

## Minutes of a meeting of the Bradford and Airedale Wellbeing Board held on Tuesday, 15 June 2021 in the Banqueting Hall - City Hall, Bradford

Commenced 3.00 pm  
Concluded 4.45 pm

### PRESENT

#### Members of the Board -

<b>MEMBER</b>	<b>REPRESENTING</b>
Councillor Susan Hinchcliffe	Leader of Bradford Metropolitan District Council (Chair)
Councillor Sarah Ferriby	Healthy People and Places Portfolio Holder, Bradford Metropolitan District Council
Kersten England	Chief Executive of Bradford Metropolitan District Council
Helen Hirst	Accountable Officer, Bradford District and Craven Clinical Commissioning Group
Sarah Muckle	Director of Public Health
Brendan Brown	Chief Executive of Airedale NHS Foundation Trust
Dr James Thomas	Bradford Districts and Craven Clinical Commissioning Group
Dr Sohail Abbas	Deputy Chair
Therese Patten	Chief Executive of Bradford District Care NHS Foundation Trust
Kim Shutler	Bradford Assembly representing the Voluntary and Community Sector
Dan Greenwood	Chief Superintendent Bradford District, West Yorkshire Police
Ben Bush	District Commander, West Yorkshire Fire and Rescue Service
Mel Pickup	Chief Executive of Bradford Teaching Hospitals NHS Foundation Trust
Mark Douglas	Strategic Director, Children's Services
Huma Nizami	Race Equality Network

Apologies: Councillor Robert Hargreaves, Councillor Abdul Jabar, Councillor Imran Khan, Councillor Alex Ross-Shaw, Councillor Sue Duffy, Iain MacBeath, Helen Rushworth, Shirley Congdon, Stewart Davies, Rachel Dennis, Bishop Toby Haworth and Zahir Irani

### **Councillor Hinchcliffe in the Chair**

#### **1. DISCLOSURES OF INTEREST**

No disclosures of interest were made at the commencement of the meeting.

#### **2. MINUTES**

**Resolved –**

**That the minutes of the meeting held on 12 January 2021 be signed as a correct record.**

#### **3. INSPECTION OF REPORTS AND BACKGROUND PAPERS**

There were no appeals submitted by the public to review decisions to restrict documents

#### **4. THE EMPLOYMENT AND SKILLS PARTNERSHIP: BUILDING ON THE ECONOMIC RECOVERY PLAN THROUGH PEOPLE, SKILLS, PROSPERITY: SUSTAINING AND SUPPORTING AN INCLUSIVE ECONOMY FOR THE DISTRICT**

The Chair of the Bradford Employment and Skills Board submitted **Document “A”** which set out the strategic approach taken to employment and skills through the partnership and potential areas for support for Board members to consider.

The intent of the work of the employment and skills partnership was to create a more diverse workforce (by age, geography, ethnicity and disability) which was better equipped to deliver on current and future economic demands, with greater resilience.

This contributed to the Council’s objective to promote inclusive growth through ensuring those most disadvantaged in the labour market were able to get the skills they needed and access good jobs.

Board Members made the following comments:

- There was good work happening to help young people back into work or training – however we needed to be better at promoting the good work taking place.
- More publicity should be provided on “T” Levels and what they mean for parents and the workforce.
- There was an opportunity for partners to be involved in areas such as work

experience for young people, apprenticeships, volunteering, kick start etc – with the District recently securing one of the biggest placement quotas nationally (up to 2000 placements), the Board were asked to support this initiative through the facilitation of placements.

- The impact on being unemployed/not in training for young people was huge including on their mental health and services needed to respond to this demand. Particularly 18-25 year olds who had been significantly affected .
- It was crucial that the 2000 kick start places were filled and discussions took place on how these could be linked to jobs.
- Human Resource Directors network had a significant role to play in this area.
- We needed a centralised function to facilitate a place based approach to this issue.
- The workforce was ageing particularly in some key areas so this could be an opportunity for the system to train a younger workforce to continue to meet demand. Training and retaining young people was crucial.
- Needed to look at a range of barriers to employment such as young people’s mental health and the emergence of flexible/digital working and wider inequalities affecting young people. It was noted that individual organisations had invested in staff wellbeing and support for mental health issues.

The Councils Human Resources Director reported that the work in this area had been picked up at HRD’s network in different forums, particularly in Health and Social Care Economic Partnership and the Chair of the Health and Social Care Economic Partnership provided an overview of the strategy and the positive work taking place. A report on the progress being made with the kick start programme and the apprenticeship levy should be provided to the next Board meeting.

#### **Resolved-**

- (1) That the Board considered the information presented in Document “A”, and synergies with other partnership updates received by the Board.**
- (2) That the Board endorses the approach taken to date and promotes the work of the Employment and Skills Partnership through their own organisations and networks, and considers opportunities to support different interventions and placement types.**
- (3) That an update to the Board is received on the Health and Social Care Economic Partnership; alongside an update on the Public Sector approach to the delivery of the KickStart programme, and use of the Apprenticeship Levy.**

- (4) That member organisations engage with SkillsHouse to open up Kick-start placement opportunities for young people aged 16-24 in line with the six strands set out in section 3.3 of Document “A”.

**Action: Health and Wellbeing Partnerships Manager**

**5. THE EQUALITY GROUP - WORK ON INITIATIVES TO TACKLE INEQUALITIES ACROSS THE DISTRICT**

The Board agreed to defer this item at the request of the report presenter.

**Resolved –**

**That the report (Document “B”) be deferred to a future meeting.**

**Action: Health and Wellbeing Partnerships Manager**

**6. SYSTEM COMPOSITE 5 YEAR PLAN TO INCREASE DIVERSITY IN SENIOR LEADERSHIP**

The Human Resources Director submitted **Document “C”** which was a presentation to inform the Board that there had been a District wide agreement to develop a Public Sector plan to increase diversity in senior leadership over the next five years.

The presentation set out the context, vision and shared outcomes and the next steps in order to realise this ambition.

The Human Resources Director gave a presentation which set out the context, vision and shared outcomes and the next steps in order to realise the ambition of increasing diversity in senior leadership across the Public Sector.

Board Members made the following comments:

- Needed to increase diversity in senior leadership – important to improve performance in this area and the report needed statistics to reflect this ambition. A request was made for future reports to include this and a comparative analysis of the Districts performance against other places.
- Should grow our own senior leadership through training, development and talent management and employees needed to be supported in the workplace – we needed to develop, invest and nurture them and build on progress.
- There should be training and development opportunities for all as well as mentoring, shadowing and coaching of senior roles to allow those with the ambition to progress to such roles with the maximum opportunity to achieve these.

- A coordinated approach to resources, talent management and the equalities work was needed and it was agreed that the Partnership would look at how a dedicated post could be resourced to lead on this work.

**Resolved-**

**That consideration be given to jointly funding a dedicated post to coordinate and lead on the work to increase diversity in senior leadership in the Public Sector which would involve contribution from all partners.**

**A further update is received in 6 months' time to the Board outlining progress of the work, providing a comparative data analysis and should also include targets.**

**Action: Chief Executive**

Chair

**Note: These minutes are subject to approval as a correct record at the next meeting of the Bradford and Airedale Wellbeing Board.**

THESE MINUTES HAVE BEEN PRODUCED, WHEREVER POSSIBLE, ON RECYCLED PAPER