe spaces where difficult conversations can be held, and conflicts can be resolved.

- Improve coordination between partners and services so people have a fair chance.

What we will do

Priority: Social Mixing

Challenge: Residential Segregation

Building trust within and between communities is central to building stronger and more resilient communities. This involves people feeling empowered to be active in their communities and contribute to civic life. But where people live can stop those conversations and interactions to take place. Volunteering is one of the ways in which people of different backgrounds come together to support causes they are passionate about and it has been demonstrated to improve mental and physical well-being. It enables all of us to feel we have a stake in the place we live and builds shared values and common goals. Our residents have a strong tradition of volunteering and we want to build on this.

Our approach to residential segregation is two pronged. We will explore approaches on how we can influence where people live to encourage more social mixing and creating opportunities for more meaningful dialogue over a prolonged length of time through shared spaces.

We recognise that social housing landlords are an important resource in developing a local approach, having well established community links. We will influence well thought out housing provision as we know it can facilitate social interaction, sustainability and a sense of pride in the community. Where we do not have the answers, we will look at best practice nationally and internationally through our work with Intercultural Cities. We will research on how best to create mixed neighbourhoods and why people to choose to live or leave a place.

Lack of Meaningful Social Mixing

We will build community resilience through development training and empower residents to challenge and take social action. We will continue our work in the

District by developing an understanding of our neighbours and communities and provide support to expand existing social networks reducing isolation and loneliness. We recognise safe spaces are critical in building relationships especially if they are seen as shared and neutral. Where this is desired and appropriate we will support transfer of assets. We will bridge community divides by offering more opportunities for community dialogue. We will provide an on-going programme of support for groups of people to hold difficult conversations and space for talking about issues they care about. Communities will be supported in turning their ideas into actions. We will run more targeted services for young people enabling them to build bridges across boundaries and areas they wouldn't normally go into. We will work through our existing staff and networks to deliver team challenges, team building and cultural awareness sessions.

We will use our festivals and events to bring communities together by involving them in the design and delivery of them. We will also build on our work on understanding of different faiths by growing our Faith walks and Iconic Places of Worship Tours to engage more people. We know a minority of people hold views of certain areas and places as 'no go zones'. This work will aim to dispel these beliefs. We will include opportunities for sustained dialogue over a length of time for those who are receptive and open through conversation cafes.

We will continue our support for People Can, which will increase volunteering and neighbourliness. We will continue to celebrate volunteering and make sure that volunteers feel valued and rewarded. We fully support the extension of Believing in Bradford/ Catalyst which will include developing leadership skills for 600, 16-26 year olds and women across the District,

creating role models who will become Ambassadors for our campaigns and volunteer across our Stronger Communities work.

We recognise that there is more to be done for those whose needs are not being met and need our support. In these circumstances, we will work with the Council, Health, Police, Fire & Rescue Service and alongside Voluntary, Community organisations to develop a District wide strategy as an organisational response with and for the Roma community. This will look at how to improve social integration and ensure

equal access to opportunities. We will carry out research to understand how better to support Refugees, Asylum Seekers, African, African Caribbean's, LGBT, Gypsy and Travellers who are often marginalised and discriminated. We will look at what their key barriers are in accessing and engaging with services such as Health, Education, Police and Business. We will develop a strategy and action plans for each service and will monitor their progress through the Partnership.

Pillar Four: Feeling Safe

More people will say they feel satisfied with their neighbourhood and feel safer across our District.

Our objectives are to;

- Reduce negative views and stereotypes that some of the Districts residents hold about people who are different from themselves.
- Equip people with the skills to resolve conflict
- Facilitate activities through the Safer Communities Partnership

What we will do

Priority: Perceptions of the Other
Challenge: Personal, religious, cultural norms, values and attitudes

We want to build a society based on shared values and responsibilities. Safety and security underpin the work that we want to do. But too many of our residents feel unsafe, at home, in the streets and across the District. The prejudiced attitudes of a minority can hold us back and stop us becoming an integrated society.

We will kick-start our work on the District's Hate Crime Strategy and use it to test delivery. This work will be monitored through the Safer Communities Partnership. We will work more closely with partners to identify key areas for staff development. We will work with partners, residents and voluntary, community and faith organisations to raise awareness of all hate crime and act on crime against those most vulnerable such as LGBT, disabled people, Refugee and Asylum

seekers and develop learning on how to tackle Islamophobia. We will do this through the production of resources such as videos, vlogs and positive social media campaigns to counter and challenge harmful narratives. We will test initiatives such as restorative justice, which will allow perpetrators to face victims in a safe environment to learn the impact their actions have on others. We will work together to support the rejection of racist messages. This includes listening to the concerns and fears expressed in the community, such as misconceptions around preferential treatment of some groups. There may also be a need to take action to dispel myths and to ensure transparency about decision-making. This can help local people understand and accept how and why priority decisions are made.

There is also work to be done to bring different parts of the community from diverse ethnic and social backgrounds together to develop mutual understanding and respect. We will look at ways to find

out more about current views and perceptions of local people in a neighbourhood. Its purpose is to understand what the most pressing issues are and if they could be leading to increased local tensions, for example if there has been a local incident that may have fuelled tension. A local issue can also be a source of community harmony as residents come together to campaign on a locally important issue. The more we have a developed awareness of local issues and directly talk to local people, the better we can understand what we can do about it. From our community engagement activity, people told us nuisance and dangerous driving was a huge cause of tension between communities. We will research on the causes of this and the affects this has on community perceptions of the other.

Many of those we spoke to talked about the general perception of the area as a major concern. We will test out the best way to involve, include and engage with our communities in a sustainable programme of behaviour change by running a range of interventions in selected wards.

What We Still Don't Know

a. Test and learn from what we deliver

To drive meaningful transformation at scale, we must be open to the adoption of a test and learn culture, which will enable us to optimise opportunities for good social integration, create and enhance first-class interventions and develop learning across this programme. By doing this we will be able to make good decisions about what we invest in based on interventions we know that work. Where results prove to be positive we will either scale up reaching more people or test them in other areas with different communities.

b. Stronger Communities Innovation Fund

Innovation is critical in enabling us to achieve the ambitions set out in this strategy, to increase the pace and scale of change, and deliver better outcomes for those living and working across Bradford District. We know decisions made on assumptions can be unwise. It is important that we look for answers to questions we don't know the answers to and look to explore ways to further our own understanding rather than providing solutions. We will develop an Innovation Fund to research new ideas. Our community engagement exercise produced a range of ideas that we are keen to explore further. (Annex B). We are also in a changing environment where challenges may arise we currently do not have interventions for. The Innovation Fund allows flexibility to respond to these, whilst also exploring interventions tested elsewhere and have a good evidence base of success.

c. Behaviour change

We will inform some of our services with 'Community Readiness'. This has been piloted by the Innovation Hub and University of Bradford. This tool makes sure our services are designed at an appropriate level which responds to where communities are around social mixing. This assessment will be carried geographically and for communities of interest groups. We will explore other appropriate behaviour change methodology and weave this into our communications, training and conversations such as Nudge Theory and effective Story Telling. We will develop effective ways to measure its impact. This will help us understand how best we can create a culture of tolerance that targets society as a whole and not just those who access the programme's interventions.

d. Learn from best practice- local, national and international

We recognise that to be foreword thinking we need to harness the talent and energy of our growing diversity. We will continue to develop, negotiate and implement a comprehensive strategy, taking into consideration best practice at all levels to realise Bradford District's diversity advantage. We are joining the Intercultural Cities Network to help us develop and deliver a long-term strategy that takes this into account, enabling us to share our learning with other areas and cities.

How Will We Know It Works?

The programme will build on evidence of best practice as well as developing new and innovative approaches where these are necessary and where they respond to an evidence of need. We will work with Government to develop a series of measurable outputs and outcomes in order that impact of the interventions made can be measured and understood. We will invest in good methods for evaluation and data, so it can be adequately collected, analysed and evaluated quickly.

Our approach will link to and continue to deliver on our District wide work on integration building strength and resilience within our communities. Where funding is not required for interventions through Government, we have clearly stated this clearly in the Delivery Plan. We expect this plan to go through a number of reiterations whilst interventions undergo a comprehensive and robust design process.

Our Partnership – and how you can be involved in our work

The Stronger Communities Partnership and will keep oversight of the delivery of this work as well as the wider priorities of the Integrated Communities programme. We are committed to devolving decision making to those who this programme affects, which is why we have an independent board. We are passionate about community voice, power and fair representation. Therefore, getting our partnership approach right is important to us.

The Partnership's role is to provide reliable and consistent strategic advice and informed guidance on the achievement of the Stronger Communities Priorities. It will be made up of a wide range of experts and strategic leads. Our Partnership Board will be informed by the Stronger Communities Delivery Forum which will incorporate delivery partners, analysts and researchers.

The Partnership will develop a channel for community voice that will ensure our Board and community continue to work together. It will also be informed by what happens locally, nationally and internationally. In this way the work of the wider Stronger Communities agenda will benefit from members' ideas and perspectives in respect of their individual areas of expertise and experiences, which we might otherwise have missed.

The Health and Wellbeing Board is the lead partnership in the Bradford District Partnership. The Stronger Communities Partnership will report to this board. The Stronger Communities Partnership will also report to the Corporate Overview and Scrutiny Committee to make sure our decisions and services are being made fairly and with transparency.

We are currently exploring this approach and will seek feedback from partners, local residents, councillors and representatives on our governance proposal.

This page is intentionally left blank

It's Your Place - Tell Us What You Think!

Bradford Integration Engagement Report Findings

To inform the Stronger Communities Strategy for Bradford District

Prepared by: The Social Kinetic
For: Bradford Council and The Partnership
14th August 2018

Page 137

Executive Summary

This engagement project used a mix of research methodologies to engage the public over three 'Tell Us What You Think' community research days in three locations (Bradford City, Keighley and Shipley) in July 2018. The approach was designed around tight deadlines and we had 4 weeks to deliver including the design and recruitment of participants. We chose a mix of methodologies to give everyone easy ways to engage that worked for them.

We were greeted with huge enthusiasm by communities who were keen to share their views and had lots to say. We engaged more than 630 individuals, of which 400+ spoke with researchers at length, often for an hour or more. The project was delivered in partnership with SK, The Safer Stronger Communities Partnership, The Partnership and youth volunteers who contributed significantly to its success.

For more detail please see the:

Bradford Integration Engagement Report Findings – Key Headlines

and/or

Bradford Integration Engagement Report Findings – Full report

Mixed methodologies included:

1. **Idea boards** for facilitated and non-facilitated feedback/shortlisting
2. **Focus groups**
3. **Open ended boards** to explore broader views on integration
4. **Online surveys** (taken out into the community)
5. **Vox Pops**
6. **One-to-one** recorded interviews

Purpose

The purpose of the project was to test a list of seven ideas and initiatives on behalf of The Partnership and identify a shortlist which local 'communities' believe will work. In addition to that SK set to find out what other ideas and recommendations local communities have.

The objectives

- To understand what good integration looks like for communities
- To include a shortlist of those ideas/initiatives which have the most support and could potentially deliver the widest or biggest benefit as part of a Stronger Communities Strategy for Bradford, to be submitted to MHCLG at the end of August 2018.
- To ensure that despite the short time frames, a representative cross section of the communities within the district were meaningfully engaged and involved.

What people asked for:

There were clear themes in the things people asked for:

Safe, crime free and clean environments. Connection, relationships and understanding. Hope, aspiration and joy. Status, recognition and belonging for Bradford. No segregation, more mixing and help with where to start in life and to make a difference. Good quality jobs, more for young people, help and support (life coaching and mentoring). Diversity in local leadership across all services, better services, empowerment, and for communities and individuals to take ownership of the problems.

The key ingredients

In the public's view there are 5 key ingredients of a happier, stronger Bradford district:

1. Safe 2. Proud to be part of 3. Optimistic 4. Connected and respected .5 Equal

Note: This project was commissioned by Bradford and District Metropolitan Council to support The Partnership. A democratic body made up of community leaders across the district.



“People were really keen to share their responses and feedback: lots of time, effort and love was received by us”



The overview of what we did. Four stage approach:



1. AGREEING THE PURPOSE AND LONGLIST

A) Literature review and data from a British Future Report informed the approach and content.

Purpose and longlist of ideas

B) SK worked with the Council to agree: project purpose and a longlist of ideas and issues to test with the public.

C) The research methodology and draft narrative was agreed.



2. SHORTLISTING OF IDEAS

A) SK met Council staff/stakeholders- individually and collectively to understand local issues.

B) Developed a set of Guiding Principles with stakeholders including Bishop Toby Howarth to support shortlisting.

C) Shortlisted ideas for research and testing with the Steering Group.



3. COMMUNITY RESEARCH AND ENGAGEMENT

3x community research days in: Bradford City Centre, Keighley and Shipley

Mixed methodologies included:

1. **Idea boards** for facilitated and non-facilitated feedback/shortlisting
2. **Focus groups**
3. Open ended boards to explore broader views on integration
4. **Online surveys** (taken out into the community)
5. **Vox Pops**
6. **One-to-one** recorded interviews



4. ANALYSIS AND SHARING THE FINDINGS

1. **Open ended feedback to establish 'criteria'** (what was important to the public) to measure ideas and wider feedback.
2. **Analyse feedback on ideas, shortlisting and new ideas** – measured against 'criteria' informed by research.
3. Mapped by idea and audience.
4. Presented the findings.
5. Made recommendations.

The 7 shortlisted ideas for testing

The 7 ideas for testing with the public. They were shortlisted and agreed by The Partnership.



Employment Opportunities: Finding ways around things that might stop people applying for or getting jobs, so everyone has the chance to find work and do well at work



English Language and Life: Giving everyone the chance to learn English and adapt to day to day life in the district



Hope for the Future: Helping people feel they have a future in the district so they feel good about living here



Building Respect and Friendships: Between people of all ages, ethnicities, genders and faiths



Dealing With Hate Crime and Intolerance: and the things that make people afraid of or angry with each other



Sharing Spaces and Places: Creating spaces where everyone from the local area can mix-work, play and socialise together



Linking Up Schools: Helping young people to mix with other young people who have different backgrounds to them

Some of the big things people were asking for unprompted.

Safe, crime free and clean environment

- A chance to live without fear and violence
- Retain green spaces

Connection, relationships and understanding

- The chance to build deep, human connections genuine, authentic and in a safe way
- Shared purpose and goals
- Opportunities for people to come together
- More cultural awareness

Hope, aspiration and joy

Good News

Better media coverage
Positive stories

Status, recognition and belonging for Bradford

No segregation more mixing

“Where do I start...”

Good quality jobs

Opportunities for all

More for young people

Spaces, places, opportunities and things to do

Help and support

Life coaching and mentoring

Diversity in local leadership

Better services

Empowerment

To be heard and to influence

Responsibility

For communities and individuals to 'reflect' and own problems

Ranking

It became clear that it was not simply a case of ranking the 7 ideas. Addressing employment and economic regeneration alongside 'hope for the future' was the vision for the future. Addressing 'hate crime/crime and intolerance' was something the public wanted to address and leave behind. Schools linking, shared spaces and places, respect and friendships and English language were seen as stepping stones to building understanding and connection and a future with Hope.

What I want to avoid?



Hate Crime
Page 42

Chaos, dirt,
violence, fear,
insecurity,
anxiety,
inequality in
society

What are the stepping stones?



School linking/mixing at a young age



Shared spaces and respect and friendships



English language and life



Building understanding and connection

What would an ideal integrated society look like?



Employment and regeneration of Bradford



Hope for the future
Pride for the area

- **Connected**
- **Valuable**
- **Equal**
- **Agency**

Summary of findings

The following summarises the responses to the ideas. More detail, including the ideas and recommendations are in the the full report.

Employment

This was viewed as the number one priority, particularly for young people. Everything flows from having properly paid jobs with good and equal opportunities to progress. Employers say they have a lot of jobs available – they need the right people with the right skills and most importantly right attitude to fill them and help them prosper.

Employment was seen as the route out of poverty and the key to regenerating Bradford, giving individuals and their loved ones security and a future. The ask is for: aspiration, education, help to find, get and keep jobs and to progress/do well at work.

Hope

Like employment, there was a view that where there is hope, everything else will flow. People want hope, joy, aspiration and opportunity. Bradford, feels left behind and without hope. With hope comes belief in the potential and momentum for change. Hope will help people feel: inspired to try, optimistic, good about staying and building their future locally.

The 4 corner stones of hope are: **1.** Employment and a thriving economy **2.** Education with great schools where children mix and connect **3.** A crime free and well kept environment, homes and thriving town centres and **4.** Pride in Bradford.

“

If I'm OK and not fighting for survival. If I have a job and a future then I will be more open to others...

”

Dealing with Hate Crime and Intolerance

Everywhere we went people talked about the need to clean up the streets and address crime in all forms. They saw it as fundamental to building the foundations of hope and a successful future for the district. They talked about their experience of general, lawlessness, street crime, drugs, robbery, bullying and shoplifting which went unchecked. Hate crime and racism was experienced by many different people. People felt unsafe and insecure and talked about the absence of action and police not responding.

It makes them fearful and insecure. The view was that you cannot build a future where hate and crime exist. Worryingly it was becoming normal to talk about child grooming and modern slavery. There was recognition that young people didn't have a enough to do or a future to aspire to which was leading them into crime.

The overwhelming majority wanted to help and see it change, to build relationships, understanding and peace.

Schools Linking

There was no doubt that people thought mixing and integration at school was important. The public liked Schools Linking. They thought it was essential and a great initiative. What they also said was that it needed to go deeper and build longer and lasting relationships and connections. It needed to extend to parents and teachers who needed the same support too.

There was also a view that in the past integration in schools was better and there was more mixing. There was an ask for equal focus on primary and secondary schools and thinking beyond school to every day life.

“ If I feel insecure because of crime, then I focus more on me, I get isolated and become prejudice...

If we don't make it better, we will never build relationships and friendships and eventually more people will become angry and aggressive towards each other. People will move away and we will miss out on opportunities to work and prosper together.

”

Shared Spaces and Places

People had a lot to say about their spaces and places. For them it's not just what and where they are that is important, but how people behave and make each other feel when they are there. Whether it's a physical or online space – people wanted more safe, cared for and well designed places for people to come together.

Any shared space needs to be considered from 3 perspectives:

1. Physical spaces and places; clean and safe, well designed with the right tools and infrastructure
2. It's purpose and what you do within it; the vision, experience and benefit
3. How it makes you feel; welcoming, creates ownership, accessible, for me and brings joy

Building respect and friendships

Everyone wanted to connect and see more respect and friendships blossoming across the district – in the community, in schools and at work. They did not believe this was an issue just across faiths and ethnicities but also across ages, genders, class etc. They believed that a sense of community and belonging comes from good relationships. Having strong relationships and friendships helps people feel safe and confident and breaks down barriers. People can flourish with personal and informal support.

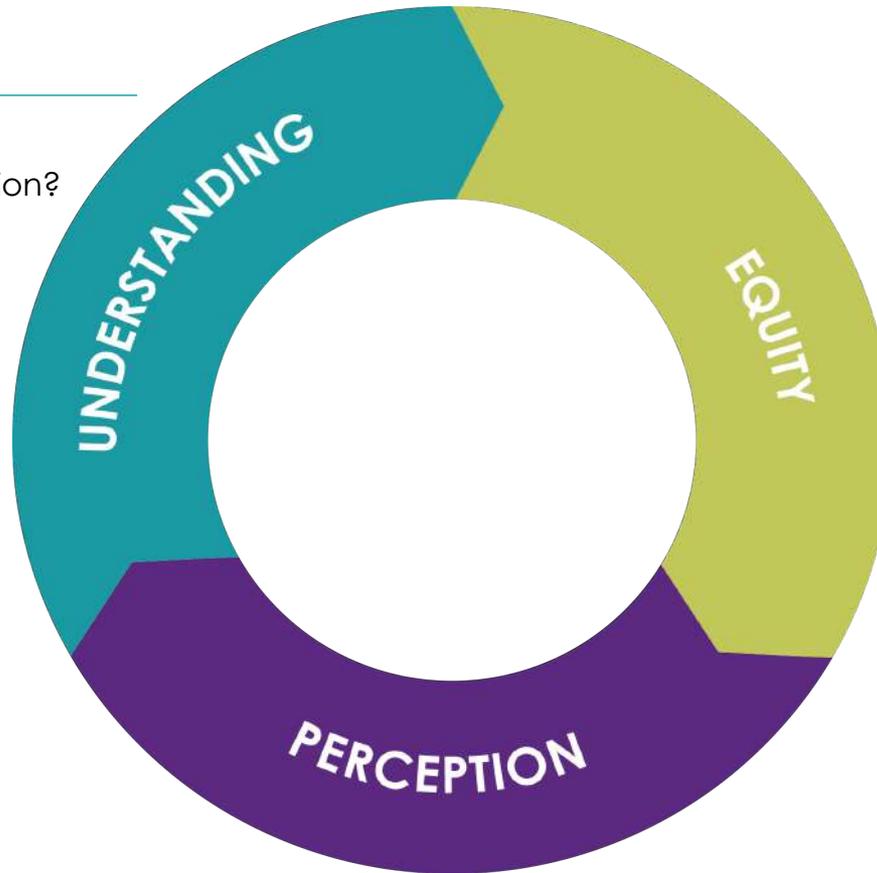
A lot of people said they wanted to connect with others but were not sure how and where to start. Spaces and places played an important role.

Being positive and hopeful is infectious and will change the culture of the district

What feeds integration?

My experience of others?
Meaningful human connection?
Empathy for each other?

Am I okay?
&
Am I getting my
fair share?
(resources + effort)



What I hear about others?
What I think I see?

Conclusions and recommendations

Understanding, equity and perception are what feed integration.

The key asks that appear as clear priorities now are:

1. Cleaning up Bradford - including crime
2. Building hope and aspiration
3. Addressing segregation
4. Creating better quality/paid jobs and getting people in to work
5. More for young people - skills, jobs, mentoring, safe places and things to do
6. Building shared understanding across ethnicities, genders, ages and abilities

And considering how you could leverage community ambassadors, life coaching, mentoring and training to help individuals build their lives and flourish.

Where could you start?

Additional insight

There are some areas which would benefit from additional insight and research which could be done relatively quickly:

1. Young men and in particular young people living on estates
2. Harder to reach groups and individuals who are more closely associated with hate crime and intolerance because they have: suffered, are offenders or have stronger views

More detail is in the full report.

The ideas

The engagement has given you a longlist of ideas and a framework of 'key ingredients' to inform decision making.

Key next steps would be to:

1. Map community resources, people and talent
2. Join up your services, spaces, groups and communities
3. Communicate and share the learning, feed back to the public what they told you and what will happen next. That will be very important.

Step one would be to develop a communications strategy and go back to the communities with the findings and discuss the next steps

How could you do it?

Asset Mapping

We would recommend starting with an asset mapping exercise, plotting the shortlisted ideas across.

It would be good to understand which partners/stakeholders/spaces you can use to test, refine and deliver the best ideas.

page 148

Who and what do you have to work with?

Prototyping

We would then recommend taking each of the shortlisted ideas to the right stakeholders and convert them into quick prototypes.

This could be in the form of paper concepts, storyboards, games, drawings, role plays, models, short pilots

So you can consider how they would work in practice

Testing

Take these prototypes and quickly test them with the right audiences. This would determine if these solutions are the right ones, what is missing and what needs to change in order to make it better, more relevant

So you can learn what really works

Through this process we will be able to:

1. Understand and tap into your existing resources
2. Make your ideas come alive so that we might quickly get feedback, test assumptions and rapidly iterate
3. Harness early learnings and adapt/change course accordingly
4. Understand which are the ideas that have most potential and are most relevant
5. Develop a roadmap and roll out plan

The Social Kinetic

Design thinking and engagement people

We are the team who have worked with you to deliver this research and insight.

We help ambitious clients **design solutions** to societies most wicked problems and the complex challenges faced by leaders, teams and organisations in a changing, connected world, **with dazzling results.**

We also help them deliver and lead change through design, collaboration, experimentation and innovation. **Building a culture of innovation and design thinking** with coaching, training and 'Let's Crack It' Design Workshops.

The result are bigger and better: outcomes, services, morale and productivity, bottom lines, access to new markets, reputations, collaboration and ambition.

**Social Design
& engagement**

**2 Week
Sprint**

**Ambitious
change**

**Design
culture**

We specialise in social and systemic issues

Such as social Integration, crime, health, housing, homelessness, education and infrastructure. Often multi stakeholder and multi issue – these could be longstanding wicked challenges.

We unleash the collective ideas, knowledge and social energy within communities.



If you would like to find out more about the research or the work we do at The Social Kinetic please get in touch.

Email: clairecater@thesocialkinetic.com Mobile: **+44 (0) 7734 995 807**

Email: Shagun@thesocialkinetic.com Mobile: **+44 (0) 7956 169 662**

Email: Bryony@thesocialkinetic.com Mobile: **+44 (0) 7714 433 253**

[@socialkinetic1](#)

www.thesocialkinetic.com **+44 (0) 20 3397 1141**

Appendix C

STRONGER COMMUNITIES PARTNERSHIP

TERMS OF REFERENCE

PURPOSE

The Stronger Communities Partnership will work together to provide vision, strategic leadership and direction in improving cohesion outcomes for people living and working in Bradford District and in developing Stronger and resilient communities.

The board will look to;

- Keep oversight of all programmes and strategies under the Stronger Communities Partnership and how this will be achieved.
- Fully embrace a test and learn culture
- Strengthen existing provision and evidence base ensuring that the priorities of the Stronger Communities are being delivered.
- Willing to take risks and be open to innovate within our agreed risk tolerance framework.

REMIT

The Partnership's remit would be to;

1. Assist in the development of the Stronger Communities Partnership aims and objectives.
2. To agree and sign off the Stronger Communities Strategy, Communications and Marketing Strategy, Evaluation plans and on-going community engagement activities across the District.
3. Monitor the achievement, performance, financial spend, risks and issues in relation to the Stronger Communities work and ensuring success is recognised and celebrated.
4. Influence ways of working and/or culture within their organisation as well as work in partnership with others ensuring integration is embedded as an ethos across their area of work.
5. Ensure that the Partnership is kept informed of major developments in the public, educational, economic and cultural life of Bradford District, particularly where they might have a significant impact on the districts cohesiveness.
6. Provide advice within their areas of expertise as represented on the Partnership, keeping the Board informed of opportunities for activity within or behalf of Bradford whilst seeking assurance, offering challenge, fresh insights and identifying new opportunities that would achieve the desired outcomes.

7. Provide access to communities within Bradford for whom the Partnerships work has relevance.
8. Contribute, review and disseminate any learning from the Partnership's work.
9. Act as an advocate and champion, challenging negative influencers and national narrative, lobbying on behalf of the Partnership and taking remedial actions.
10. To agree the commissioning and decommissioning of services, reviewing the evidence, learning, social return, national context and listening to local people before making decisions.
11. Consider the wider policy development, links to other programmes and their alignment, ensuring coordination, offering scrutiny and challenge and working towards shared outcomes and sustainable solutions.

The Board will undertake training to ensure they can fulfil the remit of this role as described.

MEMBERSHIP

The Partnership will not exceed 20 members. All terms except the Chair of the Partnership will serve for two years. The Chair will serve for three years and will be selected through an application and interview process. The Deputy Chair will be nominated through the membership and from a majority vote. Members should be in a position to support the work of Stronger Communities.

In order to satisfy this role, the Partnership will be comprised of representatives from the following statutory, non-statutory organisations and residents living in Bradford;

1. Independent Chair
2. Economic/ Employment
3. Safer Communities Partnership/Police
4. Voluntary and community sector
5. Health
6. Business
7. Education
8. Housing sector
9. Portfolio Holder of Neighbourhood and Customer Services
10. Young persons
11. Faith
12. Bradford East Residents
13. Bradford West
14. Bradford South
15. Shipley
16. Keighley

17. Specific skill and expertise as determined by the board x 3

Representatives will also consist of the following but will have no voting rights.

1. Three Legacy members
2. Integration Area lead from Ministry of Housing, Communities and Local Government (MHCLG)
3. Local Authority members;
 - a. Assistant Director of Neighbourhoods and Customer Services
 - b. Programme Lead
 - c. Stronger Communities Lead
4. Data, research and evaluation advisor.

STRUCTURE AND REPORTING

The Health and Wellbeing Board is the lead partnership in the Bradford District Partnership. The Stronger Communities Partnership will report to this board. The Stronger Communities Partnership will also report to the Corporate Overview and Scrutiny Committee to make sure our decisions and services are being made fairly and with transparency.

The Stronger Communities Partnership Board will be informed by the Safer Communities Partnership (already established) The Police representative must have some links to the Safer Communities Partnership. A report on progress will be provided to the Board where relevant from the Safer Communities Partnership. The Stronger Communities Partnership will provide a reciprocal arrangement to make sure these two boards are connected. The Equalities and Community Relations Group will report to the board every quarter.

The Board will be regularly informed by the People's Advisory Group and the Stronger Communities Delivery Group will work closely with them to ensure interventions are designed, delivered and continually improved in line with a 'test and learn' approach. This information will be managed through the programme team which will report to the Board every two months.

ATTENDANCE

All statutory and non-statutory service members who are appointed will assign an appropriate designated person to be able to make decisions in the event that the representative member cannot attend. For residents this function will be managed through the Stronger Communities recruitment processes.

DECLARATION OF INTEREST

Declarations of interest should be made at the point of recruitment. However, these will be updated annually but will remain the responsibility of each member to disclose on matters arising at any time throughout their term or when it becomes apparent.

DECISION MAKING

The Decisions of the Stronger Communities Partnership Board will be understood to be collective and to be acted on by everyone unless individual members have made a fundamental objection.

- A quorum of five members of the group will be required to conduct business including at least one local authority representative from the integrated Communities Strategy programme.
- Decision making by consensus unless there is a failure to agree in which case each partner has one vote. In the event of members failing to agree the Chair will have the casting vote.

CONDUCT AND FREQUENCY OF MEETINGS

The Board will meet as a minimum every two months. However, more frequent meetings may be agreed. Adherence to the code of conduct will be expected of all members.

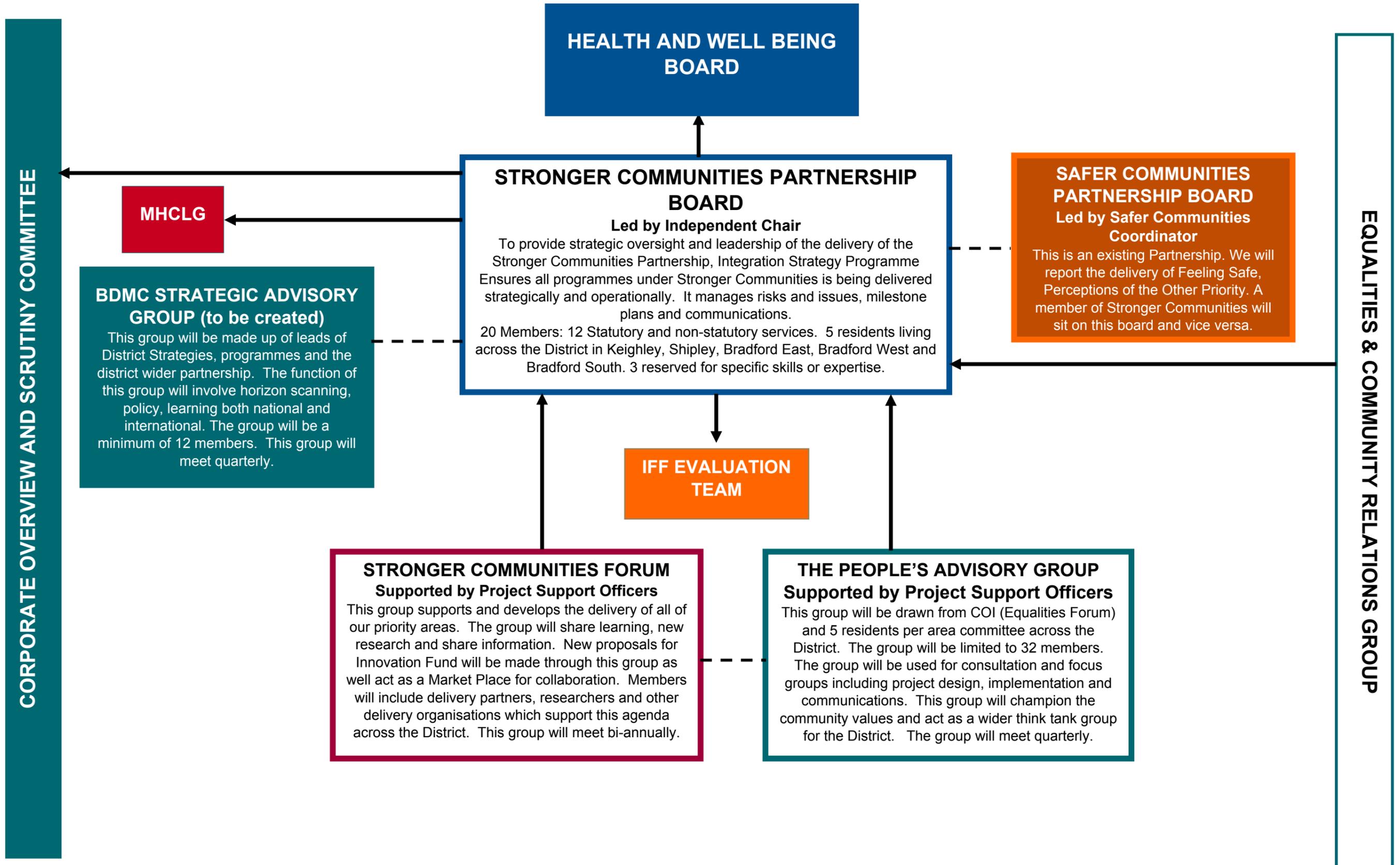
SECTERIAT

Bradford Council will provide administrative support to the Board.

REVIEW

The Stronger Communities Board will annually review terms of reference and working arrangements for sub-groups for particular functions / tasks. Changes to the terms of reference will be subject to discussion and agreement by the Stronger Communities Board and can only be made following consultation.

Board members will undertake an annual appraisal with the Chair, Portfolio Holder and Assistant Director or Director of Neighbourhoods and Customer Services.



This page is intentionally left blank

Equality Impact Assessment Form

Appendix D

Department	Department of Place	Version no	1.0
Assessed by		Date created	09/10/2018
Approved by	Ian Day	Date approved	19/10/2018
Updated by	Zahra Niazi	Date updated	
Final approval	Ian Day	Date signed off	19/10/18

The Equality Act 2010 requires the Council to have due regard to the need to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups

Section 1: What is being assessed?

1.1 Name of proposal to be assessed.

Draft 'Stronger Communities Strategy' and Delivery Plan, produced by the Bradford Integrated Communities Partnership in response to Bradford's designation as one of five Government 'Integrated Communities Pilot Areas'.

1.2 Describe the proposal under assessment and what change it would result in if implemented.

The Strategy sets out its vision where people – whatever their background live, work, learn and socialise together, based on shared rights, responsibilities and opportunities. As such the overall ambition of the Stronger Communities Strategy and Delivery Plan underpins this corporate equality objective. It is intended to increase opportunities for people from different backgrounds to: mix together, increase their mutual understanding and respect of each other and reduce misunderstandings and to remove barriers that prevent people from taking full advantage of the opportunities available to all people living in Britain. The proposal also includes influencing system change across schools admissions, social housing allocation, Government Policy and embedding the ethos of integration across the District in the design and delivery of services. It will challenge processes and practices which hinder opportunities for integration.

Section 2: What the impact of the proposal is likely to be

2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.

Yes. The proposals within the strategy and delivery plan will make a positive contribution and impact on many protected characteristic groups. There is no perceived detriment from undertaking any of the initiatives within the delivery plan.

Both the Government Green Paper and the engagement work undertaken locally recognise the importance of getting along in the District by increasing the size and diversity of social networks and bringing confidence and a sense of belonging. The local delivery plan places significant emphasis on bringing those furthest from the labour market into work. Proposals include indirect measures, such as better coordination and greater opportunity for learning English and more directly by engaging employers in changes to recruitment practice alongside work with the Department of Work and Pensions and Job Centre Plus. It is intended to increase opportunities for people from different backgrounds to mix together, increase their mutual understanding and respect of each other by reducing misunderstandings and barriers through sustained interactions.

2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.

Yes. As an Integrated Communities Pilot area Bradford, and Bradford Council, will raise the profile of equality issues, amongst many of the protected characteristic groups during the course of the partnership with MHCLG. In particular, opportunity will be taken to review certain policies and procedures to determine whether they support integration and resource will be available to instigate change, where this is believed necessary or helpful. Raising the profile of the districts work on integration will raise awareness amongst staff and elected members through the events and activities that are contained in the delivery plan. The proposal includes aspects of Feeling Safe as this can act as a barrier to people’s willingness to engage in activities that bring people together. The Delivery Plan intends to support campaigns to dispel and debunk myths as well as activities that encourage difficult conversations between different groups of people, challenging prejudices and stereotypes.

2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.

The activities within the Stronger Communities Delivery Plan run are aimed at all people across the District and therefore won’t negatively or disproportionately affect one particular protected characteristic group over another.

2.4 Please indicate the level of negative impact on each of the protected characteristics?

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

Protected Characteristics:	Impact (H, M, L, N)
Age	N

Disability	N
Gender reassignment	N
Race	N
Religion/Belief	N
Pregnancy and maternity	N
Sexual Orientation	N
Sex	N
Marriage and civil partnership	N

2.5 How could the disproportionate negative impacts be mitigated or eliminated?
 (Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

Review of the work being delivered will be effectively measured. Learning about what works, and equally important what doesn't, will help to ensure that the District can take better informed investment decisions and target resources at those interventions that are likely to deliver the greatest benefits. This will be supported by a thorough communications and marketing plan and an internal Programme Board which will look to tackle any on-going risks and issues or negative impact on certain groups.

Section 3: Dependencies from other proposals

3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.

The Integrated Communities Partnership represents a number of voices across the District and is made up by a range of Voluntary and Community Sector organisations, Faith organisations, private sector and Council Departments across the city. The Partnership has been involved in shaping the Stronger Communities Strategy and Delivery Plan proposal. There are no further additional equality impacts identified from these exercises.

Section 4: What evidence you have used?

4.1 What evidence do you hold to back up this assessment?

Our data better provides us with the right insight, evidence and intelligence to make well informed decisions that impact on our communities.

MHCLG is working with five pilot authorities to try out new approaches to integration and wants to use these experiences as a means of determining what works well. Bradford's approach has been based both on the analysis of data and engagement with partners and citizens. A robust evaluation framework is being developed to measure the impact of interventions. The Council will work alongside the MHCLG to ensure that the initiatives have outputs and outcomes that can be effectively measured. Learning about what works, and equally important what doesn't, will help to ensure that the district can take better informed investment decisions and target resources at those interventions that are likely to deliver the greatest benefits.

4.2 Do you need further evidence?

No

Section 5: Consultation Feedback

5.1 Results from any previous consultations prior to the proposal development.

The Social Kinetic was commissioned by the Stronger Communities Interim Board to engage the 'communities of Bradford District' to identify ideas from our list of priorities which in their view will get to the heart of some of the most persistent integration challenges and build happier, stronger communities with more opportunity for everyone. We engaged more than 630 people over three events in Bradford, Shipley and Keighley with conversations lasting more than an hour each. Each event had a mix of people from different ages, faith groups, ethnicities and gender.

We noted there were differences in what people said by area, age and gender and as such our Delivery Plan reflects this.

5.2 The departmental feedback you provided on the previous consultation (as at 5.1).

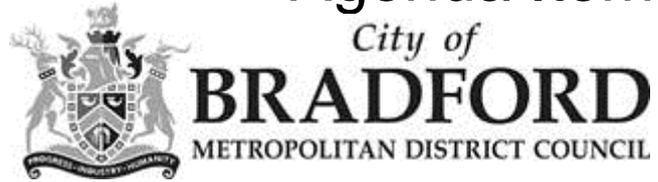
N/A

5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).

N/A

5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.

N/A



Report of the Strategic Director – Place to the meeting of Shipley Area Committee to be held on 16 January 2019.

T

Subject: Partnership and community response to bonfire planning 2018.

Summary statement:

This report provides members with the partnership response and community engagement activity which supported the operational approach to the planning in the run up to and during the bonfire period 2018.

Steve Hartley
Strategic Director
Place

Report Contact: Rebecca Trueman
Phone: 01274 431364
rebecca.trueman@bradford.gov.uk

Portfolio:

Safer and Stronger Communities

Overview & Scrutiny Area:

Corporate

1. SUMMARY

This report provides members with the partnership response and community engagement activity which supported the operational approach to the planning in the run up to and during the bonfire period 2018.

2. BACKGROUND

- 2.1 Following feedback from last years operation Bradford Council and Bradford District Police agreed to facilitate two partnership/tasking meetings.
- 2.2 The 'Operations' meeting which is chaired by Bradford Councils Emergency Planning Team has run for a number of years and continued to discuss locations particularly relating to organised and sporadic bonfires. Focussing on safety and environmental tasking in order to deploy appropriate resources and responses including Council Wardens, Fire Service, Incommunities, The Youth Service, Highways and Environmental Enforcement. An operational plan supported the activity of this meeting.
- 2.3 The Bonfire Community Engagement meeting shared intelligence relating to Anti Social Behaviour (ASB) and community tensions. The meeting was operational tasking/enforcement led to gain better co-ordination and sharing of intelligence in order to manage individuals. The meeting managed arrangements to ensure all ASB individuals who have received a yellow warning letters will be considered for a 'bonfire warning letter'. Persistent offenders received joint home visits from local Neighbourhood Police Team (NPT) and ASB Team. Key messages to schools, faith and community groups came from this meeting. The meeting captured and shared community tensions and consider opportunities for positive community engagement. The meeting identified groups or individuals who could mediate and offer resilience before, during and after the bonfire period. A Community Engagement Plan supported the work of this meeting.
- 2.4 The two meetings ran back to back to ensure that partners had input into both. Actions were captured and tasked appropriately. The meeting met weekly, becoming daily week commencing 29th October.
- 2.5 Across West Yorkshire there was an increase in threats to West Yorkshire Fire and Rescue Service (WYFRS) and other emergency services, this was experienced much earlier than anticipated this year with a spike during in early October of attacks of fire crews. Operationally this was monitored and responded to through the Community Engagement meeting.
- 2.6 The Council Contact Centre recorded all incoming information related to bonfires and this was treated as one source of intelligence that was shared with partners.
- 2.7 Council Cleansing teams cleared fly tipping daily where it was considered flammable materials were dumped with the intention of creating a dangerous bonfire.

- 2.8 A Silver Operational Room (SOR) was established for the full bonfire weekend and was only stood down once all partners agree the situation is back to normal.
- 2.9 It was agreed to coordinate locally through partnership WhatsApp groups in order to share intelligence and information over the bonfire weekend. Agreed that on each of the WhatsApp groups there must be a contact within the SOR and requests for services must be reported through the SOR. This was to ensure deployment was captured, reported and recorded correctly. Additionally West Yorkshire Police sent out key messages to key contacts on SMS messages on the run up to and during the bonfire period.

3. OTHER CONSIDERATIONS

3.1 West Yorkshire Trading Standards

West Yorkshire Trading Standards is responsible for anything to do with the sale of fireworks. Trading Standards look at the labelling of fireworks to ensure they are compliant with the Pyrotechnic Articles Regulations. Trading Standards are responsible for the under age sales of fireworks so when they receive intelligence that a shop is selling to underage carry out a test purchase operations. Trading Standards also investigate any allegations that a shop is selling outside the 3 defined sales periods (up to bonfire night, Diwali, New Year, Chinese New Year).

During the 2018 Bonfire period there were 5 Fireworks Test Purchase Operations in the Bradford area as a results of complaints being reported, all of which refused sales to our test purchase volunteer.

3.2 School input

Over 80 presentations to 15,000 young people received a school input via Safer Schools Officers, Ward Officers or Youth Service staff during the 2 months period in September and October. One partnership presentation was used which gave the opportunity for wider reach and a consistent message. For next year need to ensure that inputs are timetabled as early as possible in schools, before the end of the summer term. The presentation was used across partners (Police/Youth Service, WYFRS) and adapted to meet the needs of the young people and setting (e.g. school assembly, youth provision).

Partners agreed as part of the debrief that a positive approach was the Safer School Officers working the weekend as this providing opportunity to reinforce messages to the young people that the Officers knew from schools who could potentially become involved in anti social behaviour.

3.3 West Yorkshire Fire & Rescue Service

West Yorkshire Fire and Rescue Service worked very closely with a number of partners including West Yorkshire Police and Bradford Council. A huge focus was placed on community engagement in the areas where we have in the past had a problem with ASB and attacks on emergency services.

Operational crews and prevention team have visited a number of religious establishments to provide bonfire and firework safety education as well as building relations with the community groups. A number of meetings were held with faith leaders within the respective areas to plan and coordinate community activities for the bonfire period as well supporting the community volunteers and community calmers throughout this period.

The Fire Service Youth Intervention Teams have delivered targeted intervention days to the youth groups across the District. These targeted days provided a high experience day for young people who are most at risk of becoming disengaged with education and society. West Yorkshire Fire and Rescue Service has also been involved in delivering the “More Than a Uniform” campaign across the district with the aim of reducing attacks on fire fighters and also raising awareness to the public on what the fire service goes through during this period. Various communication and media strategies were utilised to get the message out in the community about the dangers of fireworks and the impact of ASB on the emergency services. Below are the figures of attacks on the Fire and Rescue Service including the fire car during the bonfire period:

District	Attacks 3 rd -5 th November 2017			Attacks 2 nd -5 th November 2018		
	WYFRS	Fire Car	Total	WYFRS	Fire Car	Total
BRADFORD	7	7	14	3	6	9

Its pleasing to say that overall the number of attacks has decreased from 2017-2018 (14 in 2017 to 9 in 2018). This has been due to effective partnership working and strong community engagement. Going forward we must continue to strengthen the partnership working and community engagement.

3.4 Bradford District Police

In terms of the overall operation, the below figures demonstrate the efforts made over the bonfire period 2018.

Attacks on Police and Fire Service

Fire – prior to weekend	11
Fire – weekend	5
Police – Prior to weekend	-
Police weekend	13
Total across Op	30

Arrests carried out by NPT and PSU Vans

Arrests across weekend	30
Arrests across Op (only figures supplied by West	33
Total arrests	33

Disruption Visits

Visits carried out across weekend	174
Visits carried out prior to weekend	48
Total	222

Warning Letters Issued

Issued across weekend	6
Issued prior to weekend	69
Total	75

Youth/ Council Interventions

Across weekend	1491
Prior to weekend	607
Total	2,098

Searches

Carried out across weekend	55
Total	55

Logs Attended

Logs across whole weekend	305
---------------------------	-----

Other (dispersal notices, youths returned home etc.)

Across weekend	32
Prior to weekend	45
Total	77

3.5 Neighbourhood Service

In the run up to the bonfire period Council Wardens and Clean Teams were reporting information and intelligence and clearing large amounts of fly-tipping and rubbish on a daily basis. Ward Officers from across the District organised and supported multi-agency days of action with a focus on engaging residents and sharing key educational messages in relation to fly-tipping, keeping families and young people safe and knowing responsibilities over the bonfire period.

The Environmental Enforcement Team proactively focused enforcement activity in historical locations, but could easily respond to emerging intelligence which was tasked from the operational meetings. Environmental Enforcement deployed a number of CCTV cameras in hotspot locations.

15 Council Wardens and 2 Mobile Wardens worked over the bonfire weekend and reported via the SOR. The teams were deployed as per normal weekend working arrangements, although some were deployed to locations that had planned large organised events focussing on safe traffic management around those locations.

Cleans Teams worked tirelessly over the weekend, cleaning significant amounts of rubbish and fly-tipping often from the same location. During the weekend there were 2 crews working a 9 hour shift. During the busiest periods on the Sunday and Monday evening the Clean Teams extended their shifts to ensure there was coverage. On the Monday evening (bonfire night) the Clean Teams stood down at 11pm.

A number of Council Ward Officers worked over the bonfire weekend, working with elected members, youth service staff and community calmers.

Council Contact Centre worked over the weekend reporting and logging incidents. Over the weekend period call centre staff managed, 6 calls after 6 on Friday evening, 38 calls on Saturday, 21 calls on Sunday and 2 calls after 6 on Monday evening – some of the calls were not bonfire related. Contact Centre staff reported directly through the SOR.

In the days following bonfire night Environmental Enforcement was able to download footage from CCTV as well as other images and footage retrieved from WhatsApp groups that were used to share intelligence over the period.

During the busiest periods over the bonfire weekend Police Community Engagement Officers worked with Council Safer and Stronger Project Officers working with community calmers and giving them help and support where needed.

Following a number of debriefs a recommendation is the need for a plan for next year which needs to start by summer 2019 to develop a strong communication campaign to highlight any enforcement action from this year, for example fines prosecutions which can be used as part of educational messages, particularly focussing on trade waste and understanding rights and responsibilities.

Part of this planning needs to include work with private landlords working with the Private Sector Housing Team to ensure key educational messages are shared.

3.6 Youth Service

The Youth Service responded to the request for street based interventions to challenge young people who presented with ASB in some of the districts hotspot areas. A coordinated response, planned alongside neighbourhood Policing teams saw a team of youth work practitioners being pulled together from across the district to form intervention teams. These teams were increased and deployed over the Bonfire weekend period with 2,226 interactions taking place with young people in street based locations. The teams worked every Saturday and Sunday evening from the first week of October up to and throughout the bonfire weekend, responding to the known hotspots and calls for service recorded by Fire and Police. Their work initially in Bradford West and Bradford East was expanded to include Bradford South, and latterly Keighley in response to updated intelligence and calls for services. Deployment of the teams was coordinated locally in the lead up to the weekend and through the SOR during the Bonfire Weekend Operation. This ensured we were able to deploy the most appropriate resources to the situations as they emerged and to keep an oversight of situations, rapidly providing additional

and responsive support if needed.

These interventions were designed to engage with young people outside of Youth Centre provisions, reaching those most likely to participate in ASB and disorder to engage and give strong action and consequence messages. Youth Workers were able to support and encourage young people to disperse from areas or to remove young people to an identified safe space, which was a key contributor towards reducing tensions and likelihood of arrests. Safe Spaces were staffed in key locations by Youth Work Practitioners, meaning there was space for young people to come in from the streets for a short period of time to reflect on their behaviours and make alternative plans for their evenings. Some of the time in safe spaces was used to unpack behaviours and consider their impact on others.

The Actions and Consequence work of the Youth Service was reinforced with the use of consequence cards, small credit card sized information cards which were given to each young person after a youth work intervention had taken place. The design of these cards was to help young people identify what could be considered to be anti-social, alongside consequences of participation, both in the immediate and longer term underpinned with key safety messages. These were funded by the Community Safety Partnership, and throughout the lead up to and during the Bonfire weekend the Youth Service and its partners distributed 12,000 Consequence Cards to young people after interventions had taken place. Further work was undertaken with community locations used for the delivery of youth work using Fire Safety posters and consideration posters on community notice boards to further support the key messages around safety.

Running alongside this was centre based work across the district, using a powerful consequence message youth workers engaged with young people to divert away from participation in ASB. The sharing of intelligence in relation to the served ASB warning letters ensured where young people were known to Youth Services they could be encouraged to participate in more positive activities and thus reducing the likelihood of injury and/ or criminal records.

Using the shared intelligence logs the Youth Service was able to target its responses and contribute and share local identified concerns in relation to underage sales and supply of illegal fireworks. This intelligence led to responses by other partners including Trading Standards and Police, which saw a number of timely responses which saw unsafe or illegal sales of fireworks identified and removed from individuals and premises.

3.7 Anti Social Behaviour Team

The Anti Social Behaviour Team is a collocated team made up of 3 ASB Officers from Bradford Council and 3 ASB Officers from West Yorkshire Police. Each Officer is designated an Area (City being +1). Similar to previous years a significant piece of work was taken on by each of the Neighbourhood Policing Team (NPT's) with the designated Anti Social Behaviour (ASB) Officer for that area. Over 200 warning letters and reinforcement visits carried out between NPT and ASB Team. All logged as a problem solving occurrences, which will enable us to identify the individuals for next years planning;

Home visits and warning letters;
East - 28
West – 99
Shipley - 25
Keighley - 27
South - 25

In West the ASB Team issued 8 CPWs (Community Protection Warnings) against the parents of 8 young people who were identified as causing ASB. This was the first time this type of legislation was used against parents for the behaviour of their children in this District. There was 100% compliance in relation to the curfew conditions, however 2 young people were caught in groups of young people misusing fireworks so will be considering progressing to Community Protection Notice (CPN).

3.8 **Community Engagement**

This year the Bradford Partnership embraced, a different approach towards our community engagement, a new meeting was added to the already established meeting structure for district planning of activity around this traditionally volatile period. The Bonfire Community Engagement meeting was co-chaired by both Police and Local Authority managers; it ran consecutively to the established “places meeting” and brought together a number of statutory and non-statutory organisations, the focus of the meeting was;

- 1) Pre Bonfire Education
- 2) Community Engagement
- 3) The establishment of a Community Intervention Cell for the Bonfire period.

The Bradford Youth and Adult IAG's (Independent Advisory Group) were both briefed by Superintendent Greenwood on the districts Bonfire related plans and given the opportunity both challenge and provide feedback, members of the adult IAG were invited to attend the Silver Operations Room (SOR) over Bonfire, two members attended and were able to observe the plan in action and discuss the on-going situation with senior leaders.

Some councillors asked for a briefing prior to the bonfire weekend and a number of suggestions were made and responded to in relations to reporting issues and expectations on the weekend.

A significant network of community calmers was mobilized in their local areas over the bonfire weekend more specifically in Keighley, Bradford West and Bradford East, these community members dealt with dozens of incidents, negating the need for the police or fire service to attend, in particular the community were instrumental in known historical areas, on bonfire related anti-social behaviour and of note they provided a “ring of steel” around a Public House, Bradford West preventing it from being attacked

Presentations were delivered to over 20 Friday prayer meetings in Faith Groups in

the run up to the bonfire period and two influential Imams supported community calmers during the weekend in engaging with youth groups.

Council for Mosques produced and distributed a community letter advising local people of their responsibilities and over the period and how to report concerns. Additionally over a 100 visits to various women's groups over Bradford

A Bonfire Community thank you event was held in City Hall in December where members of the community involved were invited and thanked for their participation, Senior Leaders from the Fire Service, The Police and the Local Authority together with the Lord Mayor spoke to our community and formally thanked them; a number of Letters of Appreciation were presented.

A recommendation from the debriefs is that in the planning for next years operation is to develop bespoke training packages with clear expectations for 'community calmers' using an area based approach, 'community readiness'.

3.9 Local response – a case study

Youth provisions in Wrose, Baildon, Shipley, Denholme, Wilsden and Bingley began working with young people 3 weeks before the bonfire weekend around fire and fire work safety, the law around fireworks and the consequences of anti-social behaviour. Young people were also encouraged to attend organised bonfire celebrations rather than to light fires or use fireworks themselves.

Some projects used media stories about young people who had been injured as a result of playing with fireworks and graphic photographs of injuries were shown to young people in an attempt to deter them from playing with fireworks. Some young people stated that they had not realised that fireworks could cause such bad injuries or the law around the use of fireworks.

West Yorkshire Police supported sessions at youth provisions to raise the awareness of anti social behaviour. Baildon Youth Project also visited Shipley Fire Station, again to learn about the role of the fire services and the consequences of inappropriate use of fireworks.

Shipley and Denholme were seen as areas where there may be potential anti social behaviour due to issues that have been experienced in the past in these areas. Following a period of intensive work with the police over the summer months, anti social behaviour in Shipley has reduced dramatically and there were few, if any instants of bonfire night problems in Shipley.

Youth Workers undertook a detached youth work session on 4th November (Mischief night) in Denholme where they worked with some 35 young people who had gathered at Foster Park to reduce anti social behaviour. Problems were kept to a minimum – young people were asking the Youth Workers to go home as they said that they could not get up to mischief when the youth workers were around! One local shop was spoken to by youth workers and the Police as they had been selling eggs to young people who were then throwing the eggs as passing traffic. Once the supply of eggs had been cut off, this was no longer a problem.

3.10 **Communication**

Over the last 6 weeks there have been 7 Operational meetings and 7 Community Engagement meetings held at Leeds Road Fire Station and a similar number of Silver meetings across all agencies.

Several WhatsApp groups were set up over the weekend which generated thousands of messages and have led to some enforcement activity particularly relating to environmental enforcement. The WhatsApp groups were generally positive but needed to be on an area basis. The WhatsApp groups help coordinate cleansing response.

The evaluation of the communication channels identified the benefits of operating the SOR to maintain oversight and control of deployment during the bonfire weekend. It is considered that due to the significant spike in calls for service seen this year on the night of Halloween that this operation should in the future be expanded to include the Halloween evening from the offset of planning the operations.

4. FINANCIAL & RESOURCE APPRAISAL

There was a significant cost for each organisation in relation to the operation including staff overtime. However, the success of the operation is predicated on the current arrangement for collaborative across the partnership.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

There was risk to damage to land and buildings and potential reputational impact on the District which the operation helped to reduce and mitigate the risk.

6. LEGAL APPRAISAL

This work relates directly to a number of powers and pieces of legislation across the partnership.

Throughout the year, fireworks are widely used to mark public and private celebrations as well as traditional events. Since they are explosives there are strict rules in place in the UK regulating the sale, possession and use of fireworks.

The storage of fireworks (and other explosives) is controlled by the Explosives Regulations 2014. The Pyrotechnic Articles (Safety) Regulations 2015 came into force on 17 August 2015, deal with the safety of fireworks as a consumer product. Before placing a firework on the market, a manufacturer must ensure that it has been designed and manufactured in accordance with the essential safety requirements. All fireworks intended to be sold to the public must be 'CE' marked showing that they meet EU requirements set out in Directive 2013/29/EU. Importantly, a manufacturer must keep the technical documentation and the EU declaration of conformity drawn up in respect of a firework for a period of 10 years (beginning on the day on which the firework is placed on the market).

The Firework Regulation 2004 (as amended) is designed to tackle the anti-social use of fireworks. Since January 2005 the sale of fireworks to the public is prohibited, except from licensed traders. However, fireworks can be sold by unlicensed traders for:

- Chinese New Year and the preceding three days,
- Diwali and the proceeding three days,
- Bonfire Night celebrations (15 October to 10 November), and
- New Year celebrations (26 to 31 December).

Under the 2004 Regulations, it is an offence to use fireworks after 11pm and before 7am without permission (except on permitted fireworks nights when the times are extended).

7. OTHER IMPLICATIONS

7.1 EQUALITY & DIVERSITY

Area Committee decisions will need to be made in line with Equal Rights legislation. This will require Area Committees to assess the potential equality impact of any decisions they make. There are no equality and diversity implications apparent.

7.2 SUSTAINABILITY IMPLICATIONS

Lessons learnt from the bonfire planning have the potential to build on relationships particularly with local communities in order to sustain local solutions to local issues.

7.3 GREENHOUSE GAS EMISSIONS IMPACTS

No specific impacts apparent.

7.4 COMMUNITY SAFETY IMPLICATIONS

The bonfire operation and lesson learnt for next years planning have the potential to improve community safety by identifying local priorities and co-ordinating collective problem solving as well strengthening community engagement activity.

7.5 HUMAN RIGHTS ACT

There are no Human Rights Act implications arising from this report.

7.6 TRADE UNION

There are no Trade Union implications arising from this report.

7.7 WARD IMPLICATIONS

The information in this report is relevant to all Wards in the Constituency.

7.8 AREA COMMITTEE ACTION PLAN IMPLICATIONS

The education/awareness-raising, engagement and enforcement work undertaken as part of the work relating to bonfire night impacts positively on many of the priorities in Ward Plans.

7.9 IMPLICATIONS FOR CORPORATE PARENTING

Refer to the guidance contained in the Report Guide.

7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

Undertake a Privacy Impact Assessment to determine whether you need to deal with data protection and information security matters arising from the proposal/decision.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

- 9.1** That the Area Committee adopts the recommendations outlined in this report.
- 9.2** That the Area Committee adopts the recommendations outlined in this report, with amendments.
- 9.3** That the Area Committee decides not to accept the recommendations outlined in this report.
- 9.4** In noting the work across the various partnerships and communities, the Area Committee may wish to reflect it's appreciation within the recommendations for the work by volunteers and staff across all organisations.

10. RECOMMENDATIONS

Members note the report and consider how the Area Committee can work with the partners to improve community safety outcomes in the planning to the bonfire period 2019.

11. APPENDICES

None.

12. BACKGROUND DOCUMENTS

None.