



Agenda for a meeting of the Bradford West Area Committee to be held on Thursday, 22 September 2022 at 6.00 pm in Committee Room 1 - City Hall, Bradford

Members of the Committee – Councillors: *Alternates:*

LABOUR	LABOUR
Amran	<i>Ahmed</i>
Alipoor	<i>Akhtar</i>
Azam	<i>Duffy</i>
Engel	<i>Arshad Hussain</i>
Ibrar Hussain	<i>Shabir Hussain</i>
Kamran Hussain	<i>Lal</i>
Nazir	<i>Mohammed</i>
Regan	<i>Mullaney</i>
Shaheen	<i>Thirkill</i>

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:**

Asif Ibrahim
Director of Legal and Governance

Agenda Contact:

Asad Shah
Committee Secretariat
City Hall
Bradford BD1 1HY

Phone: 01274 432280

E-Mail: asad.shah@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 must consider their interests, and act according to the following:*

Type of Interest	You must:
<i>Disclosable Pecuniary Interests</i>	<i>Disclose the interest; not participate in discussion or vote; and leave the meeting <u>unless</u> you have a dispensation.</i>
<i>Other Registrable Interests (Directly Related)</i> OR <i>Non-Registrable Interests (Directly Related)</i>	<i>Disclose the interest; speak on the item if the public are also allowed to speak on the item; otherwise not participate in the discussion or vote; and leave the meeting <u>unless</u> you have a dispensation.</i>
<i>Other Registrable Interests (Affects)</i> OR <i>Non-Registrable Interests (Affects)</i>	<i>Disclose the interest; remain in the meeting to participate and vote <u>unless</u> the member has a financial interest or well-being in the item, (a) to a greater extent than it affects the financial interests of a majority of the inhabitants of the affected ward, (b) a reasonable member of the public knowing all the facts would believe that the interest would affect your view of the wider community interest; in which case speak on the item if the public are also allowed to speak on the item; otherwise not do not participate in discussion or vote; and leave the meeting <u>unless</u> you have a dispensation.</i>

unless you have a dispensation.

- (2) *Disclosable pecuniary interests relate to the Member concerned or their spouse/partner.*
- (3) *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.*
- (4) *Officers must disclose interests in accordance with Council Standing Order 44.*

3. MINUTES

Recommended –

That the minutes of the meeting held on 4 August 2021 be signed as a correct record (previously circulated).

(Asad Shah – 01274 432280)

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.

(Asad Shah - 01274 432280)

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 Tuesday 20 September 2019.

(Asad Shah - 01274 432280)

B. BUSINESS ITEMS

6. **JESMOND AVENUE, PROPOSED FORMAL BLUE BADGE PARKING PLACE - OBJECTIONS** 1 - 14

That the report of the Strategic Director Place (**Document “G”**) considers objections to the introduction of a formal Blue Badge Parking Place on Jesmond Avenue, Toller, Bradford.

Resolved –

That the objections to the introduction of a formal blue badge parking bay on Jesmond Avenue be overruled, the bay be introduced as shown on drawing No. HS/TRSS/104773/COM-17A and the Traffic Regulation Order be sealed and implemented.

That the objectors be informed accordingly.

(Andrew Smith - 01274 434674)

7. **PETITION - VINE TERRACE WEST, FAIRWEATHER GREEN, BRADFORD** 15 - 20

That the report of the Strategic Director Place (**Document “H”**) considers a petition requesting traffic calming measures on Vine Terrace West.

Resolved –

That the request for traffic calming on Vine Terrace West be retained on the list of schemes to be given consideration by the Bradford West Area Committee when the 2023-24 Safe Roads schemes programme is determined.

(Andrew Smith - 01274 434674)

8. **PROGRESS REPORT ON THE WORK OF THE PREVENT TEAM IN THE BRADFORD WEST AREA.** 21 - 26

That the report the Strategic Director, Place (**Document “I”**) outlines the progress made in the last twelve months in the Bradford West Area

in delivering the national Prevent strategy against the District Prevent Action Plan.

Recommended –

The Corporate Overview and Scrutiny Committee acknowledge the progress on work undertaken in implementing the Prevent agenda in Bradford and its approach to supporting vulnerable people.

(Ian Day – 01274 433507)

9. EQUALITY PLAN AND OBJECTIVES AND PLAN 2021-25 UPDATE 27 - 62

The report of the Assistant Director (**Document “J”**) is to update the West Area Committee of progress made through the Equality Plan and Objectives and any specific development in the West Area.

Recommended –

It is recommended that the Committee welcome the update.

(Khalida Ashrafi – 07816 082796)

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

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Report of the Strategic Director Place, to the meeting of Bradford West Area Committee to be held on 22 September 2022

G

Subject:

**JESMOND AVENUE, PROPOSED FORMAL BLUE BADGE PARKING PLACE -
OBJECTIONS**

Summary statement:

This report considers objections to the introduction of a formal Blue Badge Parking Place on Jesmond Avenue, Toller, Bradford.

EQUALITY & DIVERSITY:

There are no issues arising from the Council's Equality & Diversity Strategy.

Ward: Toller

Jason Longhurst
Strategic Director Place

Portfolio:

Regeneration, Planning & Transport

Report Contact: Andrew Smith
Principal Engineer - Traffic & Road
Safety South
Phone: (01274) 434674
E-mail: andrew.smith@bradford.gov.uk

Overview & Scrutiny Area:

Regeneration & Environment

1.0 SUMMARY

1.1. This report considers objections to the introduction of a formal Blue Badge Parking Place on Jesmond Avenue, Toller, Bradford.

2.0 BACKGROUND

- 2.1. At its meeting on the 24 June 2021 this committee approved as part of its Safer Roads Programme, a scheme to introduce a Traffic Regulation Order on various roads throughout the Bradford West Constituency.
- 2.2. The Order has been promoted to resolve a number of requests for small areas of existing waiting restrictions to be amended or new restrictions to be introduced. The requests to resolve various traffic management issues have been raised by ward members, officers or local residents and businesses.
- 2.3. The Traffic Regulation Order was formally advertised between the 13 January and 4 February 2022. At the same time consultation letters and plans were posted to residents and businesses affected by the Order. This resulted in objections to some elements of the proposals. The objections were considered by this committee on the 24 March 2022 and it was resolved that some modifications be made to the Order as a result of objections being made to other aspects of the scheme.
- 2.4. This committee also resolved that consideration of the objections in respect of the proposed Blue Badge Parking Place on Jesmond Avenue be deferred to a future meeting of the Bradford West Area Committee to enable further consultation with ward members and a review of existing Blue Badge Parking provision on the street (the latter action being a resolution from the Area Committee meeting on 4 August 2022).
- 2.5. A summary of the points of objection and corresponding officer comments is tabulated below: -

Objectors concerns	Officer comments
<p>Jesmond Avenue (Drawing No. HS/TRSS/104773/COM-17A) First objector It is the residents of the property adjacent to the existing blue badge parking bay who are parking their without displaying a blue badge. This should be address before other residents are accused of wrongly using the bay. They often park outside their neighbour’s property who has a severely disabled son who regularly visits which causes unnecessary anxiety. The formal bay should be within the limits of the frontage of the applicant’s property. Making it a permanent disabled parking bay will require more space and will restrict direct access for the neighbours.</p>	<p>The current bay is an informal Blue Badge Parking Bay and is reliant on the good will of all car drivers to keep the space clear for Blue Badge holders and for users to park wholly within the bay. Making the bay official will only allow blue badge holders to park there but it requires the bay to be extended to a minimum length of 6.6 metres to conform with the Traffic Signs Regulation and General directions 2016. This will result in the bay encroaching onto neighbouring frontages and it is understandable there will be some impact on the neighbours. It is agreed that parking provision in the area does not meet the needs of the residents</p>

Objectors concerns	Officer comments
This will have an impact on objectors son's mental wellbeing as this is the only place he visits and he has a close relationship with both the objector and his mother and this will equally impact the objector and worsen his anxiety.	and this is particularly pertinent for blue badge holders who need to be able to park close to their property and this can only be achieved with the introduction of a blue badge parking bay. The bay can be used by any blue badge holder.
<p>Second objector</p> <p>The current informal bay is not used as it should. The resident's vehicle is always parked outside of the parking bay lines. They also park a vehicle in the bay which is not used for the disabled resident.</p> <p>The property where the bay is located has 3 vehicles which are parked outside neighbouring properties and causes major issues for the neighbours.</p>	<p>The bay will only be able to be used by blue badge holders and they must park wholly within the bay markings.</p> <p>The council has no authority to restrict the number of cars a resident owns.</p>

3.0 OTHER CONSIDERATIONS

- 3.1. In addition to the objections detailed in para. 2.5 the Council has also received 3 representations supporting the proposal to introduce a blue badge parking place on Jesmond Avenue.
- 3.2. In accordance with the resolution for the Area Committee meeting on 4 August 2022, a review of existing Blue Badge Parking Places on Jesmond Avenue has been undertaken. It was found that there are 9 existing such parking places and all are still valid.

4.0 FINANCIAL & RESOURCE APPRAISAL

- 4.1. A budget of £17,000 has been allocated from the Safer Roads Budget for the 2021/22 Various Roads Traffic Regulation Order. The element of project at Jesmond Avenue can be delivered within budget.

5.0 RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1. There are no significant risks arising from this report.

6.0 LEGAL APPRAISAL

- 6.1. There are no specific issues arising from this report. The course of action proposed is in general accordance with the Councils power as Highway Authority.

7.0 OTHER IMPLICATIONS

7.1. SUSTAINABILITY IMPLICATIONS

There are no significant Sustainability implications arising from this report.

7.2. GREENHOUSE GAS EMISSIONS IMPACTS

There is no impact on the Council's own and the wider District's carbon footprint and emissions from other greenhouse gases arising from this report.

7.3. COMMUNITY SAFETY IMPLICATIONS

None.

7.4. HUMAN RIGHTS ACT

There are no implications on the Human Rights Act

7.5. TRADE UNION

None.

7.6. WARD IMPLICATIONS

Ward members have been consulted on the advertised Traffic Regulation Order.

7.7. AREA COMMITTEE ACTION PLAN IMPLICATIONS

None

7.8. IMPLICATIONS FOR CORPORATE PARENTING

None

7.9. ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

None

8.0 NOT FOR PUBLICATION DOCUMENTS

8.1. None

9.0 OPTIONS

9.1. That the objections to the introduction of a formal blue badge parking bay on Jesmond Avenue be overruled and the Traffic Regulation Order be sealed and implemented.

9.2. That the objections to the introduction of a formal blue badge parking bay on Jesmond Avenue be upheld and this element removed from the 2021/22 Bradford West various sites Traffic Regulation Order.

9.3. Councillors may propose an alternative course of action on which they will receive appropriate officer advice.

10.0 RECOMMENDATIONS

10.1. That the objections to the introduction of a formal blue badge parking bay on Jesmond Avenue be overruled, the bay be introduced as shown on drawing No. HS/TRSS/104773/COM-17A and the Traffic Regulation Order be sealed and implemented.

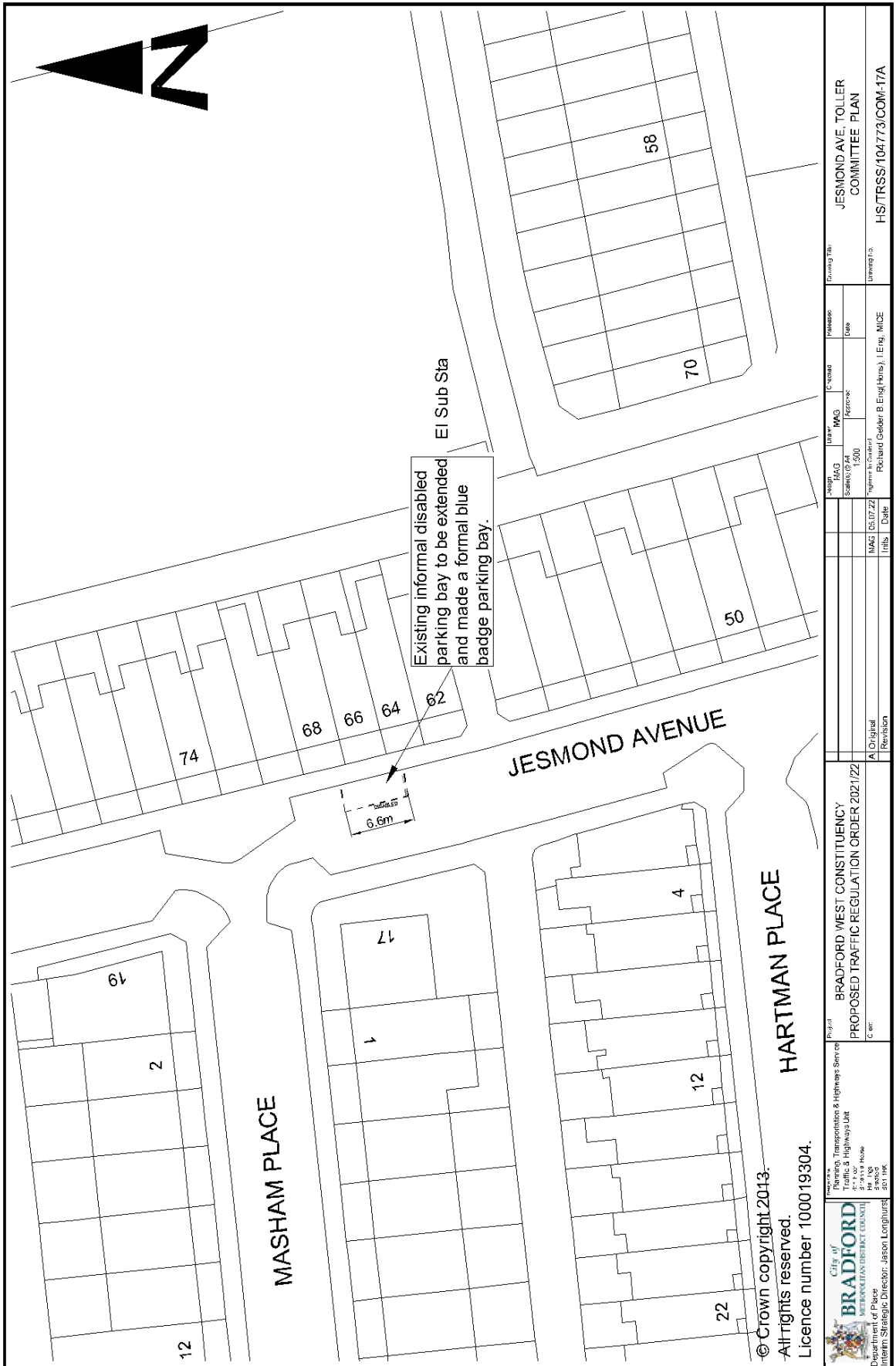
10.2. That the objectors be informed accordingly.

11.0 APPENDICES

11.1. Appendix 1 – Drawing No. HS/TRSS/104773/COM-17A

12.0 BACKGROUND DOCUMENTS

12.1. None



Existing informal disabled parking bay to be extended and made a formal blue badge parking bay.

6.6m

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<p>City of Bradford METROPOLITAN DISTRICT COUNCIL Department of Place Interim Strategic Director: Jason Longhurst</p>		<p>Project: BRADFORD WEST CONSTITUENCY PROPOSED TRAFFIC REGULATION ORDER 2021/22 C.001</p>		<p>Author: Planning, Transportation & Highways Services Traffic & Highways Unit 5-21-19 Road Bradford BD9 4JG 01603 251100</p>		<p>Drawn: [Blank]</p>		<p>Checked: [Blank]</p>		<p>Approved: [Blank]</p>		<p>Project Title: JESMOND AVE TOLLER COMMITTEE PLAN Drawing No: HS/TRSS/104773/COM-17A</p>	
<p>Initials: [Blank]</p>		<p>Date: [Blank]</p>		<p>Initials: [Blank]</p>		<p>Date: [Blank]</p>		<p>Initials: [Blank]</p>		<p>Date: [Blank]</p>		<p>Author: [Blank]</p>	
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Report of the Strategic Director Place to the meeting of the Bradford West Area Committee to be held on 22 September 2022

H

Subject:

PETITION - VINE TERRACE WEST, FAIRWEATHER GREEN, BRADFORD

Summary statement:

This report considers a petition requesting traffic calming measures on Vine Terrace West.

EQUALITY & DIVERSITY:

It is expected that there would be no disproportionate impact from the scheme recommended for future consideration within this report. Where a scheme is prioritised for funding it will be subject to Equality Impact Assessments if potential disproportionate impact is identified through more detailed investigation and design.

Wards: Clayton & Fairweather Green

Jason Longhurst
Strategic Director - Place

Report Contact: Andrew Smith
Principal Engineer
Phone: (01274) 434674
E-mail: andrew.smith@bradford.gov.uk

Portfolio:

Regeneration, Planning & Transport

Overview & Scrutiny Area:

Regeneration and Environment

1. SUMMARY

- 1.1 This report considers a petition requesting traffic calming measures on Vine Terrace West.

2. BACKGROUND

- 2.1 Background information is provided in Appendix 1 to this report

3. OTHER CONSIDERATIONS

- 3.1 Local ward members have been consulted and correspondence supporting the petitioners' request has been received. Members would like traffic calming measures installed as soon as possible.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 There are no direct financial implications associated with the recommendations within this report. Funding would be subject to future prioritisation by the Bradford West Area Committee as and when the Safe Roads budget is next determined.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 There are no significant risks arising out of the implementation of the proposed recommendations.

6. LEGAL APPRAISAL

- 6.1 There are no specific issues arising from this report. The course of action proposed is in general accordance with the Council's powers as Highway Authority.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

- 7.1.1 None

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

- 7.2.1 None

7.3 COMMUNITY SAFETY IMPLICATIONS

- 7.3.1 There are no community safety implications arising from the report recommendations.

7.4 HUMAN RIGHTS ACT

- 7.4.1 There are no implications on the Human Rights Act

7.5 TRADE UNION

7.5.1 There are no implications for the Trade Unions.

7.6 WARD IMPLICATIONS

7.6.1 Ward members have been consulted on the petition.

7.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS

7.7.1 There are no relevant priorities within the Clayton & Fairweather Green ward plan.

7.8 IMPLICATIONS FOR CORPORATE PARENTING

None.

7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESSMENT

None.

8. NOT FOR PUBLICATION DOCUMENTS

8.1 None.

9. OPTIONS

9.1 Members may propose alternative actions from those recommended on which they will receive appropriate officer advice.

10. RECOMMENDATIONS

10.1 That the request for traffic calming on Vine Terrace West be retained on the list of schemes to be given consideration by the Bradford West Area Committee when the 2023-24 Safe Roads schemes programme is determined.

11. APPENDICES

11.1 Appendix 1 - Petition Vine Terrace West, Clayton & Fairweather Green, Bradford.

12. BACKGROUND DOCUMENTS

None

APPENDIX 1

Petition Vine Terrace West, Bradford (20 signatures)

Background Information

The petition

The petitioners have submitted this petition to *“request the installation of appropriate traffic calming procedures on our street, as traffic calming will improve the quality of life for the residents by forcing slower speeds of motor vehicles and increasing the safety of all road users i.e. children seniors and those walking or cycling”*.

Officer comments

Vine Terrace West is one of 3 roads that links Bull Royd Lane and Thornton Road. it is a one-way street in the direction from Bull Royd Lane to Thornton Road. it has residential properties along one side and Crossley Hall Primary School opposite.

Two site visits was carried out on 21 July 2022 to assess the reported problems. At the start and end of the school day it was found, that due to the level of traffic and congestion in the area, there were no issues with speeding. Outside school start and finish times Vine Terrace West was very quiet. Vehicles that were observed appeared not to be speeding or driving dangerously.

Some roads in close proximity to Vine Terrace West have previously been traffic calmed. This work was undertaken in excess of 10 years ago; it isn't documented why traffic calming was not installed at that time on Vine Terrace West.

A request to traffic calm Vine Terrace West has been on the list of schemes awaiting funding since 2015/16.

The allocation of funding for highways schemes is subject to the project conforming with the West Yorkshire Transport Strategy. In terms of Safe Roads themes, the strategy includes a specific aim to reduce road accidents, aspiring to 'zero tolerance' of transport-related deaths. There are also aspirations to encourage walking and cycling by improving safety. The Strategy includes a casualty reduction target, that equates to a 42% reduction in the number of people killed or seriously injured in road collisions by 2027. The current level of funding dictates that individual Area Committees are restricted in the scale of projects that can be progressed and it has to prioritise works where there is a proven history of road traffic collisions that have resulted in injury. The Council also has to be confident that any works proposed are likely to address the specific casualty patterns. The prioritisation of funding for Casualty Reduction schemes has been an important contributor to the continuing downward trend in casualty rates within the district.

The accident data for Vine Terrace West has been studied and there have been no collisions resulting in injury in the previous 5 year period.

Recommendations

It is recommended that Vine Terrace West be retained on the list of schemes to be given consideration by the Bradford West Area Committee when the 2023-24 Safe Roads schemes programme is determined.



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Fairweather
Green

<p>City of BRADFORD METROPOLITAN DISTRICT COUNCIL</p> <p>Department of Place Strategic Director: Jason Longhurst</p> <p>Planning, Transportation & Highways Service Traffic & Highways Unit 4th Floor City Hall Hallgate Bradford BD1 1TH</p>				Design MAG	Drawn MAG	Checked	Submitted	Project VINE TERRACE WEST, FAIRWEATHER GREEN PETITION	
				Scale 1:500 N.T.S.	Approved				Drawing Title LOCATION PLAN
	A Original	MAG	23.08.22	Prepared by: Richard Gelder B.Eng(Hons), I.Eng, MICE					Drawing No.
	Revision	Init's	Date						



Report of the Strategic Director Place, to the meeting of Bradford West Area Committee to be held on 22nd September 2022

Subject:

Progress report on the work of the Prevent Team in the Bradford West Area.

Summary statement:

This report outlines the progress made in the last twelve months in the Bradford West Area in delivering the national Prevent strategy against the District Prevent Action Plan

Report Contact: Ian Day
Assistant Director of Neighbourhoods
and Customer Services
Phone: (01274) 01274) 433507
E-mail: ian.day@bradford.gov.uk

EQUALITY & DIVERSITY:

The 18 and under age group is the one where the risk of radicalisation and extremism is the highest and the majority of Prevent referrals relate to this age group. Extremist groups still focus most of their activity online and this increases the risk to this age group still further, due to their engagement online. The pattern for referrals and Channel cases to have long term mental health issues or specific learning needs, continues. This has, of course, been exacerbated by issues concerning Covid and the home based nature of work in recent years. This pattern is very much evident in Bradford West.

The Council's Prevent programme makes a positive contribution towards the **Council's Equality Objectives.**

Visibility, leadership and accountability- we publish our Prevent Plan for the District on the Bradford Safeguarding page for the District to see. We also consult with the Prevent Advisory Group about Prevent related issues in the District, as well as listening to the views of those across the District in our quarterly Roundtables and via our Prevent Champions network. We champion Bradford Shared Values in all our training.

Workforce-our Prevent team reflects the Bradford community that we serve and comprises of those who know the areas well.

Community: we are always consulting with local areas to find out the issues that concern them from a Prevent perspective. We recently held a Prevent Roundtable in Bradford West and made some new connections to expand our training further. We meet with the Bradford West Area Office regularly to gain greater insight into local issues and better understand the community there. Wherever possible we try to ensure that the services we commission are local, so we can support the local economy.

Services: We will design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities. We provide information about services in a range of accessible formats so that people know what services are available to support them and how to access them.

1.0 SUMMARY

This report outlines the progress made in the last twelve months in the Bradford West Area in delivering the national Prevent strategy against the District Prevent Action Plan.

2.0 BACKGROUND

At the Bradford West Roundtable on 2nd August 2022, the Prevent Team agreed to feedback to the Bradford West Committee on the work of Prevent in the Bradford West District and its impact.

OTHER CONSIDERATIONS

Extremist groups continue to utilise the online space to spread hate, conspiracy theories and mistrust between communities. The use of memes, conspiracy theories and Apps such as TikTok are attractive to a particularly younger audience and have been used to attract new support.

Self- initiated terrorism continues to be a risk, due to the low sophistication of the methods used and the ease at which things can be planned. The continued isolation and suspicion amongst some individuals, makes the potential for such attacks high. This is not linked to any particular ideology and very much taps into suspicion over minority communities, narratives associated with free speech, conspiracy theories and those with mixed, unclear and unstable ideologies.

The Independent Review of the national Prevent programme is due to be published. Bradford Prevent has fully participated and welcomes hearing the results.

3.0 FINANCIAL & RESOURCE APPRAISAL

There are no direct costs attributable to Bradford Council in relation to Prevent engagement.

A central government grant was made to Bradford Council in 2021/22 to fund Prevent work in the District. This supports the following relevant posts and their on-costs-Local Authority Prevent Co-ordinator, Prevent Engagement Officer, Prevent Education Officer and Administrative support for the delivery of Prevent work. The remainder of the funding supports delivery of projects which contribute to delivering key Prevent objectives in the District. Bradford has secured funding to deliver 4 projects in 2021/22.

Partners across health, education, probation and the Police have dedicated resources to ensuring that safeguarding processes are in place and where appropriate, that education services seek to steer people away from extremism and towards a more cohesive society

4.0 RISK MANAGEMENT AND GOVERNANCE ISSUES

Governance - Local delivery of the strategy is overseen through the Bradford CONTEST governance mechanism. The structure involves partnership at all levels with a range of agencies needed to ensure that we successfully deliver CONTEST in Bradford and the Prevent Strategy within this. Partners should be commended for the commitment and resources they have dedicated to making this structure an effective one.

Two strands of the CONTEST Strategy, Protect and Prepare, deal with emergency planning, civil contingencies and business continuity. Separate plans are in place for the delivery of this work.

Links with CONTEST governance and the Council's Safer Communities Partnership have been strengthened with an annual report being delivered and a new performance framework agreed.

5.0 LEGAL APPRAISAL

The Counter Terrorism and Security Act 2015 puts the Prevent programme on a statutory footing and makes delivering the Channel scheme a legal requirement. Specifically, the Act:

- Creates a new duty on certain bodies to have due regard to the need to prevent people from being drawn into terrorism. The duty will apply to bodies including local authorities, the police, prisons, providers of probation services, schools, colleges, and universities.
- Allows the Secretary of State to issue guidance to those bodies on how the duty should be fulfilled.
- Gives the Secretary of State power to direct a body to take certain action, which would be used to enforce compliance where the Secretary of State is satisfied that the body has failed to discharge the duty.

The Channel scheme being statutory has:

- required local authorities to ensure a multi-agency panel exists and chair the panel;
- required the panel to develop a support plan for accepted cases and signpost to other support where cases are not accepted
- ensured consent is sought prior to support being provided;
- placed a duty to cooperate on panel partners;
- required partners to pay due regard to guidance issued by the Secretary of State;
- and allowed the Secretary of State to indemnify intervention providers that provide ideological/ theological support for the Channel programme.

The Counter Terrorism and Border Security Act 2019 enables local authorities, in addition to the police, to refer an individual at risk of being drawn into terrorism for discussion at a Channel panel. At the moment, this power is only available to the police. To achieve this change, the Act amends sections 36 and 38 of the Counter Terrorism and Security Act 2015.

6.0 OTHER IMPLICATIONS

SUSTAINABILITY IMPLICATIONS

None

6.1. GREENHOUSE GAS EMISSIONS IMPACTS

None

6.2. COMMUNITY SAFETY IMPLICATIONS

The Prevent Strategy for Bradford District is central to reducing the threat of terrorism and extremism through a partnership structure engaging a wide range of agencies including the West Yorkshire Police.

Prevent sits within the context of the District's Community Safety Plan and reports annually to the District's Safer Communities Partnership. Tackling the threat to community safety and harmony is central to Prevent delivery in the District.

6.3. HUMAN RIGHTS ACT

Terrorism has an impact on human rights, in particular the rights to life, freedom, respect and expression. Terrorist acts can destabilise Governments, undermine civil society, jeopardise peace and security, threaten social and economic development, and can affect the strength and resilience of our communities.

The Prevent Strategy provides a means for developing our partnership arrangements and ensuring we build resilience in the community and put in place effective counter terrorism measures.

6.4. TRADE UNION

None

6.5. WARD IMPLICATIONS

The nature of patterns of extremism in the District mean that over time risk will vary across the district and the different ideologies that are a risk will also vary. This will impact on the levels of engagement required to mitigate any emergence of extremism and can change. Prevent work, however, does take place widely across the district. We hold quarterly roundtables, meetings with Ward Officers and a wide variety of Prevent project sessions, particularly in schools.

6.6. AREA COMMITTEE ACTION PLAN IMPLICATIONS

Activities outlined in the report contribute to priorities within the area ward plans and will be reported to area committees on an annual basis.

6.7. IMPLICATIONS FOR CORPORATE PARENTING

None

7.0 NOT FOR PUBLICATION DOCUMENTS

None

8.0 OPTIONS

Corporate Overview and Scrutiny Committee to consider the delivery of Prevent Work across Bradford district and make any recommendations for further Consideration.

9.0 RECOMMENDATIONS

The Corporate Overview and Scrutiny Committee acknowledge the progress on work undertaken in implementing the Prevent agenda in Bradford and its approach to supporting vulnerable people.

10.0 APPENDICES

Appendix one- Roles and responsibilities of the Bradford Prevent team

Appendix two- Bradford Prevent training undertaken in the Bradford West area.

11.0 BACKGROUND DOCUMENTS

None

Roles and responsibilities in Prevent in Bradford

Role	Responsibilities
Prevent Coordinator	<p>The Coordinator oversees the Prevent strategy and the Prevent programme in the Bradford district. They are instrumental in creating and maintaining partnerships across the district and engaging with sectors and communities to better understand their concerns and the risks related to extremism and radicalisation.</p> <p>The Coordinator provides support and guidance, as well delivering training and programmes across the district. They work with Elected Members, Council Officers at all levels of the organisation, senior representatives of other agencies, private sector and community organisations, to raise awareness of the various Prevent related risks in our society and how we can build counter narratives to these. Training is offered in how to have difficult conversations, the dangers of fake news and conspiracy theories and also on how to build critical thinking. Training is also offered on the different emerging extremism/ terrorism risks in our society.</p> <p>Strong partnerships mean that the Coordinator has a strong awareness of the Prevent related risks in our society. They use this knowledge to bid for funding from the Home Office. They ensure that this funding is spent on resources, projects and events that target the main Prevent related risks in our society and build resilience towards extremist narratives. They also ensure that the Prevent team is supporting and facilitating this work and adding to it with their own expertise and knowledge.</p> <p>The Coordinator has developed a Prevent Champions network which is growing steadily and shares good practise and resources across the district.</p> <p>The Coordinator is an active member of the Channel Panel and provides advice and support to partners</p>

	<p>across the district with regard to Prevent safeguarding matters.</p>
<p><u>Prevent Education Officer</u></p>	<p>The Prevent Education Officer (PEO) is responsible for supporting schools and all education establishments and those that work with young people, in fulfilling their Prevent Duty.</p> <p>They deliver Prevent training to schools, Children’s Homes and Youth Worker staff across the district. They also deliver various training packages to staff and pupils regarding how to have difficult conversations with young people, the importance of critical thinking, the dangers of fake news and conspiracy theories, as well as workshops for students transitioning to secondary school.</p> <p>PEOs are instrumental in sourcing, designing and distributing resources for PSHE to build resilience to hate crime, extremist narratives and radicalisation. They provide advice and support to school staff to ensure that young people are provided with the opportunities and resources to explore ideas and understand the risks in our society and how they can protect themselves online and in everyday life. They also provide advice on the Prevent Duty in schools and how schools can best meet this in their policies, procedures and curriculum</p> <p>The PEO provides advice and training to schools and educational establishments regarding safeguarding the young people in their care and have an excellent collaborative relationship with schools, many of whom are part of our Prevent Champions network. This relationship means that they have an excellent understanding of the Prevent related issues in our schools and are able to advise on projects and support from Home Office funding that will meet these issues.</p>
<p>Prevent Engagement Officer</p>	<p>The Prevent Engagement Officer is instrumental in working with partners across the district to understand and gauge community sentiment. They work with local</p>

	<p>communities, voluntary and faith organisations to strengthen their understanding of Hate Crime and Prevent and safeguarding work and build trust and confidence in local structures designed to challenge hate and extremism.</p> <p>The Engagement Officer organises local roundtable events to engage with communities across the district. These events help the Prevent team to understand local sentiment and work with communities to raise awareness of risk and share the work that is going on across the district to combat this.</p> <p>The Engagement Officer also works with mosques and madrassas across the district, helping in the delivery of Prevent training and raising awareness of the hate crime and Prevent related risks in our society.</p> <p>Our strong community links mean that Home Office funded projects are delivered across the district. The Engagement Officer is instrumental in ensuring that these projects target the appropriate risks and are being delivered well and meeting their objectives.</p> <p>The Engagement Officer engages local councillors, making them aware of activity within their ward and they identifying appropriate community training programmes which will help build resilience and increase the capacity for communities to engage with others of a different background.</p>
<p>Business Support Officer (part time)</p>	<p>The Business Support Officer supports the Prevent team with their data and administration tasks to ensure that the District Prevent Plan is delivered smoothly. They provide support with data collection, budgets, administration and statistics to ensure that training, projects and workshops are delivered effectively and in a timely and professional manner.</p>

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Bradford Prevent work undertaken in the Bradford West area in the past year

Prevent Education

Staff Prevent Training is offered and undertaken in schools in the Bradford West area- details of exactly where are sent to the Home Office every quarter. Feedback is taken after every session and shared with the Prevent team, the PAG, CONTEST and Home Office and in our yearly Overview and Scrutiny report. Help and guidance is also offered with related policy and strategy. Our Prevent Education Officer is new in post and formerly worked at Bradford College, so is ideally placed to continue this excellent work.

All schools in Bradford West are able to access an excellent bank of resources for free to develop student resilience against extremist narratives. These are differentiated according to setting. The resources have been developed by teachers and feedback is regularly sought and acted upon to enhance them. The resources inform about Prevent and extremism risk in the area. They build up an awareness of fake news, conspiracy theories and online risks and build up resilience to these. Staff and pupil feedback is very positive.

Our Prevent related projects have a focus on young people and one of our Projects- Oddarts-works in schools and uses a drama format to discuss issues related to extremism. This has outstanding feedback and is a regular feature of our Prevent Bid.

Feedback from staff and pupils is consistently excellent on our Prevent Education Officer training. Staff appreciate the depth of information on risk and the specific resources that are provided to aid teaching that builds resilience to extremist narratives and critical thinking. DSLs in schools regularly feedback that they appreciate the help of the PEO in creating Prevent policy and strategies related to it.

Projects

Bradford Hate Crime Alliance

Individuals anonymity is preserved. BHCA works with those who are not working with Channel but are seen to need some extra support to reduce vulnerability. They are currently working with three young men of school age and two young women of school age, as well as one older male- all in the Bradford West area.

Issues discussed include racism and homophobia, freedom of expression and consequences of actions, internet safety, identity and digital footprint. Sessions were undertaken individually and gave each person the opportunity to explore these issues in a safe environment and look at their impact in more depth. The purpose is to reduce the risk that they may pose in the future. They continue to attend the sessions and to participate fully.

Supplementary Schools Against Radicalisation

Workshops and sessions have been held in 6 mosques/ madrassas in Bradford West.

Staff sessions: 68 staff across the settings

Student sessions: 165 attendees, boys and girls

Most madrasas had their summer holidays during August and now that they have reopened sessions will commence.

Feedback has been excellent from staff and students. Those partaking acknowledge that they are now more aware of what Prevent is, what the current risks are and how they can protect against these risks.

The Manningham Mills Sports and Community Association

These have yet to undertake sessions in the Bradford West area.

Further Training in the area

We have undertaken Prevent training at the following places so that staff are aware of the extremism risks in their areas, signs of someone in need of support, the support available locally and how to refer to be considered for this:

Mears Housing

Ward Officers

Bradford City FC staff

Domestic Violence staff team

NHS safeguarding staff

Elected members training

LA Safeguarding Adults

Refugee and Asylum staff

Probation staff

Various children's homes in the area- Willows, Hollies, Barker End, Skyview, Hollybank.

Cadet training

We are also having Prevent displays in libraries across the District, including Bradford West. This information will link with the Council's Make Sure It Adds Up campaign and will stress the importance of checking stories and thinking critically before sharing something.

Qualitative v Quantitative information

While we send specific details every Quarter to the Home Office on the numbers of institutions and people we have trained, this is very much a quantitative measure. We feel that it is more important to look at the impact of such work. It is hard to show this, as the nature of our work means that progress is shown in the things that don't happen, rather than the things that do. We therefore think that feedback is vital, so we understand how our work has affected those who have undertaken it. Feedback is taken after every training session and after all project work. This is shared with our Prevent Advisory Group, the Home Office, Prevent Champions, yearly Overview and Scrutiny Committee report and informs our future Prevent planning. Our success is also indicated by the interest shown in our work by partners in the community. Youth groups, Religious groups, cultural societies, voluntary organisations, third sector partners, education providers are all part of our daily work and help us to plan community Prevent work.



Report of the Assistant Director to the meeting of West Area Committee to be held on the 22nd September 2022

J

Subject:

Equality Plan and Objectives and Plan 2021-25 update.

Summary statement:

This report is to update the West Area Committee of progress made through the Equality Plan and Objectives and any specific development in the West Area.

EQUALITY & DIVERSITY:

This report is an update on the overall Equality Plan and Objectives and therefore is in relation to all the objectives.

Assistant Director Jenny Cryer

Portfolio:

Leaders/Cllr Jabar

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Overview & Scrutiny Area:

Corporate

1. SUMMARY

To update Bradford West Area Committee on progress with the current Equality Plan and Objectives 2021-25.

2. BACKGROUND

2.1 Bradford Council published its Equality Plan and Objectives in December 2020 to progress outcomes under the headings of leadership, workforce, communities and service delivery to meet our Equality Act duty within Bradford Council.

2.2 The Equality Act 2010 requires us to have Equality Objectives, which are monitored and refreshed every four years. The general equality duty requires us to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation, and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

2.3 Our Equality Objectives and Equality Plan set out both how we will meet our statutory obligations under this duty and how we plan to go further than those obligations. Creating a successful inclusive place also means recognising that inequality is complex and there are other causes of inequality and exclusion than just those characteristics protected by law.

2.4 The Equality Objectives and Equality Plan adopt a whole Council and whole district approach and therefore do not target specific geographic areas. However, there are pieces of work which take place at locality level creating a specific offer to each area.

2.4 Leadership

This objective aims to address the overall approach the Council takes in its approach to Equalities ensuring it is at the heart of all its decision making and provides opportunities for everyone in the district to achieve their full potential.

Embedding Equality at the heart of all the Council does has been evident in work it has undertaken. This includes the Council Plan with Equalities as a key cross-cutting principle informing all activity. The Council has also led the development of a District Plan which has equality as a fundamental guiding principle.

The leadership of the Council have made a commitment to the organisation to increase visibility of senior management to listen to our workforce with lived experience of protected characteristics. Senior leadership have committed to being sponsors of the staff networks within the Council. Each staff network has one or in some cases two sponsoring directors providing them with senior leadership support and a direct reach to senior leadership with their ideas,

perspectives and challenges.

Staff graded at Special A and above have a commitment to have at least one Equality Objective in their appraisal. These have now been set currently with 83% of senior staff with an equality goal in place. These are being monitored through one to ones and appraisals.

The Council has committed to ensuring decision making is informed by engagement, consulted on appropriately and communicated clearly and underpinned by evidence. The initial stages of this work are in place with Equality Impact Assessment (EIA) training and a programme of support activities including training and development of EIA champions.

In August 2021 the Equalities Lead Officer worked with colleagues from the local NHS to deliver the “Root out Racism” launch event in City Park. This was attended by over 300 people who came together to make a public stand against racism. The event received very positive coverage and good reach in the media and social media and the planning group is continuing to meet throughout the year to progress this campaign and learning area.

A district wide systems equality group has been set up which is meeting regularly for programme oversight of EDI and resulting actions across the district. The Cross Council Equality Group has been developed over the past twelve months with seven staff networks emerging as members who meet with Departmental Champions and wider Council officers involved. They have oversight of the current Council Equalities plan and its progress.

This year has seen the staff network groups grow and develop. Staff network groups include the Race Equality Staff Network, BME Women’s Staff Network, Women’s Network, Disability Staff Network, LGBTQ Staff Network, Young People Staff Network and Working Carers Staff Network.

An app has been designed for Network Members developed by the LGBTQ+ Staff Network to share information, updates on views and opinions. The Disability Network Action Plan has now been drafted and shared with key senior managers and work is ongoing, including with HR, to implement actions.

Bradford District Wellbeing Board has shown commitment to equality as a top priority with an Equality Partnership Board and priorities which are being developed following the appointment of a new System Diversity Lead under the Wellbeing Board.

Bradford Council is contributing to the development of the districtwide and West Yorkshire wide EDI work as key contributors in both these arenas. This includes the WY wide EDI network of local authorities in West Yorkshire, and in work being developed by the EDI lead for Bradford District and EDI systems leads’ network.

Elected members approved a significant investment to enable the work on equalities and engagement. The appointment of the Equalities Lead Officer in June 2021 has resulted in a number of actions highlighted within this

report. The Lead Officer is in the ongoing process of meeting with department managers to discuss equalities and provide support and challenge. This includes providing updates through the Cross Council Equalities Group meetings to feed back through departmental champions.

The Cross Council Equalities Group meets monthly chaired by the Assistant Director Office of the Chief Executive. The group includes Network Chairs and Departmental Equalities Champions. The Champions are the point of contact between the Equalities Group (who oversee the delivery of the plan), and departments. Members of the group have supported a number of recruitment processes and have developed the RESPECT campaign which was launched in May 2022.

The RESPECT campaign has been highly successful so far recruiting over 500 allies and with a further 600 plus people taking part in training around equalities and inclusion of each protected characteristic. This training is being offered to all staff and is included on the online Evolve training system for staff personal development.

The Council have undergone an 'Equalities Peer Review' from the Local Government Association in November 2021 which resulted in a final report early spring 2022. This has enabled the Council to identify areas of progress, and where development is needed as well as enabled learning from best practice in other areas. The review has recommended a refresh of Council equality objectives in line with the Council plan which is in the process of being completed.

The current refresh of the plan has included several participation sessions across the district with staff and wider partners to gather their views on the current plan. This feedback has been taken on board along with wider recommendations from Stonewall and the Disability Action Group and in discussion with the Corporate Council Management Team and the Cross Council Equality Group. A draft plan has now been circulated for comment before a final draft is presented to Council Executive and Overview and Scrutiny.

Equalities is a standing item on all Council Management Team agendas and Formal Committee reports are required to have a front page summary of equality Implications and how these meet our Equality Objectives

2.5 Workforce

This objective aims to ensure all employees feel equal and included and comfortable in who they are. That they are supported to achieve their potential and are not subject to any unfair disadvantage regardless of their background, protected characteristic and class and are representative of the communities they serve.

A review of grievances is underway which is showing that these are reducing alongside the processing times. Bradford Council's HR Advisory Service continues to proactively advise and guide managers and Investigating Officers on the efficient management of all grievance processes. This has led to a reduction in the overall time taken for each grievance to be resolved from 208 days in Q1 of 2022/23 to just

103 days in Q2 of 2022/23. HR are also in the process of updating the Council's Grievance Procedure, to ensure that it remains robust, streamlined and continues to be legally compliant allowing all staff recourse to have their concerns investigated.

Since quarter 4 of 2021/22, there has been a significant decrease in the number of grievance cases being raised by employees within BMDC. 11 grievance cases were opened within Q2 2022/23.

There is a new programme being developed by workforce development which includes specific training on Equality, Diversity and Inclusion. The Council is working with a delivery partner who are expert in improving employee engagement, organisational fitness and equality diversity and inclusion to deliver an employee survey that is supported by software and analytics that will deliver meaningful insights and intelligence. An employee survey has been designed, developed and tested over the summer of 2022 involving individuals from across the Council in advance of a Council-wide launch. The questions are research driven and extensive designed to deliver better data insight and intelligence of employee experience so that evidence based actions can be progressed accordingly

There has been a roll out of the Allyship programme with 427 staff signed up as Allies. The launch of the RESPECT SharePoint site for information, resources and communication on equalities took place in Inclusion Week 2021 and is being updated in Inclusion Week 2022.

We have undergone the roll out of the RESPECT e-learning, with 670 people already having undertaken this training. RESPECT Allyship training is in development for Elected Members following the success of staff training.

There has been an increase of 14 percent over 12 months of staff completing the Equalities Induction; this now stands at 65 percent of staff having completed this induction.

HR has launched the Cultural Competency training as part of a wider programme of equalities related workforce development.

HR continue to work towards streamlining and refining our current recruitment and selection processes. Current recruitment/employee lifecycle processes are being process mapped with the intention of identifying areas of improvement for candidates and managers and to implement more streamlined and efficient processes. Options are also being explored in relation to the implementation of a new recruitment system and contract administration system, which will offer greater functionality, user experience, compatibility with other HR systems and access to a full suite of management information.

Elected members have approved a considerable fund, for the learning and development needs of Council staff in line with the actions set out in the Equality Plan. The Learning and Development plan includes a suite of initiatives aimed at supporting staff. Equalities and challenging inequality are a key part of how these programmes are being developed. Training has already focused on tackling racism, misogyny and discrimination towards LGBTQ communities.

Online equalities training has now been made mandatory for all new starters to the organisation. This sets a clear expectation to new starters that equalities are important to the organisation and they must seek to understand and address the underlying issues, however further training resources and opportunities will need to be developed.

A Continuous Professional Development (CPD) programme has now been put in place in the workforce strategy with equalities as a major strand. The Equalities Working Group have committed to producing lived experience videos to be used as part of CPD.

In the spirit of fair and transparent recruitment, all recruitment panels are now more diverse and representative. HR have also provided staff teams with guidance and support in being able to achieve this.

Currently, more than 20% of staff at Special A and above are from BME backgrounds. This includes two senior managers appointed at grade Special C and above in 2021 and a new Strategic Lead for Systems Equality, Diversity and Inclusion as highlighted. The overall proportion of senior managers from BME backgrounds has increased over the last 12 months.

The Allyship programme has been launched which provides a structured programme of training and support for all staff enabling them to be effective allies to colleagues who identify with a particular protected characteristic. This programme has had input from our staff networks and community partners such as Race Equality Network and MESMAC.

The RESPECT campaign launched this year is the overarching campaign that addresses and supports all staff and all protected characteristics in placing a positive emphasis on attitudes and behaviours for everyone. The campaign and the Allyship programme are the result of a collaboration between the Staff Networks, policy, HR and communications colleagues.

2.6 Communities

This objective actively encourages all service areas to better understand our communities. The council will actively engage with our communities to help people participate in decision-making processes, to improve the services we provide, and to enable more people to take part in the life in the District.

The Black Lives Matter movement prompted a local, independently led review of statues and monuments to be undertaken. This has been carried out and the outcomes and recommendations have been reported to the Council's Executive. Executive have required officers to ensure that policies for new monuments, commemoration and honouring individuals and groups are diverse and inclusive and agreed that a second phase of work should focus on telling the untold stories of the District's diverse communities. This work is on-going through the 'Diversity in the public realm group' and support for Black History Month.

To better understand working with diverse groups and sharing of the experiences of staff, service users and projects, the council will be profiling this in Inclusion Week 2022. This is a week of activities which provides many learning opportunities for staff in different ways in which Inclusive working is addressing inequalities. This programme includes events from both our internal teams and external partners.

The Council is committed to reducing the level of hate crime experienced by diverse communities. A new Hate Crime Strategy was launched in October 2021. It was supported by University of Bradford research on Hate Crime reporting; which was commissioned by the Stronger Communities programme Bradford For Everyone.

During Islamophobia Awareness Month we worked with partners including Bradford Hate Crime Alliance to develop a local campaign for Islamophobia Awareness Month called #IAMBradford.

Staff training has taken place on community tensions through work with Bradford for Everyone and area based partners. Hate crime is decreasing following work from Hate Crime Alliance and work with Stronger and Safer Communities.

The Council have published an economic recovery plan prioritising those most affected by the pandemic - There is significant evidence that the COVID pandemic has had a greater economic impact on those with protected characteristics, who are more likely to work in the sectors most affected. This includes BME communities, women, younger adults and people on low incomes in more insecure work. In line with the District Economic Strategy, the recovery plan aims to drive actions that specifically target under-represented groups and specific areas of deprivation. It will also address underlying historical labour market disparities and improve workforce diversity ensuring greater economic participation and opportunity.

The Council approved £50K budget investment to support Financial Inclusion, and an additional £600K investment for Assistant Ward Officer recruitment to support and engage with communities across the District has been carried out.

Procurement routes for communities are being improved with a social value procurement strategy that has a target for local spend which is being implemented through Corporate Services procurement and partners.

Over the last year we have worked with partners to develop the Welcome to Bradford website. This approach provided information for anyone new to the district and supported the settlement of Ukrainian families who have relocated to Bradford district about local services. Information is translated into the main languages spoken in the district by people who use English as a Second Language.

Skills House has set up the English Speakers of Other Languages HUB to provide advice and gather a needs analysis of English language learning in Bradford District. A large number of courses have been funded and supported by the hub to improve both English language levels and health and wellbeing outcomes working with public health.

Ukrainian resettlement has been supported during the past year work has been

supported through Access to Housing and with Stronger Communities .The EU Settlement Scheme was completed during the last year as we worked with local communities and partners to ensure people from the EU have completed their Settled Status to regulate their immigration status.

Through the Linking Network we have worked with local schools across Bradford linking schools and promoting social mixing, including 21 in the West Area.

Bradford Council have worked with local area police teams to engage people from protected characteristics including women, young people, migrants and people from faith communities.

Involving communities in decision making is taking place through the Stronger Communities ambassadors programme with inclusion of people from diverse backgrounds across all local areas of Bradford District. This includes representation on the Stronger Communities Partnership board.

Stronger Communities are working on a programme of training to develop understanding and responses to community tension working with partners and with communities across localities within Bradford District. This included funding Community Action Bradford and District to support community voice.

Safer and Stronger Communities worked with Bradford Hate Crime Alliance and Police to identify 2000 hate incidents. The Police and Crime Commission Survey recorded people feeling safe in their neighbourhood rising from 73% in 2019 to 78% in 2021. A new Hate Crime Strategy was launched in November 2021.

Stronger Communities having been focused on increasing social mixing through their Bradford For Everyone programme. The Police Crime Commissioner surveys from 2019 –2021 show an increase from 45.7% to 58.1% on the indicator of how well people from different backgrounds get on together in their local area, which is more than a 10% increase.

Programmes of celebration of diversity in place has involved departments within the Council working together to promote and support events which has included Root Out Racism, Pride, South Asian History Month, Windrush memorial, Black History Month, and Disability History Month.

Stronger Communities published the findings from their Bradford For Everyone programme in May 2022 which highlights learning to improve cohesion outcomes including a focus equality, diversity and inclusion in the areas of employment, education, social mixing and feeling safe in Bradford District.

A team of five Community Engagement Officers have been recruited in September 2022 to the Stronger Communities team to develop links with area partners to promote inclusion working with people from all protected characteristics based on learning from the Bradford For Everyone programme.

In December 2021 the Council worked with partners from the public and voluntary sector using an asset based approach to produce a European Roma Strategy to involve Roma people and support Roma inclusion across Bradford District with a

focus on Equality.

The council have completed a Gypsy and Traveller Strategy for inclusion of people from the Gypsy and Traveller Communities working internally across departments.

Bradford Council became a Local Authority of Sanctuary in December 2021 which included an action plan for involving people from the refugee and wider migrant community in the work and services of Bradford Council.

Stronger Communities' worked with Bradford Hate Crime Alliance to run a Let's Talk About It course focused on white people becoming anti-racist and working together to put in place support to unlearn racism and create allies.

The 'Make Sure It Adds Up' anti-rumour and critical thinking strategy involved working with partners to reduce rumours and prejudice. It supported people from across the District to practice and promote critical thinking when receiving and sharing uncertain information. The critical thinking campaign area worked with people from Muslim, LGBTQ+, working class and migrant communities to reduce hate crime and incidents and increase understanding around these diverse areas. The campaign was also used to tackle Covid-19 inequalities. This learning project, working with partners including: City of Sanctuary, Linking Network, Bradford African Community, Hope Not Hate, Integrated Community Learning Schools, Bradford Rohingya Community and Community Action Bradford & District, ran training courses in a range of settings involving 600 people across the District. Nearly 90 percent of those who have taken the course said it directly gave them a further understanding of diversity and just under 80 percent said they had less negative personal beliefs as a result of the course.

Promoting inclusive activity and a feeling of belonging is key to the cohesion work of the Bradford for Everyone team. The innovative Citizen Coin app enables people to earn virtual coins for undertaking social value activities, such as volunteering. People can 'spend' their earned coins at an increasing number of local retailers and businesses to receive discounts against goods and services. The app's technology records all volunteering activities, helping those who need it to build their CVs which will support them gain paid employment and or get into better jobs. By July 2022, the scheme sees approximately 1540 active app users (receiving and spending coins) with 7678 coins in circulation across the district.

Bradford District Shared Values which are to Respect, Share, Care, Protect, is a people-led campaign that inspires and aspires to get all communities and organisations in the Bradford District to live and celebrate these four human values that bring us together. Over 1000 people living in the district, said having a set of shared values that belong to all, will connect us more, help us grow, shine and create the future we want to experience.

Bradford's People Library has been created as a collection of 'human books' highlighting the many things we have in common as people, as well as celebrating our differences. The library showcases inspiring stories which are from people who were born and bred here, or those newly arrived. People participate in creating the library from all parts of the district.

The African Study for Change course worked with partners to run African history education classes within the Council and for wider employers in the district to help promote outcomes to make Bradford District a place where everyone feels safe. The course aims were to increase understanding and reduce prejudice toward people who are black or of African heritage. This included an approach of decolonising with education that reflects the story of all citizens with a diverse global narrative. The course enabled people to learn about African History from a broader perspective and not a UK only perspective. The aim was to learn about events and characters not traditionally learnt about in schools and education in the UK. The result was outstanding, with 87% of participants stating they felt they were less prejudiced toward black people and people of African heritage.

The work led by Holiday Activity and Food programme has been supporting the most disadvantaged communities across the Bradford district in terms of low incomes. Working with 106 providers, 14,000 children attended the holiday clubs in parks across the district for 42 days over the summer period.

2.7 Service Design

To design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities. To provide information about services in a range of accessible formats so that people know what services are available to support them and how to access them.

To aim to contract and commission locally wherever possible so that we can support our local economy. This will help to build a local supply chain connected to its wider social responsibilities and offering high-quality employment and training opportunities to local people, while delivering equitable services that are value for money.

The Council have produced an easy read guide to ensure everyone can access the Equality Plan and Objectives.

Bradford Council website now meets accessibility standards and has a translation facility while a full review of the website has been undertaken and training for staff is being put in place.

In order to collect data that will enable the measuring and effective evidence building a task and finish group developed a 'minimum data set requirement' for services in order to better understand their user profile and any gaps. Its roll out will ensure that consistent data is being collected across the Council, and among commissioned services.

The Council is committed to improving the way it works to serve the communities of Bradford District with its partners in the VCS. New co-production standards and governance are now in place in partnership with the voluntary sector to hear and act upon the voices of service users and carers including those from diverse backgrounds, older people, carers and disabled people. A coproduced piece of work in Adult Services, working with disabled people and their advocates is being piloted.

Equality Impact Assessment (EIA) training programme has been developed with an EIA process review underway through the Equality Team. The training has been delivered in four sessions and a further 4 sessions are planned between September and December.

There has been a review of the EIA process which is underway through the Lead Equality Officer. The Equality team and policy team have supported the EIA process for the budget proposals 2021/22 ensuring due consideration for all protected characteristics and low income groups.

We have adopted the accessible information standard and working towards implementing this throughout the Council.

3. OTHER CONSIDERATIONS

Since the publication of the Equality Plan and Objectives in 2020 we have undergone a Peer Review by the Local Government Association. We have also had a review of our Equalities work by Stonewall in relation to working with people from the LGBTQ community and wider feedback from the Disability Staff Network through their action plan. This has integrated and informed a current refresh of the plan which is in its final stages before being presented to the Council.

Following the Local Government Association peer review recommendations presented to Bradford Council in early 2022 we have consulted with all council staff and related partners to gather feedback to include in the recommend refresh of the Equalities Objectives and Equality Plan. This process has resulted in aligning our objectives with our overall Council Plan objectives and developing outcomes and measures to increase equality, diversity and inclusion across the council and incorporating all previous content under our leadership, workforce, service delivery and work with communities.

The current draft of the plan is based on discussion with staff through open invites on BradNet and an all staff consultation email, as well as through the Staff Networks. The plan has been discussed and changes followed up with the Cross Council Equality Group, which includes Staff Networks and Department Champions, and we have held sessions throughout the district with our voluntary and community sector partners.

The redrafted plan has then been fed back to those involved in the refresh process and a final draft is to be discussed with elected members and unions before making final changes and being taken to Overview and Scrutiny and Council Executive.

The current refreshed objectives sit under the following headings.

- Objective 1: An equal, diverse and inclusive workplace
- Objective 2: Inclusive and accessible services
- Objective 3: An inclusive economy
- Objective 4: Inclusive Communities

Key changes to the Equalities Objectives and Equality Plan currently include;

- In relation to recommendation three to 'refresh the current Equality Objectives and Equality Plan' and on the basis of the feedback received from the wide consultation and engagement activities, the objectives now include and reflect these views.
- As per recommendation one to 'develop a more balanced narrative around equality' we have tried to create a plan that recognised all protected characteristics and in particular the work we need to do to on disability and LGBTQ+ inclusion.
- Also in relation to recommendation one, during our refresh and in relation to a balanced report we have also taken account of and considered documents like the Council Plan, Bradford District shared values, disability delivery plan, Stonewall feedback.
- In relation to recommendation four to 'publish an Equality Objectives and Action Plan that directly link to each Corporate Plan' the objectives areas remain broadly the same, and 'Inclusive economy' has been added, which responds to feedback from the peer review in aligning with key document's i.e. the Council plan.
- Also to add in relation to recommendation four, although leadership is no longer a separate objective, its cross cutting outcomes have been moved into the other four objectives and remain a priority with clear targets.
- Overall, we are currently working on the measures of the deliverables and this will be an ongoing piece of work linking the deliverables to the delivery plans of the departments in the Council
- Below is an expansion of our progress in relation to each of the recommendations of the LGA review:

Peer review outcomes

Recommendation 1 - Develop a more balanced narrative around equality, particularly improving the council's approach to equality on sexual orientation, gender, disability, and other characteristics that may or may not be legal protected, including low income. This will provide explicit recognition of the intersectional nature of inequality. It should also ensure you can provide a clearer narrative and set of actions and outcomes, feeding into decision-making and service design.

- There has been the development of a cross council approach to equalities through the RESPECT programme which covers all protected characteristics.
- There has been a wide set of staff networks created which includes seven current staff networks.
- Training is underway through the Allyship programme, including on intersectionality such as BME Women.

Recommendation 2 - Consider the Equality Lead reporting directly to the Chief Executive to demonstrate the importance and commitment to the agenda.

- Regular meetings with the Equality Lead and the Chief Executive have been increased.
- Equalities is on the CMT agenda every week with each report highlighting how they meet equality objectives and taking account of any EIA carried out on reports that are presented

Recommendation 3 - Refresh the current “Equality Objectives and Equality Plan” document to focus explicitly on the internal corporate equality health of the organisation.

- Programme of consultation has taken place with staff, networks and wider partners.
- Refreshed Plan drafted and going to Executive following further feedback from elected members and union members.

Recommendation 4 - Publish Equality Objectives and Action Plan that directly link to each Corporate Plan priority and include community-focused outcomes. Link the Corporate Plan explicitly to Service Delivery Plans, Team plans and Personal Development Plans. Ensure that it is clear how equality objectives will be delivered, by whom and how they will be resourced. This should be done as a matter of urgency.

- The refreshed plan has been drafted to meet recommendations from the LGA review.
- The refreshed plan takes into account and is aligned with the Council Plan, the feedback from the Stonewall report and also the Disability staff network action plan
- All services have been asked to put equality objectives into service planning through Departmental commitments.
- All staff Special A grade and above have an equality objective.

Recommendation 5 - Increase the capacity of the council to work on the EDI agenda by explicitly expanding policy officers’ remits to include equality (in the broad way defined in recommendation 1).

- Additional resource has been given for a dedicated equalities project officer.
- Training has been provided for all policy officers in EIAs.
- The council has co-funded a system EDI lead for the Wellbeing Board.

Recommendation 6 - All people managers to attend mandatory equality training, particularly about making reasonable adjustments for disabled staff.

- There has been an increase of 14 percent on last year of staff completing the Equalities Induction; this now stands at 65 percent of staff having completed this induction.
- There has been a roll out of the Allyship programme with 427 staff signed up as Allies.

- There has been a launch of the Cultural Competency training as part of a wider programme of equalities related workforce development.

Recommendation 7 - Publish workforce equality data, referring to how the workforce reflects local communities, particularly LGBTQ+ and disabled communities.

- HR are gathering data to ensure that this recommendation is achieved and our workforce matches the local community demographics.
- The annual Council Workforce Profile for 2022 is currently being produced and is due to be published into the public domain by 31 December. Although previous versions of this report did not include information on the proportion of the workforce that are from the LGBTQ+ communities, this will be added to the information on the other protected characteristics that is already included, as well as the latest information on all protected characteristics for the District's working age population from the Census. It is voluntary for employees to disclose their protected characteristics information and for LGBTQ+ in particular the response rate from our employees is very low, with a high proportion of employees saying they do not want to disclose this information to their employer. When the latest Census data is published for the District, this will be used for comparative purposes with our own organisation.

4. FINANCIAL & RESOURCE APPRAISAL

There are no financial issues arising from this report which is for updating on progress purposing only.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

There are no significant risks arising out of the implementation of the proposed recommendations. This report is for updating on progress purposing only.

6. LEGAL APPRAISAL

There are no legal issues. This report is for updating on progress purposes only.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

This report is for updating on progress purposes only.

7.2 GREENHOUSE GAS EMISSIONS IMPACTS

This report is for updating on progress purposes only.

7.3 COMMUNITY SAFETY IMPLICATIONS

This report is for updating on progress purposes only.

7.4 HUMAN RIGHTS ACT

This report is for updating on progress purposes only.

7.5 TRADE UNION

This report is for updating on progress purposes only.

7.6 WARD IMPLICATIONS

This plan is for the whole council and therefore operates district wide with each action above impacting upon the West Area.

Consultation took place in the West Area on the Current Plan as part of the refresh taking place. Meetings were held in City Hall for all staff and staff networks.

A number of events have taken place in the West Area to raise awareness of Equality, Diversity and Inclusion. These have included Remembering Srebrenica, LGBTQ+ Pride events, Holocaust Memorial, Open Iftar, the Queens Jubilee and number of other well attended and positive community events supporting programmes such as Black History Month and South Asian Heritage Month.

The Bradford Literature Festival returned with a wider ranging and diverse programme of learning events taking place in the West Area.

Assistant Ward Officers have been employed in the West Area to support local area offices to engage and support our diverse communities in their locality working with partners.

Stronger Communities have recruited area based engagement officers to involve people from all protected characters and all areas in the development and achievement of local community outcomes working with the VCS sector.

7.7 AREA COMMITTEE ACTION PLAN IMPLICATIONS

This ongoing work contributes to inform the delivery of the overall West Area action plan working with wider departments including Area Officers and Stronger Communities.

7.8 IMPLICATIONS FOR CHILDREN AND YOUNG PEOPLE

This report is for updating on progress purposes only.

7.9 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

This report is for updating on progress purposes only.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

This report is to update the committee on progress and to either welcome or not welcome this update following further questions.

10. RECOMMENDATIONS

It is recommended that the Committee welcome the update.

11. APPENDICES

Current Equality Objectives and Plan 2021-25.

12. BACKGROUND DOCUMENTS

Current Equality Objectives and Plan 2021-25.

EQUALITY OBJECTIVES AND EQUALITY PLAN 2021-2025



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FOREWORD

Equality, diversity and inclusion is at the heart of everything we do at Bradford Council.

Ensuring our citizens are treated equitably and fairly by the Council, that they can access the support they need and the opportunities that the District has to offer them I consider as vital if we are to eradicate discrimination, inequality and unfairness. All our citizens should be able to live their best lives possible.

The COVID-19 pandemic has highlighted inequalities across the District, especially among ethnic minorities and people with disabilities. Our new equality objectives have been developed against this backdrop and that of the Black Lives Matter Campaign. Events leading up to BLM Campaign highlighted the discrimination and unlawful treatment experienced by specific groups of people and individuals based on their race – this was not only racism meted out by private individuals but also by institutions.

Our new equality objectives have also been informed by us listening to what members of the public, our partners, our staff and our elected members have told us.

The objectives; focussing on improving leadership, further diversifying our workforce at all levels, increasing community involvement and engagement in decisions, and increasing stakeholder involvement in designing services, are underpinned by actions to ensure we can deliver against them. Success against delivery will be measured and reported regularly to ensure we stay on track to improve equality across our District.

We will also remain flexible to new events and how these might impact our plans. No-one foresaw the wide ranging impacts of the COVID-19 pandemic and the inequalities that deepened and worsened as a result. We need to keep vigilant to ensure any new or emerging events are considered and addressed.



All Council strategies and plans will have equality at their heart. The whole of the Council will work to implement the necessary changes to enable the Council to provide equality of opportunity and access to services for all our people. We will also work to support our partners and others to do the same.

The Council is actively involved in the newly formed Health and Wellbeing Board's equalities group. It is heartening that this group has adopted equality themes that reflect the Council's own equality objectives.

I take this opportunity to offer my thanks to all those involved in developing our objectives and plan. This includes all members of the public, partners, staff and elected members who helped to shape our objectives and plan. I look forward to working with you to implement our equality ambitions over the following years.

Cllr Abdul Jabar
Portfolio Holder
Neighbourhoods &
Community Safety



🔥 All our citizens should be able to live their best lives possible. 🔥

BRADFORD DISTRICT SHARED VALUES



OVERVIEW

Bradford is a diverse District, home to 534,000 people, a third of whom are Black, Asian or Minority Ethnic (BAME), one in five are of Pakistani heritage and, at the 2011 census, one in four people were of the Muslim faith. The District is home to significant numbers of people from Eastern Europe and some 150 plus languages are spoken here. It is the UK's youngest city with almost a quarter of people aged under 16 and a third of the population are aged under 20 years-old. Our District is geographically diverse, two thirds rural, with a large city and towns and villages each with their own often very strong, identities.

The District's youth and diversity represent significant assets offering a wide range of skills, innovation and experience, connections to global markets, huge productive potential and a rich cultural and community

life. Work with and between our diverse communities has led to Bradford being assessed as among the world's leading intercultural cities. There are however, some stark differences in outcomes with marked contrasts between different areas with some high levels of deprivation alongside areas of significant wealth and affluence.

Overall, some 266,000 people live in the District's most deprived areas and 30.9% of children live in poverty. Social, economic and health inequalities are real challenges, reflected in the fact that there is an average of 9.1 (9.5 England) years' difference in life expectancy for male residents in the most affluent and the poorest parts of the District and 8 (7.5 England) years for women. Many people are affected by a combination of different dimensions of inequality e.g. income, ethnicity, gender, sexuality, faith or disability.





“ The promotion of equality and social justice is clearly in everyone’s interests. ”



For example, a third of the population is BAME with a large Pakistani and Bangladeshi populations. Bradford has over 67,000 people in the lowest skilled occupational groups – research shows that nationally 41% of Pakistani and Bangladeshi employees work in those same lowest paid groups, far higher than any other ethnicity.

In order to maximise the benefits of our youth and diversity we must build an inclusive organisation and District that actively recognises the contribution that people from different backgrounds make to all aspects of life. But being truly inclusive is not just about welcoming different contributions. Inclusion also means actively tackling inequalities and advancing greater equality, as well as fostering good relations between different people. Inequality comes with social, economic and environmental costs and has a significant impact on the delivery of public services. Inclusion means removing the barriers – physical, economic or social– that hold people back, so that everyone is and feels a part of the District.

The promotion of equality and social justice is clearly in everyone’s interests and must therefore be at the heart of decision making. Equality is an intrinsic part of the job of every Elected Member and Officer and this needs to be accompanied by us all understanding our District, our people, our communities and our rich cultures along with the inequity that many of our people face on a daily basis. Through this understanding we will be able to ensure our focus stays on making Bradford District a fair and equitable place for all our people.

Equality and social justice must be at the heart of everything the Council does because they are key to the successful and effective delivery of services, the achievement of better outcomes for everyone and the development of a sustainable and inclusive economy. Our Equality Objectives and the plans that sit alongside them are there to help ensure equality is mainstreamed throughout the organisation.

THE EQUALITY ACT 2010

The Equality Act 2010 requires us to have Equality Objectives, which are monitored and refreshed every four years. The general equality duty requires us to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation, and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
- Foster good relations between people who share a relevant protected characteristic and those who do not share it.

Our Equality Objectives and Equality Plan set out both how we will meet our statutory obligations under this duty and how we plan to go further than those obligations. Creating a successful inclusive place also means recognising that inequality is complex and there are other causes of inequality and exclusion than just those characteristics protected by law.

TACKLING INEQUALITY

Many people in Bradford District live with the affects that significant inequality brings, from a lack of opportunity through to reduced lifespans, that is linked to one or more of their characteristics that are protected under the Equality Act 2010. These protected characteristics are age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In addition to this, Bradford added low income as an additional protected characteristic, reflecting the fact that many people in our District live in poverty.

The COVID-19 pandemic has brought existing inequalities in opportunity, health and life chances into sharp relief and threatens to widen existing gaps and create new inequalities.

The Black Lives Matter Campaign (BLM) has raised awareness of the often negative and disproportionate use of force and deadly force by some law enforcement officers against people from a Black heritage. That some public sector employees, through their actions, believe this treatment is justified indicates there is an additional layer of discrimination and inequality faced by people from these communities.

A DISTRICT WIDE COMMITMENT

Promoting diversity, preventing inequality and tackling discrimination is not solely the responsibility of the Council. Our approach will also consider the wider partnerships we operate in. Whether this is with other public sector bodies, such as the NHS or the Police, our community and faith sector partners, our partners in the Education Sector or our business community. As part of our new Wellbeing Board, will create a new cross partnership, multi-agency, equality group that will work to promote an equal and inclusive approach across the whole of the District.

OUR KEY THEMES

Our headline objectives are focused on four themes. These themes reflect the Local Government Association (LGA) Equality Framework for Local Government 2020 which is designed to help Councils plan, implement and deliver equality outcomes.

OUR EQUALITIES THEMES

LEADERSHIP AND ORGANISATIONAL COMMITMENT

The overall approach the council takes to ensure that equalities is at the heart of decision making and promotes equal opportunities for everyone in the District to achieve their full potential.

WORKFORCE

Ensure that our employees feel equal and included and more comfortable. That employees are supported to reach their potential, are not subject to any unfair disadvantages regardless of their background and/or characteristics and are representative of the communities that they serve.

COMMUNITY

Action to support the creation of a place where everyone feels that they belong, are understood, feel safe and are able to fully participate in and contribute to the economic, social and civic life of the District.

SERVICE DESIGN

Ensure that all our services are designed in an accessible and an inclusive way including co-production with local people and organisations. This includes an approach to procurement and commissioning that values equality and diversity and everyone in the District has the information they need to access our services.

OUR OBJECTIVES

Our objectives cut across our four themes.



OBJECTIVE 1

VISIBILITY, LEADERSHIP AND ACCOUNTABILITY

We will lead the Council and the District in an open, visible and accountable way with zero tolerance for discriminatory behaviour

OUR AMBITION

An organisation with good leadership invites challenge and creates an environment where people can be comfortable that they can reach their full potential, no matter what their background is. We must all live and breathe this agenda if we are to deliver change and everyone has a part to play. This means that whilst we need to eliminate any unconscious bias and lack of cultural awareness at the top of the organisation, we also need to ensure that everybody has access to training and education on these issues. We need policies that promote better cultural understanding but also eliminate workplace discrimination including racism, homophobia, transphobia, sexism and disability discrimination.

We will be a Council that:

- provides open, visible and accountable leadership on the issues of equality and diversity across Council services and more widely across the District.
- has an environment where our people are empowered and can be confident they can offer their opinions and raise concerns in a safe, neutral environment.
- has a workforce that understands the District and the communities we serve and champions equality strategically ensuring this is a key goal throughout organisation and partnerships.
- ensures decision making is consulted on appropriately and communicated clearly and underpinned by evidence.
- that promotes Bradford District as one and many places, with people who share the same and different aspirations, with people who have a common identity and also hold different identities, as a place with unique individuals and communities who share many of the same values.



HOW WE WILL ACHIEVE THIS

Over the next four years, we will take a number of actions to achieve this. **A detailed action plan is included in Annex A.** Our key actions include:

- 1) **Developing open and accountable leadership** – Equality and fairness must be at the heart of everything the Council does because the successful delivery of services and better outcomes depends on it. Equality will be a regular item for discussion at all levels of the organisation.

To ensure we are understanding our strengths and weaknesses as an organisation, we will invite the LGA to conduct a peer review of our organisational approach on equality and action the subsequent recommendations. Performance management procedures to be reviewed and made more robust, incorporating best practice from other organisations, including consideration of linking performance to pay starting with Strategic Directors and Assistant Directors. All managers will have a performance measure in their appraisals on how well they have delivered on equality and empowered their staff to succeed. We will also work with our partner organisations including the NHS, the Police, the Fire Service and the Voluntary Sector along with colleagues and partners in the Education Sector to create a group to champion equality across the District.



- 2) **Creating Safe places to speak, be heard and build trust** – we will increase visibility of senior management to listen to our workforce with lived experience of protected characteristics. Review the Council’s disciplinary, grievance and whistleblowing procedures and look to implement best practice and monitor performance. Ensure that staff are supported to form and sustain self-organised groups configured round protected characteristics.
- 3) **Supporting our workforce to understand the District and champion equality** – including implementing enhanced equality training that is available for all staff and Elected Members incorporating lived experience in training.

- 4) **Ensuring there is zero tolerance for discriminatory behaviour** – we will ensure our review of disciplinary procedure reflects that discriminatory behaviour is wholly unacceptable, imposing the most severe sanctions for proven serious cases or repeated behaviour.
- 5) **Ensuring decision making is informed by engagement, consulted on appropriately and communicated clearly and underpinned by evidence** – We will develop an easy to use corporate toolkit to help to ensure all services and consultations with the public have equality and fairness as a fundamental principle. This will lead to a revised approach to Equality Impact Assessments.



OBJECTIVE 2

WORKFORCE

We will work proactively to ensure that our workforce (at all levels) reflects the communities we serve and support all staff to achieve their full potential.

OUR AMBITION

Our aim is to create an environment where equality and inclusion is at the heart of everything that every employee does. We seek to foster a workforce culture that is inclusive, transparent and accountable, and one in which there is zero tolerance for discriminatory behaviour, unconscious or not.

We do not want services full of employees who think and sound alike. Therefore, we must look beyond bias and seek out talent from all areas and backgrounds so that our talented employees are valued irrespective of who they are and any visible or non-visible differences in order to allow everyone to reach their full potential. We want to see an open, inclusive environment where the best people, full of ideas and enthusiasm, can thrive irrespective of who they are.

We will ensure that every talented, committed and hard-working employee has the opportunity to rise to the top, whatever their background and whoever they are.

We will develop our workforce, support an encourage our employees to share their lived experience through staff engagement sessions and periodic surveys. We will listen, and act to remove barriers to success and create an environment and development that supports our workforce to flourish.

We want every employee to know and understand our Equality Objectives. Whilst we are already on this journey and have begun to embed some of the recommendations from recent reports, such as the Hay Report. We recognise there is more to do and this is reflected in this action plan.

HOW WE WILL ACHIEVE THIS

Our key actions will include:

- 1) **Ensure that every employee feels included, is able to bring their whole self to work and that barriers to success are removed.** This will be done through staff engagement, review and refresh of policies, procedures and effecting culture change. We will develop and implement a new People Strategy and a people (HR) policy review cycle and consult widely with staff networks and trade unions.
- 2) **Supporting every employee to reach their full potential** through our approach to learning and development. We will Achieve a minimum number of 5 learning and development days per year per employee. We will increase diversity in senior grades (Special Grades and above) through talent development programmes. We will also refresh our management and leadership development programmes, which will equip our managers and leaders with the knowledge and confidence to support their staff. We will produce ethnicity Pay Gap Reporting alongside the existing mandatory requirement for employers with 250 or more employees to publish their gender pay gap. We will also increase completion of equalities awareness through mandatory equality and diversity training.





- 3) **Achieve a workforce that represents the communities we serve** across all levels through our approach to talent attraction, recruitment and selection and talent development. We will work to ensure we have diverse interview panels. We will review job descriptions, adverts and selection practices that can act as a barrier to some groups. As part of the review of our recruitment processes, we will explore how we can collect data about the socio-economic background of job applicants and recruits.

Having this data will help us to identify the representation from this group in our workforce and to then identify any action we need to take based on that data. We will increase the representation of BAME employees at senior grades (special A and above), with more representative LGBTQ+, Disability and ethnically diverse backgrounds, and to increase the proportions of staff self-declaring. This will include monitoring and reporting our performance on recruitment and workforce diversity to monitor increased diversity through attraction, recruitment and selection processes and development programmes.

- 4) **Provide a central budget to allocate resource to support learning and talent development.** We will put forward a business case for additional Human Resources resource investment to focus on organisational learning and development and talent.

OBJECTIVE 3

COMMUNITY

We will encourage all service areas to better understand our communities. We will actively engage with our communities to help people participate in decision-making processes, to improve the services we provide, and to enable more people to take part in the life in the District.

We will ensure through our Social Value Procurement Policy that more resources are retained in the District to support and invest in our people and our voluntary and community sector.

OUR AMBITION

We aim to be a Council that works closely with and for our communities in a way that has the greatest possible impact given our resources and influence to tackling inequalities, challenging discrimination and racism. We will work to support zero tolerance to hate crime in all its forms.

We know that when we understand and work closely with our communities and empower them to be involved in design and delivery we can provide better and more equitable services. We have seen this in our work already through the development of the new Sedbergh Centre. This involved all stakeholders from across all protected characteristics. It has meant that provision is aligned with the needs of and accessible to all who may use the centre.

We recognise we need more examples like this and need to create space for participation and involvement that goes beyond consultation, seeking opportunities for continuous dialogue and where all voices and their different perspectives and backgrounds are heard and recognised at every level.

Our ambition is that we will become a council that fosters trust of, and between communities, and that increases our own interaction and engagement with communities to improve our own understanding. We will also up skill our workforce to do this better, utilising local and community expertise where we have it.

We will work with communities to build their confidence to take more active roles in the life of the District, enabling them to benefit from what the District has to offer.

We will aim to retain as much resource in the District as possible to support and invest in our people and our voluntary and community sector.

HOW WE WILL ACHIEVE THIS

Our key actions will include:

- 1) Ensuring people are engaged, involved and consulted and are able to participate.** We will have a review of our existing approach to engagement and consultation. This will aim to ensure that space is provided for people to be heard at all levels and barriers to participation are removed (including those barriers experienced by people on low incomes); whilst creating opportunities for people to fully participate and get involved in decisions that affect them. We will ensure that staff receive the appropriate training to facilitate this.
- 2) Bridging the gap between staff and the people we serve;** Create space for staff to engage and interact with people who are different from them, through volunteering across services or in the local Voluntary and Community Sector where engagement with communities is regular, sharing stories of our communities and the impact we make.
- 3) Empowering people to challenge discrimination, prejudice and racism;** We will increase mutual respect and understanding as well as tackle victimisation, harassment and discrimination by having a zero tolerance policy in all of our public spaces. Staff will understand different ways to engage communities, join up and share learning from different services, learn how to challenge respectfully through our Anti-Rumour and Critical Thinking and report hate speech and crime training.
- 4) Providing space for children and young people** to contribute – We will use mechanisms to encourage children and young people to contribute to discussions in a safe and supported way.
- 5) Retaining resources in the District to invest in our people and our voluntary and community sector** – We will use our Social Value Procurement Policy to ensure that the ‘social value’ requirement of those we contract and commission is used, wherever possible, to invest in our people and our voluntary and community sector.

OBJECTIVE 4

SERVICES

We will design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities. We will provide information about services in a range of accessible formats so that people know what services are available to support them and how to access them.

We will aim to contract and commission locally wherever possible so that we can support our local economy. This will help us build a local supply chain connected to its wider social responsibilities and offering high-quality employment and training opportunities to local people, while delivering equitable services that are value for money.

OUR AMBITION

We aim to provide services, both face to face and digital, that meet the needs and are accessible to individuals across all our communities, regardless of whether we provide these services directly or procure them through contracts and commissions, by involving stakeholders in their design and commissioning through co-productive mechanisms.

We will actively consider the needs of children and young people in the design and delivery of our services by ensuring we follow Child Friendly criteria and encouraging direct input, where appropriate, from children and young people into service design.

We will consider how barriers that prevent people on low income, and those who share protected characteristics, from accessing services can be removed in the design and delivery of services.

We will use our knowledge of Bradford District and our communities in conjunction with engaging with stakeholders to create the best services possible within our resources.

We will provide information about our services in a range of accessible formats so that all our communities and individuals have the information they need to find and access the services available to them.



HOW WE WILL ACHIEVE THIS

Our key actions will include:

- 1) Developing an inclusive service and policy design guide** that will provide service managers with a suite of tools to: ensure appropriate engagement and involvement with all stakeholders, use of existing information and data, and other criteria to be considered, such as 'Child Friendly' criteria, when designing, contracting or commissioning, services or policies, being aware of and addressing barriers to access for low income individuals and families and those who share other protected characteristics. On occasion, some services may be 'exclusive' to ensure that all communities have fair access to the services they need.
- 2) Adopting the Accessible Information Standard across the whole of the Council** to ensure that information about services is easily understandable by our residents and enables them to learn about services that might support them and how to access those services.
- 3) Ensuring our Website is accessible** so that people can access the information they need via this route.
- 4) Ensuring our suppliers and commissioned providers of services** adhere to relevant equality legislation and use good practice required by us. As part of this, we will also aim to ensure we increase our spend on external services with suppliers in the District.
- 5) Ensuring our suppliers and commissioned providers of services, as far as possible, reflect our diverse communities in their workforce and are based in the District.**
- 6) Improving our understanding of all our service users and their needs regardless of their protected characteristic or income.**

MONITORING, REPORTING ON PROGRESS AND FURTHER REVIEW OF OBJECTIVES

MONITORING

It is essential that we monitor our performance against our Equality Objectives and continue to challenge progress over time.

We intend to monitor our progress against a number of KPIs, including:

- Percentage of senior staff (special A and above) with equality targets.
- Increased diversity and representation of protected characteristics in our workforce in all grades. This includes increasing the representation of BAME employees at senior grades (special A and above), with more reflective LGBTQ+, Disability and ethnicity data, and to increase the proportions of staff self-declaring.
- Increased staff satisfaction results (to be baselined).
- Completion of equalities awareness training.
- Number of protected staff groups supported
- % of staff at different grades.
- Equality data collected in services showing a wider spread of usage by people across all our communities.
- Reduction in the number of complaints about service provision.
- We meet our target to increase Council procurement spend going to local suppliers.

REPORTING ON PROGRESS

To report on this, we plan to:

- Publish an annual report on our progress against our Key Performance Indicators (KPIs) with a summary of what we have achieved against our action plan.



- Hold an annual event with staff, partners and our communities to celebrate success and challenge where we need to go further.
- At a political level, this work will be scrutinised at Corporate Overview and Scrutiny committee annually.
- As part of our annual reporting of equality and inclusion, identify socio-economic trends which can focus our future efforts and reduce socio-economic inequalities. This will be linked to our wider Council Plan.

EXTERNAL CHALLENGE

It is clear that our management against progress has the danger of being subjective. We need to ensure that we are open to challenge from outside. Therefore, we will be inviting the Local Government Association to conduct a peer review on all aspects of our overall approach to equality during 2021. This will include an assessment of our position on the Equality Framework for Local Government.

We will amend our Equality Objectives to reflect any recommendations that are made by this review.

EQUALITY PLAN DELIVERY

Actions we will implement to enable us to meet our equality objectives.

OBJECTIVE 1

VISIBILITY, LEADERSHIP AND ACCOUNTABILITY

We will lead the Council and the District in an open, visible and accountable way with zero tolerance for discriminatory behaviour.

DESIRED OUTCOME	ACTION
Open and accountable leadership	<p>Equality and diversity performance targets will be agreed with all members of senior management (service head level and above).</p> <p>Performance management procedures to be reviewed and made more robust, incorporating best practice from other organisations, including consideration of linking performance to pay starting with Strategic Directors and Assistant Directors.</p>
	<p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> Percentage of overall performance appraisals with an equality and diversity target.
Safe places to speak, be heard and build trust	<p>Renew focus at the Health and Wellbeing Board on equality and develop a shared vision of equality across all partners.</p> <p>Use our partnerships to drive businesses and organisations in the District to look at their own Diversity and Inclusion objectives.</p>
	<p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> Equality group set up and work is embedded and monitored through the District plan.
Safe places to speak, be heard and build trust	<p>Self-organised staff groups to be encouraged, resourced and facilitated by the Council, in particular for officers who share protected characteristics or other challenges or interests in common. Each group to be sponsored by Council Management Team and feed into wider equality work.</p>
	<p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> Staff groups created and feedback/survey from these groups demonstrate they are valued by their members and are having an impact.
Safe places to speak, be heard and build trust	<p>Review Council's disciplinary, grievance and whistleblowing procedures and implement best practice. Publicise the existing progress, the review and any future changes to it through the internal communications processes.</p> <p>Ensure robust accountability of grievance process to reflect this is a shared responsibility for all, including monthly reports from Strategic Directors to the Chief Executive and Leader on grievance processes by directorate.</p>
	<p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> Grievance review completed. Reduction in average time to complete grievances.
Safe places to speak, be heard and build trust	<p>Increase visibility of senior Council staff.</p> <p>Hold a series of sessions to connect people with different backgrounds to senior leaders share lived experiences.</p> <p>Proactively look to create safe spaces to support difficult conversations to take place so that the organisation can seek to address any unequal treatment in whatever form that might take.</p>
	<p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> Increase in visibility of senior Council staff. Successful completion of sessions to connect people with different backgrounds to senior leaders. Creation of safe spaces for difficult conversations.

DESIRED OUTCOME	ACTION
<p>A workforce that understands the District and champions equality</p>	<p>Invest in and introduce innovative equality and diversity training or awareness methods as soon as possible. These methods should effectively challenge attitudes, behaviours and bias (conscious and unconscious).</p> <p>Review our induction programme to ensure that all officers are aware of Bradford District and its diverse communities when they enter a role at the Council.</p> <p>All staff volunteer two days a year across the service where staff can interact and engage with communities.</p> <p>Capture stories of our communities and the impact we make, particularly emphasising where finance, legal and procurement play a role to make this happen.</p>



OBJECTIVE 2

WORKFORCE

We will work proactively to ensure that our workforce (at all levels) reflects the communities we serve and support all staff to achieve their full potential.

DESIRED OUTCOME	ACTION
<p>Ensure that every employee feels included, are able to bring their whole self to work and that barriers to success are removed.</p>	<p>Undertake staff engagement through staff surveys and also, re-establishment of self-organised/ directed staff networks groups.</p> <div data-bbox="347 454 1460 555" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Improved satisfaction results. Improved workforce diversity particularly at senior grades. </div> <p>Review and refresh of policies and procedures and in-sourced HR Advisory approach.</p> <div data-bbox="347 645 1460 745" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Employee Relations case durations reduced. </div> <p>Develop and implement a new People Strategy and policy review cycle.</p>
<p>Supporting every employee to reach their full potential through our approach to learning and development.</p>	<p>Complete refresh of talent development programmes. Refreshed equality and diversity training that includes unconscious bias and cultural awareness. Management training programme developed. Refresh our management and leadership development programmes. Introduce mandatory Ethnicity Pay Gap reporting alongside the existing mandatory requirement for employers with 250 or more employees to publish their gender pay gap.</p> <div data-bbox="347 1032 1460 1234" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Minimum number of 5 learning and development days per year per employee. ● Increase percentage of diversity in Special Grades achieved through talent development programme. ● Increased completion and equalities awareness through mandatory equality and diversity training. ● Management and leadership development programme/s in place and performance reported. </div>
<p>Achieve a workforce that represents the communities we serve across all levels through our approach to recruitment and selection and talent development.</p>	<p>Review approach to attraction, recruitment and selection and remove barriers. We will explore how we can collect data about the socio-economic background of job applicants and recruits. Mandatory diverse interview panels are expected.</p> <div data-bbox="347 1373 1460 1832" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Increase diversity in senior grades Increase self-declaration rates. ● Improve recruitment processes. ● Monitor and report performance on recruitment and workforce diversity and increases through recruitment and selection and promotion with specific targets for the % of BAME staff at each of the grades of SpA, SpB, SpC and SpD and overall targets for % of staff with specific protected characteristics at senior manager level (SpA and above), with targets as follows: <ul style="list-style-type: none"> – 33% of employees from BAME backgrounds – 27.8% of top 5% employees by income from BAME backgrounds – 65% of top 5% employees who are female – 2% of employees from LGBTQ+ backgrounds – 5.4% of employees who have self-declared they are disabled. ● Process in place to collect and use data to inform action to address any issues identified about the level of representation of people from lower incomes applying for and being recruited to Council jobs. </div>
<p>Learning and talent development supported</p>	<p>Develop business case for additional Human Resources resource investment to focus on organisational learning and development and talent.</p> <div data-bbox="347 1944 1460 2056" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <p>Additional resource agreed and workforce objectives achieved.</p> </div>

OBJECTIVE 3

COMMUNITY

We will design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities. We will provide information about services in a range of accessible formats so that people know what services are available to support them and how to access them.

We will aim to contract and commission locally wherever possible so that we can support our local economy. This will help us build a local supply chain connected to its wider social responsibilities and offering high-quality employment and training opportunities to local people, while delivering equitable services that are value for money.

DESIRED OUTCOME	ACTION
<p>People are consulted, involved and participation is enabled.</p>	<p>Easy to Read Guide (check list) is provided on how to effectively carry out consultations and surveys.</p> <div data-bbox="347 584 1461 719" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> • Statistically valid response rate increased. • Geographic and diversity of respondents is reflective of population. </div> <p>Review and publicise more effectively the different routes in which communities can get involved in the Council and this is promoted widely via People Can and CBMDC website.</p> <p>Review our decision making processes and how we involve diverse communities.</p> <p>Work with commissioning and procurement on different ways to involve people in decision making such as participatory budgeting.</p> <div data-bbox="347 931 1461 1093" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> • Website tracks engagement levels through traffic data and enquiries sent. • Involvement of diverse communities is increased. • Involvement of communities in decision making is increased. </div> <p>All Boards will commit to a set of diversity, equality and inclusion principles and measures for example, all will need to appoint local people that reflect the makeup of the District.</p> <div data-bbox="347 1218 1461 1317" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> • Target is set for each partnership and monitored. </div> <p>Mechanisms in place to encourage and enable under-represented groups to contribute to discussions in a safe and supported way.</p> <div data-bbox="347 1435 1461 1534" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> • Involvement of communities in decision making is increased. </div>
<p>Decision making is communicated. Build capacity and understanding of working with communities. Decision making is communicated</p>	<p>All staff volunteer two days a year in the VCS.</p> <div data-bbox="347 1626 1461 1720" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> • Social value indicator. </div> <p>Deliver and promote accessible services for all; by reviewing biannually accessibility and equality needs through peer to peer service reviews, for example a day interviewing staff.</p> <div data-bbox="347 1832 1461 1926" style="border: 1px solid #ccc; padding: 5px;"> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> • Services reach satisfactory, good or excellent. </div> <p>We will understand the impact of our decisions and develop clear mitigation reducing any negative impact by logging all decisions clearly with their equality impact. All staff are trained and supported on how to complete Equality Impact Assessments.</p>

DESIRED OUTCOME	ACTION
<p>Hate crime is reduced/ eradicated</p>	<p>Communicate our decisions in a balanced and sensitive way by ensuring that staff understand what could be interpreted as inciting community tensions and using up to date terminology.</p> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Increased confidence ● Increase understanding
<p>People are empowered to challenge discrimination, prejudice and racism. Hate crime is reduced/ eradicated. People are empowered to challenge discrimination, prejudice and racism.</p>	<p>Continue to work with partners to operate zero tolerance to hate crime in all its forms across our District.</p> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Hate crime decreases ● Hate crime reporting increases ● Hate crime reporting increases <p>Ensure that our communities and staff that work in customer service facing roles are trained on effective facilitation, reassurance and mediation.</p> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Increased confidence ● Number of complaints reduced <p>All staff actively promote the use of 'District Shared Values'. Staff are held accountable to the values in their annual appraisals. Communities and District Partnerships sign up to these.</p> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Number of appraisals successfully completed ● Reduction of discrimination cases
<p>Data and intelligence is gathered and shared to inform and improve services. People get along together across communities. Data and intelligence is gathered and shared to inform and improve</p>	<p>All staff feel confident to report hate speech and hate crime. Staff are trained on the Anti-Rumour and Critical Thinking campaign. All staff know how to implement a zero tolerance policy if they see or hear a service user or resident being affected.</p> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Increased confidence ● Increase understanding ● Reduction of discrimination cases ● Hate crime decreases ● Hate crime reporting increases <p>Promote good relations between and across communities by ensuring that services do not exclude groups and where possible opportunities for social mixing are created.</p> <p>SUCCESS MEASURE</p> <ul style="list-style-type: none"> ● Increased confidence ● Demographics of participants accessing services. <p>Carry out a review service by service on what data is currently being held and what intelligence is collected and where it is stored.</p> <p>Agree a minimum data set and measures for each service particularly protected characteristics.</p> <p>Agree a minimum data set and measures for each service particularly protected characteristics.</p> <p>A central platform is developed enabling the Council and partners to access information.</p>
<p>Retain resources locally to support our people and voluntary and community sector.</p>	

OBJECTIVE 4 SERVICES

We will design, commission and deliver services that are accessible, inclusive and responsive to the needs of people and communities. We will provide information about services in a range of accessible formats so that people know what services are available to support them and how to access them.

We will aim to contract and commission locally wherever possible so that we can support our local economy. This will help us build a local supply chain connected to its wider social responsibilities and offering high-quality employment and training opportunities to local people, while delivering equitable services that are value for money.

DESIRED OUTCOME	ACTION
Services meet the needs and are accessible to our communities	Develop an inclusive service and policy design guide that highlights the need to address barriers to access for low income individuals and families along with highlighting barriers to be removed for people who share other protected characteristics. This will include content on digital services, their inclusivity and the potential barriers to access. The guide will also define when provision may be 'exclusive' to support fair access to services.
Ensuring our Website is accessible	Complete the programme of work to ensure the whole public Council website conforms with legislative requirements on accessibility.
Children's needs are reflected in our services	Include Child Friendly criteria in the design guide Develop mechanisms to enable children and young people to directly input into service and policy design.
Service design and delivery has been informed by knowledge and evidence	Services are informed by service user experience Ensure knowledge and evidence is available to support service and policy design. Review the Equality Impact Assessment process.
Communities are aware of services available to them and how to access them	Adopt the Accessible Information Standard across the Council.
Externally provided services and commissions adhere to equality legislation and our own requirements	Ensure contracts and commissions are monitored.
External providers reflect diversity in their workforce/ are based in the District	Reflect in commissioning and procurement processes.
More of our commissions and contracts are awarded locally	Reflect in commissioning and procurement processes.

SUCCESS MEASURES ARE TO BE DETERMINED BY SERVICES.

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