

Agenda for a meeting of the Corporate Overview and Scrutiny Committee to be held on Thursday, 7 September 2023 at 5.00 pm in Committee Room 1 - City Hall, Bradford

Members of the Committee – Councillors

LABOUR	CONSERVATIVE	LIBERAL DEMOCRAT	GREEN
Azam Alipoor Robinson D Green Mohammed Regan	Loy F Ahmed	Stubbs	Love

Alternates:

LABOUR	CONSERVATIVE	LIBERAL DEMOCRAT	GREEN
Nazir Tait M Hussain Shafiq Wood Salam	Glentworth Davies	Griffiths	Warnes

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.

From:

Asif Ibrahim

Director of Legal and Governance

Agenda Contact: Yusuf Patel/Jane Lythgow

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To:

A. PROCEDURAL ITEMS

1. ALTERNATE MEMBERS (Standing Order 34)

The Director of Legal and Governance 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 the 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 <u>only</u> if the public are also allowed to speak but 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, participate and vote <u>unless</u> the matter affects the financial interest or well-being</i> <i>(a) to a greater extent than it affects the financial interests of a majority of inhabitants of the affected ward, and</i>

(b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest; in which case speak on the item only if the public are also allowed to speak but otherwise not do not participate in the discussion or vote; and leave the meeting 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 25 July 2023 be signed as a correct record (previously circulated).

(Yusuf Patel / Jane Lythgow – 07970 411923 / 07970 411623)

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.

(Yusuf Patel / Jane Lythgow – 07970 411923 / 07970 411623)

5. REFERRALS TO THE OVERVIEW AND SCRUTINY COMMITTEE

The Committee is asked to note any referrals that have been made and decide how it wishes to proceed, for example by incorporating the item into the work programme, requesting that it be subject to more detailed examination, or refer it to an appropriate Working Group/Committee.

B. OVERVIEW AND SCRUTINY ACTIVITIES

6. RESPONSE TO THE HATE CRIME SCRUTINY REVIEW 1 - 20

The Strategic Director Place will submit a report (**Document “I”**) which provides a detailed multi-agency response to the recommendations and findings to the Hate Crime Scrutiny Review.

Recommended –

The Overview & Scrutiny Committee to consider the progress made on the District’s Hate Crime work by Bradford Council, Bradford Hate Crime Alliance and West Yorkshire Police and partners, in response to the recommendations identified in the Hate Crime Scrutiny Review.

(Neena Punnu - 07582 109834)

7. ANNUAL REPORT FOR OVERVIEW AND SCRUTINY 2022-23 21 - 32

The Chair of the Corporate Overview and Scrutiny Committee will submit a report (**Document “J”**) which sets out in Appendix 1 the Draft Annual Overview and Scrutiny Report for 2022-23.

Recommended –

- (1) That the Committee adopts the proposed Annual Report with any amendments it may choose to make.**
- (2) That the Annual Overview and Scrutiny Report for 2022-23 be referred to Council for consideration.**

(Mustansir Butt - 01274 432574)

8. **CORPORATE OVERVIEW AND SCRUTINY COMMITTEE - WORK PROGRAMME 2023/24**

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The Chair of the Corporate Overview & Scrutiny Committee will submit a report (**Document “K”**) which includes the Corporate Overview and Scrutiny Committee work programme for 2023/24, which are attached as appendix 1 to Document “H”

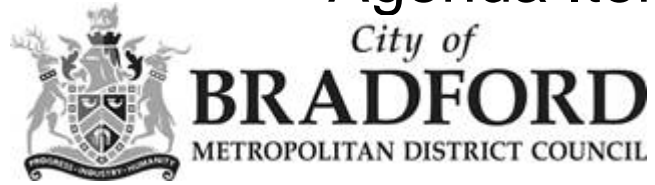
Also attached as appendix 2, is a list of unscheduled topics for 2023-24.

Recommended –

- (1) **That Committee may choose to add to or amend the topics included in the 2023-24 work programme for the committee.**
- (2) **That members consider any detailed scrutiny reviews that they may wish to conduct.**

(Mustansir Butt - 01274 432574)

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Report of the Director of Place to the meeting of Corporate Overview & Scrutiny Committee to be held on 7th September 2023

I

Subject:

Response to the Hate Crime Scrutiny Review

Summary statement:

Led by the Stronger Communities Team, this report provides a detailed multi-agency response to the recommendations and findings to the Hate Crime Scrutiny Review.

EQUALITY & DIVERSITY:

The delivery of Hate Crime work contributes to Bradford Council's Equality Diversity and Inclusion Plan 2022-25. It aligns specifically with Objective 4: Inclusive Communities

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Portfolio:
Neighbourhoods & Community Safety

Overview & Scrutiny Area:
Corporate

1. SUMMARY

- 1.1 The Corporate Overview & Scrutiny Committee undertook an in-depth scrutiny review, into the effectiveness of Bradford Council and its partners in addressing Hate Crime across the Bradford District. [The Hate Crime Scrutiny Review](#) and recommendations report was published in March 2021.
- 1.2 This report provides a detailed response to the recommendations. It highlights the Hate Crime work undertaken between **April 2021 to March 2023**. A new Hate Crime Delivery Plan with milestones has been produced illustrating the progress being made to support delivery of the [Hate Crime Strategy](#). The Delivery Plan creates alignment of Hate Crime work amongst key agencies.

2. BACKGROUND

2.1 Definition of a Hate Crime and Hate Incident

- 2.1.1 **Hate Crime** – “Any criminal offence which is perceived by the victim or any other person, to be motivated by hostility or prejudice, based on a person's disability or perceived disability; race or perceived race; or religion or perceived religion; or sexual orientation or perceived sexual orientation or transgender identity or perceived transgender identity.” (Crown Prosecution Service & Police Force)
- 2.1.2 **Hate Incident** - A non-crime (i.e. anything that is not a criminal offence). See [Understanding Hate Crime or Hate Incident](#)

2.2 Delivery of Hate Crime work

- 2.2.1 **Bradford Council** – The Home Office funding for the Community Coordinator at Bradford Council was discontinued in April 2022. The responsibility for overseeing Hate Crime work shifted to the Stronger Communities Team within Neighbourhoods and Community Services at Bradford Council. The team works closely with partner organisations to help implement the actions outlined in the Hate Crime Strategy.
- 2.2.2 **Bradford Hate Crime Alliance (BHCA)** is funded through the Safer Communities Partnership and reports on a quarterly basis through the Hate Crime Strategic Group. The team at BHCA is made up of Hate Crime Director and Hate Crime Coordinator who works 22 hours a week. BHCA reports to the Safer Communities Partnership and reports to the Stronger Communities Partnership Board on a quarterly basis.
- 2.2.3 **West Yorkshire Police** has dedicated Hate Crime Officers within the Stronger Communities Police Team, led by an Inspector the team includes a Sergeant and five Hate Crime Coordinators (as of July 2023); and supported by the five Police Engagement Officers who lead on Tension Monitoring; Women’s Engagement; Emerging Communities; Youth Engagement and Faith Engagement. The Police and Bradford Council teams are co-located in Sir Henry Mitchel House. The teams work together with BHCA, Victim Support and Restorative Solutions.

2.3 Overview of Reported Hate Crime Data

Table below shows the annual Hate Incidents 2016-23 – West Yorkshire Police

Year	All Hate	Race	Faith	Disability	Sexual Orientation	Trans-gender	% increase
2016-17	1566	1258	103	71	125	31	22.10%
2017-18	1940	1434	199	151	178	31	23.90%
2018-19	2232	1628	200	205	236	38	15.10%
2019-20	2437	1766	182	226	271	52	8.40%
2020-21	2566	1952	194	203	313	31	5.30%
2021-22	2743	1997	207	251	318	60	6.90%
2022-23	2708	1847	211	266	318	69	-1.28%
12m-May23	2610	1822	204	252	302	67	-3.62%

* The above figures represent April to March periods; the last row shows 12 full months; Figures are correct at 23/06/2023, however may change if refreshed due to changes to the crime flags and hate flags.

Compared against 2021-22 Hate Incidents in Bradford see a decrease in reporting in comparison to previous years, which also follows a similar trend in West Yorkshire's overall data. Over the same period, West Yorkshire saw a reduction of -6.9% in Hate Incidents for the 12m to May 2023 compared against the 12m to May 2022.

2.4 Hate Crime Scrutiny Review - Work undertaken under each of the recommendations from the Hate Crime Review is presented below.

2.5 Recommendation 1 - That in order to reduce underreporting and improve after care victim support of Hate Crime within specific groups, Bradford Council, Bradford Hate Crime Alliance and the Police should undertake targeted work particularly with those groups that are known to underreport.

Note: The data included in this report, which indicates a 'Target' and update on 'Progress' is for reporting period between April 2022 to March 2023. This period selection aims to showcase the entirety of the work accomplished over a complete quarterly cycle.

2.5.1 Hate Crime Awareness Information and Publicity Materials

1. Published and circulated Hate Crime reporting materials: leaflets, reporting cards; keyring, pens; banners, with QR codes.
Target: 10,000; Progress: 47,222 distributed.
2. Radio Broadcasts & YouTube channel established – A series of difficult conversations podcasts produced from October 2022;
Target: 6; Progress: 6 podcasts produced. Lived experiences are based on LGBTQ+; Roma; and Race conversations. These podcasts have been downloaded 230 times.
3. 6 films have been created as part of the Listen Bradford Campaign '[We are listening](#)'.

4. Launch of new BHCA Website in November 2022;
Target: BHCA Webpage Users 1000; Progress 994;
Target: BHCA Webpage hits 5000, Progress 9449.
Target work in 2023 is to ensure a link to the new BHCA website /reporting centres are added to the websites of other organisations.
5. Launch of new Reporting App in October 2022;
Target: Web App New Users 1000; Progress: 971.
6. Running a series of Hate Crime Roadshows and Workshops across the district:
Target: 11; Progress: 21.
7. Active on Social Media and on websites
8. Developing educational resources to empower and support victims of Hate Crime: See examples of Roma and other Hate Crime films produced as part of the resources.

2.5.2 Hate Crime Awareness Training

1. Targeted training delivered by BHCA with identified groups who are known to underreport as well as groups from protected characteristics.
Target: 300; Progress: 733 reached.

During 2023 BHCA have introduced a programme of Hate Crime Awareness Training sessions which includes a combination of both online and in person 2 hour sessions which are open to anyone who wants to understand what a Hate Crime is, the impact of hate crime on individuals and communities, and approaches for tackling and reporting.

2. Hate Crime Reporting Centre Unit Refresher Training;
Target: 4; Progress: 8 refresher training sessions delivered.
3. Restorative Solutions delivered Hate Crime Awareness (compulsory courses) for those perpetrators who have been given a Conditional Caution; **Target: 20; Progress: 18;**
4. Bespoke Hate Crime training is given to all new Police Officers and staff who join the Police and to existing Officers (every 2 months); approx. 1000+ Officers/Staff have received training for this period.

2.6 Recommendation 2 - That a programme of Hate Crime events, for all communities across the District, aimed awareness raising of the importance of reporting Hate Crime, be built into the Bradford Hate Crime Alliance contract.

- 2.6.1 BHCA have delivered Hate Crime events and activities throughout 2022 and 2023 and attended several other events as keynote speakers to raise awareness on Hate Crime. During Hate Crime Awareness Week 2022 a combination of events and activities took place. **Target: 5; Progress: 6** activities/events took place.

In an effort to promote Hate Crime Awareness activities and events, a pilot small grant programme for Hate Crime Awareness Week 2023 has been introduced.

2.6.2 BHCA and Stronger Communities Team are working with system EDI lead at Bradford Council to create clear messaging by pooling resources to co-design a set of Diversity Calendar programming. An annual calendar of key significance dates has been established for activities/events for 2023. A series of online and in person events that include Hate Crime awareness will run annually; BHCA and Stronger Team are active members on the planning groups to drive Hate Crime awareness, promoting cohesion and integration and feeling safe activities and events as follows:

- Holocaust Memorial Day – January
- LGBTQ+ History Month - February
- Race Equality Week – February
- Safer Internet Day – February
- International Day of Zero Tolerance to FGM – February
- International Women’s Day- March
- International Day for the elimination of Racial Discrimination – March
- Transgender Day of Visibility – March
- Stephen Lawrence Day – April
- International Day Against Homophobia, Biphobia and Transphobia – May
- Refugee Week – June
- Windrush Day – June
- Bradford Safeguarding week - June
- Ilkley Pride – July
- Srebrenica Memorial Day – July
- South Asian Heritage Month – July
- Roma Holocaust Memorial Day
- Keighley Pride – August
- National Inclusion Week – September
- International Day of Older Persons – October
- Black History Month – October
- Hate Crime Awareness Week – October
- Islamophobia Awareness Month – November
- World Kindness Day – November
- Interfaith Week – November
- Disability History Month – November
- International Men's Day – November
- Transgender Day of Remembrance – November
- International Day for Elimination of Violence Against Women – December
- Reclaim the Night
- Human Rights Day - December
- International Migrants Day – December

2.7 Recommendation 3 - That the Bradford Hate Co-ordinator continues to work with key partners to develop a software app which seeks to establish easy recording mechanisms, reporting hate incidents in a confidential way and request only the key information of location, time and type; whilst also showing examples of good practice where Hate Crime has been successfully dealt with.

- 2.7.1** BHCA has worked with the University of Bradford and developed software which enables accessible reporting of Hate Crime. The Hate Crime reporting and information web app ([Listen Bradford](#)) enables people to report directly from their devices, either to the police or to BHCA. The user testing (soft launch) began in April 2022; Full launch took place during Hate Crime Awareness week in October 2022.
Target Web App New Users: 1000; Progress: 971.
Target Web App Hits: 10,000; Progress: 9,449
- 2.7.2** In order to increase downloads of app and increase the number of Hate Crime reporting via the app, a target for a new KPI 'To increase reporting via the app' within the delivery plan will be established after a complete 12-month period; further work is planned to promote the app includes:
1. Produce communications and marketing materials to ensure people are aware of the new app; conduct a widespread publicity campaign;
 2. Ongoing awareness training and web app tuition package for reporting centres and community organisations and staff;
 3. In depth data analysis to understand the impact of the app.
- 2.8 Recommendation 4 - That Bradford Council's Hate Crime Co-ordinator, the Police and Victim Support work with Bradford Hate Crime Alliance to deliver refresher training to all individuals at Hate Crime Reporting Centres who are responsible for receiving Hate Crime report and also to develop a refresher programme for regular training, as well as developing a programme of after-care support for individuals who report Hate Crime.**
- 2.8.1** The Reporting Centres serve as **safe spaces** for people to report Hate Crimes, offering an alternative option for those who might choose not to report directly to the Police. It is important that all staff at these Reporting Centres have the necessary training and experience to deal with the Hate Crime concerns or referrals. The effectiveness is reliant on easy accessibility and common knowledge of their existence. Covid-19 has impacted on Hate Crime reporting significantly. Many of the Centres were not open.
- 2.8.2** There were 28 Hate Crime Reporting Centres in 2019, spread across the District. The coordination of Reporting Centres is managed by BHCA. Following an audit and the delivery of a training programme held during 2021-22 there are now 24 functioning Reporting Centres. The new additions include: Inspire Academy and Equality Together, supporting Roma communities and people with disabilities.
- 2.8.3** The Centres are now better equipped to respond to Hate Crime concerns; this may help increase reporting at the Centres. The Centres have been provided with various publicity materials (with QR codes) helping publicise that they are a 'Reporting Centre'. Data on reporting will be monitored and evaluated by the Hate Crime Strategic Management Group (SMG).
- 2.8.4** BHCA has developed an on-going programme to provide training to Hate Crime Reporting Centres annually. Management at these Reporting Centres are also required to inform the BHCA when they have staff changes in order that training can be provided to new staff on an 'as and when needed basis'. Hate Crime Unit Refresher Training: **Target: 4; Progress 8** refresher training sessions conducted.

- 2.8.5** In September 2023, the Hate Crime Strategic Management Group will conduct a comprehensive review of all 24 Hate Crime Reporting centres. The analysis of the data will inform decisions regarding the optimal number of centres required, as well as assess the effectiveness of each Reporting Centre.
- 2.9** **Recommendation 5 - That the Hate Crime and key partners works towards raising the understanding of Hate Crime across all local communities in the District, by developing a simple, easy to understand explanation of what Hate Crime is and for this to be used in awareness raising materials and campaigns.**
- 2.9.1** Highlights of some key work to address this include:
1. BHCA have developed a simple and easy to understand explanation of Hate Crime using leaflets and pocket cards to raise awareness, across the following communities / groups: Disability; LGBTQ+; Gypsy Roma; Asian women; Women's group; Faith; communities; African Caribbean and African community; Refugees and asylum seekers; general publics and staff across organisations.
 2. [Easy Read](#) version to the Hate Crime Strategy published as downloadable resource on the BHCA, Safer Bradford, Bradford Council, Bradford for Everyone websites.
 3. New accessible BHCA website and Web App launched October 2022.
 4. Targeted Hate Crime awareness events, activities, training, workshops (adapted for each audience) run throughout the year this includes holding information stalls across the district and speaking for example to large audiences such as at Bradford City Football Club matches during Hate Crime Awareness week; reaching 18k+ people, promoting the District's core campaigns for example: [I am listening](#); [Root Out Racism](#); [Bradford District Shared Values](#); [Make Sure It Adds Up](#); [#IAMBradford](#).
- 2.10** **Recommendation 6 - That Bradford Council's Hate Crime Co-ordinator, the Police, Voluntary Community Sector, Hate Crime Reporting Centres and Bradford Hate Crime Alliance, liaise with Morley Street Resource to develop and deliver a bespoke training session for Disabled groups, aimed at improving their understanding of Hate Crime and also of how they can report Hate Crime incidents**
- 2.10.1** During 2022 a new Tackling Disability Hate Crime Group was established core membership includes: BHCA; Bradford People First; Stronger Communities Team; Supported Living /Housing, West Yorkshire Police, Restorative Justice, Victim Support and representation from people living with disabilities (experts by experience). The aim is for the group to develop its network across the District. The group is currently developing its training offer. This will be co-produced and jointly delivered. A key priority is to enhance preventative efforts with young people (17 and older) and schools across the district, to raise awareness and provide education to help them understand and learn about hate crime and how it hurts.
- 2.11** **Recommendation 7 - That material is produced for support workers in the areas of disability, mental health, sign language and translation services to increase awareness of Hate Crime services.**

- 2.11.1** The easy read version of the Hate Crime Strategy 2021-24 has been published; the new mobile app and new website has been designed so that it can be accessible for different users including sign language.
- 2.11.2** Hate Hurts is the joint campaign of West Yorkshire Police and the West Yorkshire Combined Authority. 'Hate Hurts' publicity materials (posters, leaflets, easy read information for the campaign; materials have been published and printed in various languages.
- 2.11.3** Hate and Mate Crime leaflets and a poster in easy read have been produced by the Safeguarding Voice group. Work in progress with Voice Group to design and print these in different formats (paper copies, audio, and sign).
- 2.12 Recommendation 8 - That Bradford Council's Hate Crime Co-ordinator works with the Morley Street Resource Centre, in developing a Disability Hate Crime Group, aimed at providing specific and focused Hate Crime training and support to all Disabled groups**
- 2.12.1** BHCA re-established the Tackling Disability Hate Crime Group in 2022, 3 meetings were held. See point 2.10.1 in this report.
- 2.12.2** The Stronger Communities Team is working with Safeguarding Voice, which is the Safeguarding Adults Board's service user reference group. Quarterly meetings are currently running and Hate and Mate Crime is a big part of the group's work; information materials have been produced and the group is working on 'What is a good friend' to tackle Mate Crime. The Chair of the Voice group is also a Bradford for Everyone Ambassador for the Stronger Communities service; a two-way communication has been created so that work is aligned, tapping into each other's assets/resources and avoiding the duplication of work.
- 2.13 Recommendation 9 - That Bradford Council's Hate Crime Co-ordinator and Bradford Hate Crime Alliance, facilitate the development of a Multi-Agency Hate Crime Group consisting of key groups and partners, aimed at the sharing of resources, co-ordination of work being undertaken for Hate Crime across the whole of the Bradford District and a more joined up approach to supporting victims of Hate Crime.**
- 2.13.1 Hate Crime Strategic Management Group (SMG) –** SMG leads Bradford Council's and its partners' approach to addressing Hate Crime across the Bradford District. SMG ensures that the District's Hate Crime Strategy is implemented on a partnership approach with clear delivery plan and aims to work towards:
1. Preventing Hate Crime;
 2. Increasing reporting of Hate Crime;
 3. Responding to and building an understanding of Hate Crime across communities;
 4. Improving support for victims of Hate Crime.
- 2.13.2** SMG is a Sub-group of and reports to Community Safety Partnership and is informed by the Stronger Communities Partnership Board. There is reciprocal arrangement in place to ensure these two boards are connected and kept informed in relation to Hate Crime work. SMG's core membership includes:
1. City of Bradford Metropolitan District Council – Neighbourhood and Community Services to include: Stronger Communities and Prevent;
 2. Bradford Hate Crime Alliance;

3. West Yorkshire Police;
4. Victim Support;
5. West Yorkshire Restorative Justice Service.

SMG works in collaboration with: Education Services (includes schools, university and colleges); Housing providers; Safeguarding Adults Board; Children's Safeguarding Board; Health; Voluntary Community Sector organisations and residents/communities. In September 2022 SMG's Terms of Reference were refreshed and the Hate Crime Delivery Plan published. SMG meets on a quarterly basis.

Target: 4; Progress: 3 SMG meetings held.

2.13.3 SMG's work in pipeline will include the voices of key groups with Protected Characteristics. The Stronger Communities Team will be supporting groups/networks made up from people with Protected Characteristics/Communities of Interest groups; The Team will provide quarterly updates on engagement; data, on reach and content covered. Issues in relation to Hate Crimes flagged here will be addressed with key partners to give people, organisations and victims the support they need. This will create a shared understanding of needs and gaps in relation to driving Hate Crime work.

2.13.4 The Hate Crime Strategy Away Day took place in May 2023, which was attended by more than 45 multi-agency staff members. The insights and knowledge captured during this event will help define and set priorities on what's most important in our current strategy delivery and kick start the initial work to shape the new Hate Crime Strategy. This work is underway.

2.13.5 Hate Crime Scrutiny Panels run every eight weeks, led by the police for communities; at the panel, cases are scored on how well the police handled each case.
Target: 4 BHCA to attend Hate Crime Scrutiny panels; Progress: 4 panels attended.

2.14 Recommendation 10 - That Bradford Council works with its key partners with a view to developing a programme of sharing best practice and resources, to target and address Hate Crime more effectively across the District

2.14.1 Bradford Council, BHCA and WYP continues to work with many key partners across programmes, projects, boards, networks and events locally, regionally, nationally and globally. We have a learning culture, working with researchers to make sure our information is correct and that we learn from it so that we can plan future projects and programmes well. Some work highlights include:

1. Continuing to share learnings about Hate Crime, what works and what doesn't work in many different formats through presentation delivery; talks at events and on radio, making films; on socials; publishing briefings, reports and sharing with partner organisations and across the Wellbeing Board, Stronger Communities Partnership Board and Safer Communities Partnership.
2. Government Events: Presented at the Hate Crime Conference: Working in Partnership to Support Victims and Tackle Perpetrators in November 2022 attended by 52 people.
3. Bradford remains a key and active member of the Council of Europe's Intercultural Cities Network (ICC) where as one of 156 cities around the world we

learn, share and collaborate on how cities can become more ‘intercultural’ in both policy and practice. This work continues.

4. Bradford is a member of Belong - “The cohesion and Integration Network” – the Stronger Communities team spoke at the annual conference – entitled “Belonging” –highlighting Bradford’s innovative projects. This work continues.
5. Member of Peoples Powerhouse Racial Justice Network - amplifying the voices of northern communities, ensuring that decision makers are held to account to make social inclusion, economic inclusion, and racial equality a reality. This work continues.
6. The University of Bradford's ‘One Bradford, Many Voices’ Social Integration Research has initiated a new project called Bradford Together Café. This project, launching in October 2023, aims to act on the findings in research to understand the dynamics of residential segregation, reduce Hate Crime, and promote integration in schools. Led by the University in collaboration with partners, the initiative seeks to combine knowledge and experiences of local residents to create solutions for both local and global impact.
7. Launched in June 2023 with 70+ attendees, the Diversity Exchange is a web portal as part of the systems EDI work. The portal will serve as a one-stop platform for sharing intelligence, resources, and insights on equality, diversity, and inclusion. The portal will help facilitate learning among various organisations, from social enterprises, grass root groups to large statutory bodies, aiming to foster understanding, problem-solving and share learning to make impactful change. The website: <https://www.bradfordwellbeing.co.uk/> hosts the overarching partnership work of the Wellbeing Board of which the Diversity Exchange will be an element of.

2.15 Recommendation 11 - That Bradford Council’s Hate Crime Co-coordinator explores possible funding streams, to carry out Hate Crime work, including but not limited to, awareness raising, preventative work and support activities

2.15.2 Bradford Hate Crime Alliance

BHCA has been successful in obtaining further funding which has allowed the following work to be undertaken:

1. ‘Let’s Talk About It’ project was a 10-week programme covering topics on racism, white supremacy, and where prejudice and unconscious bias come from with an emphasis on personal reflection and open honest discussions. Further funding has been obtained from the Stronger Communities Partnership Board to re-run this project again in 2023.
2. The production and running of the Listen Bradford Web App.
3. The refresh of the Bradfordhatecrimealliance.com website.
4. Prints of Hate Crime Banners for all reporting centres
5. Working with Equality Together; support was provided to enable the establishment of the Equality Together group, this has led to the re-establishment of a group to focus on Hate Crime directed towards people with disabilities particularly those with learning disability.
6. Bespoke Training programme delivered at a secondary inner-city school as highlighted in point 2.16.1 (2) in this report, this was born from increased demand for training.

2.15.3 West Yorkshire Police

Hate Crime referrals are managed by the Bradford WYP team, as well as delivering training, projects and activities to raise awareness on Hate Crime.

Funding streams have allowed the following work to run:

1. During 2022 Home Office funded project enabled the delivery of a programme of events led by WYP Women's Engagement and Faith Engagement Officers included Hate Crime Awareness; staying and feeling safe. 3 sessions were held in various faith settings.
2. An annual contribution of resources is made to support Hate Crime Awareness Week.
3. In early February 2023 the Chief Constable agreed to uplift the number of Hate Crime Co-ordinators from 2 across Bradford District to a total of 5. This is a significant investment and will help further support victims of Hate Crime; enhancing partnership working and community engagement capabilities. The 3 new officers joined the team in July 2023.

2.15.4 Bradford Council - Bradford Council has invested in building a 'Stronger Communities Team' transitioning the work of the Bradford for Everyone Pilot Programme into a mainstream service. The team work with Area Offices and coordinate work and activities which support the work of communities of interest / protected characteristics, championing equality, diversity and inclusion across the district.

2.15.5 The Bradford for Everyone programme delivered a total of 85 projects, engaging 36,000+ people across the Bradford District. These projects have ranged from small scale projects bringing children of different ethnic, religious or socio-economic backgrounds together through the medium of collective game design, to a large-scale systemic pieces of work which is enabling employers to become truly 'inclusive'. See **Appendix A** Hate Crime and Feeling Safe work and projects delivered as part of the Bradford for Everyone Programme.

2.15.6 Prevent has submitted a bid to the Home Office for 2023-24. The bid focusses on running projects on critical thinking and online misogyny. Critical Thinking training has been delivered in the past, if this bid is successful then this work can continue. Currently awaiting the results of the bid.

2.16 Recommendation 12 - That Bradford Council's Hate Crime Co-ordinator and key partners work with schools to encourage training and development, where resources allow, of Hate Crime to support both staff and pupils to raise awareness and knowledge.

2.16.1 Some key highlights of work with schools and young people include:

1. Hate crime awareness training delivery in schools and colleges ongoing; **Target 8: Progress: 34** sessions delivered.
2. Completed an extensive bespoke project at a secondary inner city school including workshops delivered to the whole school on Hate Crime; for every form group & year group (year 7 to 13, approx. 900 young people reached). Plus, CPD training rolled out for teachers 'Empowering Teachers to Tackle Hate'.
3. 2 workshops in partnership with Bradford College's 14-16 provision
4. Continue to involve Schools in key dates and events for example the Holocaust Memorial Debate held at Bradford Council's Chambers, involved 3 schools; a

total of 40 children attended with 6 people on the panel to answer questions put forward by young people. The session was recorded for BCB.

5. The Pol-ED (WYP) team has an education programme for Year 1-13, written by teachers for teachers to keep children safe; content includes Hate Crime, bullying and harassment.
6. Work with Prevent Education Officer to distribute Hate Crime resources around education establishments.
7. Bradford District Schools Linking Network continues. All aspects of the Linking Network's programmes are designed to provide **preventative factors against Hate Crime** and build confidence in contact with others. Some work highlights include:
 - Bradford District Schools Linking Network Reach: 142 classes from **74** schools engaged in the Bradford Schools Linking Programme from September 2022 to July 2023.
 - Bradford District Intergenerational Linking Programme has **52 Links** between schools and older people's groups. This includes 35 care homes, 9 independent living schemes and 4 older people's groups linked with 26 primary schools, 3 nursery schools and 20 secondary schools.
 - New resources created for Primary and Secondary Schools to understand the migration story of the Windrush Generation and shared these with all Bradford schools and arranged to bring a Windrush elder into 5 schools to celebrate Windrush 75.

The Stronger Communities Partnership Board has approved additional funding. This joint funding, in collaboration with the Linking Network, aims to link, support and develop 60 intergenerational links and to reach around 1200 younger people and similar numbers of older people across Bradford District between April 2023 to March 2024.

2.17 Recommendation 13 - Bradford Council's Corporate Overview and Scrutiny Committee to receive a report back in 12 months, which monitors the progress against all the recommendations contained within this scrutiny review

2.17.1 On 8 December 2022, a progress update on the recommendations derived from the Hate Crime Scrutiny Review was delivered at Corporate Overview & Scrutiny Committee meeting. Subsequently, a request was made for a comprehensive response outlining specific measures to address the identified actions. This detailed response was initially planned to be presented at Overview & Scrutiny Committee meeting on 9 March 2023. However, due to adverse weather-related issues, the March meeting had to be rescheduled, and the presentation was postponed to 7 September 2023.

2.18 Recommendation 14 - The use of social media be considered, to show examples of good practice where Hate Crime has been successfully dealt with.

2.18.1 The delivery of Hate Crime work recognises the importance of good digital hubs and social media as a means to connect people, to share positive stories, ideas and expand opportunities for learning and see what's going on. All teams actively use socials to share examples of good work that is happening across the district, highlighting Hate Crime related activities, events and national campaign's such as

Hate Crime Awareness Week (HCAW), Islamophobia Awareness Month (#IAMBradford), Race Equality Week, etc. The Calendar of key events helps plan this work. The new BHCA web page is interactive, having informative and educational materials as well as showcasing films, and a series of podcasts. For example, the landing page of the website shares a positive film of two sisters who and how change is empowered through restorative justice.

3. OTHER CONSIDERATIONS

The work of tackling Hate Crime ensures that Hate Crime is also built into the delivery of the following strategies and action plans.

1. Community Safety [Plan](#);
2. Stronger Communities – Bradford for Everyone [Strategy](#);
3. Roma [Strategy](#);
4. City & Local Authority of Sanctuary [Action Plan](#).

4. FINANCIAL & RESOURCE APPRAISAL

4.1 Community Safety Partnership provides a sum from the West Yorkshire Combined Authority's funding to BHCA to undertake an agreed level of Hate Crime work across the District. The current contract is for the value of £55,000. This does not have a direct effect on the Bradford Council's mainstream funding.

4.2 The Community Co-ordinator, role funded by the Home Office, was Bradford Council's Hate Crime Lead, however the Home Office funding ceased as of March 2022. From April 2022 the responsibility for delivering Hate Crime work is now managed by the Stronger Communities Team at Bradford Council.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

5.1 The Community Safety Partnership and Stronger Communities Partnership Boards report to the Wellbeing Board governance arrangements.

5.2 Risks likely to cause community tensions are monitored and mitigating actions are put in place through the Partnership structures.

6 LEGAL APPRAISAL

Under S149 Equality Act 2010, local authorities are required to have "due regard" to:

- The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the EqA 2010 (*section 149(1)(a)*).
- The need to advance **equality** of opportunity between persons who share a relevant protected characteristic and persons who do not share it (*section 149(1)(b)*). This involves having due regard to the needs to:
 - remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it (*section 149(4)*); and

- encourage persons who share a relevant protected characteristic to participate in **public** life or in any other activity in which participation by such persons is disproportionately low.
Section 149(6) makes it clear that compliance with the PSED in section 149(1) may involve treating some people more favourably than others, but that is not to be taken as permitting conduct that would otherwise be prohibited by or under the EqA 2010 (this includes breach of an **equality** clause or rule or breach of a non-discrimination rule (*section 149(8)*).
(*Section 149(3), EqA 2010*).
- The need to foster good relations between persons who share a relevant protected characteristic and those who do not share it (*section 149(1)(c)*). This includes having due regard to the need to tackle prejudice and to promote understanding (*section 149(5), EqA 2010*).

7. OTHER IMPLICATIONS

7.1 Equality Objectives

7.1.1 The implementation of Hate Crime initiatives strongly supports Bradford Council's Equality Diversity and Inclusion Plan 2022-25. Underpinning the principles of tackling inequalities. It aligns specifically with **Objective 4: Inclusive communities** as it actively helps to ensure that Bradford Council services are focussed on supporting our communities, tackling discrimination and standing up to Hate Crime, fosters community cohesion and integration, and empowers individuals to engage in civic life, creating safe, strong, and active communities for all.

7.1.2 All grant funded, contracted partners, projects and work in relation to Hate Crime recognises the single statutory duty to promote equality under the Equality Act 2010. All our work and the work of our partners ensures and demonstrates that all services and work has due regard to:

1. eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by or under the Equality Act 2010
2. advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. foster good relations between people who share a relevant protected characteristic and persons who do not share it.

7.2 SUSTAINABILITY IMPLICATIONS

There are no sustainability implications

7.3 TACKLING THE CLIMATE EMERGENCY IMPLICATIONS

There are no impacts.

7.4 COMMUNITY SAFETY IMPLICATIONS

The actions outlined in this report improve Hate Crime awareness and reporting leading to improved community safety outcomes.

7.5 HUMAN RIGHTS ACT

There are no Human Rights Act implications, however, the work of Hate Crime contributes positively to the many articles within the Human Rights Act.

7.6 TRADE UNION

There are no trade union implications.

7.7 WARD IMPLICATIONS

There are no ward implications.

7.8 AREA COMMITTEE LOCALITY PLAN IMPLICATIONS

None

7.9 IMPLICATIONS FOR CHILDREN AND YOUNG PEOPLE

7.9.1 Young people, particularly those in vulnerable situations, are more susceptible to the impact of various crimes due to their developmental stage and exposure to external influences. Vulnerabilities can also contribute to the risk of radicalisation into various forms of extremism. Hate crimes can have a greater and longer term impact on young people. These experiences can deeply affect emotional wellbeing, sense of safety and overall development. Collaborative efforts within Hate Crime initiatives are crucial as they enable close partnerships with key agencies to not only consistently monitor and address emerging issues, concerns, and trends related to community safety, but also to proactively build resilience before these issues develop. This proactive approach provides essential protection and support for children and young people, empowering them to navigate challenges and difficulties more effectively.

7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

None

8. NOT FOR PUBLICATION DOCUMENTS

None

9. OPTIONS

9.1 The Overview & Scrutiny Committee to make further recommendations should they be needed to improve the current working model and progress made to tackle Hate Crime in Bradford District.

10. RECOMMENDATIONS

10.1 The Overview & Scrutiny Committee to consider the progress made on the District's Hate Crime work by Bradford Council, Bradford Hate Crime Alliance and West Yorkshire Police and partners, in response to the recommendations identified in the Hate Crime Scrutiny Review.

11. APPENDICES

11.1 **Appendix A** – Bradford for Everyone Programme Hate Crime and Feeling Safe work and project examples

12. BACKGROUND DOCUMENTS

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Appendix A

Bradford Council - Bradford for Everyone Programme

Hate Crime and Feeling Safe work and projects examples

1. **Faith in our Communities** project promoted dialogue and understanding between the leaders and congregations of places of worship and LGBTQ+ communities.
2. **Great Horton Ambassadors** project focussed to improve relations between the Roma and non-Roma communities in Great Horton. The project addressed marginalisation and low aspirations through collaborative involvement in locally based social action projects.
3. **The Sharakat Project** - Talking for Change provided a safe space for people from different backgrounds and cultures to meet, to develop friendships and understanding. Learning about each other's differences but also finding that they have 'more in common'.
4. **African Study for Change** project was based on Hate Crime and discrimination directed towards black people. Further funding streams will be explored to run this again.
5. **Piloting Community Cohesion** a series of activities that promoted greater interaction, dialogue and understanding between people of different backgrounds. The project targeted young people, women from black minority, ethnic groups, refugees and white working class communities.
6. **Great Horton Common Ground Project** tested a new and collaborative approach to addressing community tensions and poor social mixing in Great Horton.
7. **Con-Fession - BFD** creative sessions ran to raise awareness of Hate Crime to young people to help them understand the consequences of this on other people, seek alternative ways of thinking about the problem and solutions.
8. **Youth in Common** - young people from different communities were brought together to undertake thematic bite size workshops and recreational / social activities to better understand each other's sense of 'identity/ belonging', cultural and religious values and beliefs to dispel myths and prejudice, engender mutual respect and tolerance and enable them to realise we have more in common which unites us than the differences that separate us.
9. **Free2B-Me Community Garden** set up of Free2Be-ME's community garden project to provide a sanctuary for people from the LGBTQ+ community; utilising a shared community garden as a means of bringing people together from different backgrounds, cultures, abilities and ages – creating shared ownership, shared interests and shared goals which help forge relationships between groups some of whom have previously experienced difficulties in understanding each other's perspectives. This project continues.
10. **Move on Up and Participate - Bradford East Africa Community** project delivered cultural orientation sessions to refugee and migrant communities addressing widely distorted and anti-immigration views regarding refugee and asylum seekers in our society and pessimism about their future opportunity and ensure our city which is ethnically and racially diverse society create opportunities for productive social mixing that celebrate diversity and help reduce discrimination / hate; enable East Africa communities to settle, and feel safe.

11. **Young Peacemakers** was a 20 weeks' peace education programme for young people (8-15 Years old), aiming to inspire and empower changemaking and peacemaking skills to act and change themselves, families, communities, and the world. The programme explored concepts such as peace, justice, equality, human rights, democracy, global citizenship, conflict-resolution and reconciliation, as well as the serious of challenges of climate change, Black lives matter, poverty, refugee crises, war, colonialism, Islamophobia, terrorism, xenophobia, racism, violence against women, and bullying
12. **Friends of Bradford Moor Park Project** the project brought together communities and individuals from all walks of life and backgrounds - promoting interaction, dialogue and understanding between them.
13. **Bradford for Everyone Ambassador Programme** (resident led) ran sessions discussing topics including Black Lives Matter, the diversity of white people, the diversity of the LGBTQ+ communities and supported the delivery of activities and events such as refugee week, Hate Crime week, International Women's Day, Migration Day. Aim to increase understanding within these areas and reduce Hate Crime. The work of the Ambassador programme continues.
14. **Community Champions** training was delivered in partnership with Bradford for Everyone and the Prevent team on critical thinking. Bradford for Everyone worked in partnership with Race Equality Network, Equality Together and Community Action Bradford and District to reduce inequality and support for Black, Asian and Ethnic Minority communities and those with a disability.
15. **Social Integration Research: 'One Bradford, Many Voices'** - University of Bradford undertook an 18-month programme of research to explore how people connect and integrate, contributing to the body of knowledge that will help to create a better future for the Bradford District and beyond, with the aims of: Understanding the dynamics of residential segregation; Facilitating the reduction of Hate Crime; Identifying strategies for and good practice in relation to integration in schools. The Hate Crime research aimed to better understand how people across the District feel about Hate Crime, what it means, what, where and how to report, public's confidence in the reporting system, how they feel about support for Hate Crime victims and also to obtain their opinion on what could and should be improved. The research was published in August 2022.
16. **Social Trust Project** - collaboration work between Bradford Council of Europe and the Social Trust Collaboratory in Canada. Both understood the importance of social trust to a multitude of outcomes for places and communities including health, cohesion, crime and economic and felt the need to be able to measure, map, and act upon, indications of social trust at the neighbourhood level. As an active Intercultural Cities member and leader in integration and cohesion work Bradford was asked to become a pilot district for the development of a Social Trust Barometer tool and a core team from Stronger Communities has been working with the Social Trust Collaborated on the development and roll-out of this project during the past two years. The Social Trust Project aims to measure social trust at the local level, develop a Social Sensing Network of professionals who know places well and can act within them, and to utilise knowledge about trust levels and positive deviance (what's working) in particular places, to develop interventions or policy to support places suffering lower – or declining – levels of social trust – helping to create a safer and more equal district. This pilot continues.

17. **Campaign 1:** Worked with a behaviour change specialist, launched a critical thinking campaign called '[Make Sure It Adds Up](#)' to reduce hate towards people from LGBTQ+, Muslim, Migrant and Working Class communities. This campaign continues.
18. **Campaign 2:** Launched Bradford District's '[Shared Values](#)' of: Respect, Share, Care, Protect; this is a positive social modelling campaign and introduced as a long term drive to stimulate community dialogue, encourage attitudinal change and halt all forms of discrimination to build a fair, inclusive and happy future for everyone. This campaign continues.
19. **People Library** was launched, highlighting real life stories and offering human books related to diverse groups and raising awareness of Hate Crime and its impact. Project continues.

Links:

What Works: <https://bradfordforeveryone.co.uk/what-works/>

Bradford for Everyone Strategy

<https://bradfordforeveryone.co.uk/wp-content/uploads/2021/11/Bradford-for-Everyone-Strategy-2018-2023.pdf>

Bradford for Everyone Programme Evaluation Report

<https://bradfordforeveryone.co.uk/wp-content/uploads/2022/08/Bradford-for-Everyone-Programme-Evaluation-Report.pdf>

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Report of the Chair of the Corporate Overview and Scrutiny Committee to the meeting of Corporate Overview and Scrutiny to be held on Thursday 7 September 2023

J

Subject:

Annual Report for Overview and Scrutiny 2022-23

Summary statement:

This report presents the Draft Annual Overview and Scrutiny Report for 2022-23.

EQUALITY & DIVERSITY:

Community Cohesion and Equalities related issues are part of the work remit for this Committee.

Clr Nazam Azam
Chair – Corporate Overview and Scrutiny
Committee

Report Contact: Mustansir Butt
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Portfolio:

**Corporate.
Safer and Stronger Communities**

Overview & Scrutiny Area:

Corporate

1. SUMMARY

- 1.1 This report presents the draft Annual Overview and Scrutiny report 2022-23, to be considered for adoption.

2. BACKGROUND

- 2.1 Under the Council's Constitution, the Corporate Overview and Scrutiny Committee is required to produce an annual report to Council on the activities of the Overview and Scrutiny Committees.
- 2.2 The remit of all the Overview and Scrutiny Committees covers the Council Priorities of:
- Better skills, more good jobs and a growing economy;
 - Decent homes that people can afford to live in;
 - A great start and good schools for all our children;
 - Better health, better lives;
 - Safe, clean and active communities;
 - A well-run council, using all our resources to deliver our priorities.

3. OTHER CONSIDERATIONS

- 3.1 The Annual Report gives a summary of the key activities of the Overview and Scrutiny Committees in 2022-23 and a foreword from all the Overview and Scrutiny Chairs.

4. FINANCIAL & RESOURCE APPRAISAL

- 4.1 None.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

- 5.1 Risk Management across the Council, is a key areas of work for the Corporate Overview and Scrutiny Committee.

6. LEGAL APPRAISAL

- 6.1 None.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

None.

7.2 TACKLING THE CLIMATE EMERGENCY IMPLICATIONS

None.

7.3 COMMUNITY SAFETY IMPLICATIONS

A key priority of work for this Committee related to the Overview and Scrutiny of the strategies, plans, policies, functions and services directly relevant to the priority of Safer and Stronger Communities.

As well as this, the Corporate Overview and Scrutiny Committee is also the authority's Crime and Disorder Committee under the provisions of Section 19 of the Police and Justice Act 2006.

7.5 HUMAN RIGHTS ACT

None.

7.6.1 TRADE UNION

None.

7.7 WARD IMPLICATIONS

Work of this Overview and Scrutiny Committee has ward implications, but this depends on that nature of the topic.

7.9 IMPLICATIONS FOR CHILDREN & YOUNG PEOPLE

None.

7.10 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

None.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

9.1 The Committee may wish to choose to adopt the report as proposed, or make any changes they may wish to make.

10. RECOMMENDATIONS

10.1 That the Committee adopts the proposed Annual Report with any amendments it may choose to make.

10.2 That the Annual Overview and Scrutiny Report for 2022-23 be referred to Council for consideration.

11. APPENDICES

11.1 Appendix 1 – Draft Annual Overview and Scrutiny Report for 2022-23.

Overview and Scrutiny in Bradford



Overview and Scrutiny Annual Report 2022-23

Email: scrutiny@bradford.gov.uk



Contents

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Dear Councillor

We have the pleasure of presenting the 2022-23 Overview and Scrutiny Annual Report. This report summarises the achievements and contributions made by the Overview and Scrutiny Committees over the last 12 months.

The work of the Overview and Scrutiny Committees is a very important contributor to the delivery of Council Services in a challenging operational environment.

We would like the opportunity to acknowledge and thank all those people who contributed to and supported the work of Overview and Scrutiny and look forward to working with you during the upcoming year.

We are particularly appreciative of the Bradford District Councillors and Co-Opted Members, who sat on our Overview and Scrutiny Committees during the year.

Overview and Scrutiny Committee Chairs 2022-2023



Cllr Nazam Azam
Corporate



Cllr Rizwana Jamil
Health and Social Care



Cllr Debbie Davies
Children's Services



Cllr Kamran Hussain
Regeneration and
Environment

Overview and Scrutiny in Bradford

Bradford Metropolitan District Council has four Overview and Scrutiny Committees.

Two of the Committees also have additional “co-opted” members.

The Committees are: -

- Corporate Overview and Scrutiny Committee;
- Children’s Services Overview and Scrutiny Committee;
- Health and Social Care Overview and Scrutiny Committee;
- Regeneration and Environment Overview and Scrutiny Committee.

And their role is to: -

- act as a “critical friend” to the Council’s leadership (the Executive) and senior officers;
- drive improvement in public services;
- enable the concerns of the public to be heard.
- consist of independently minded people who decide their own agenda and how they will do their work.

A total of 43 members and 7 Co-opted members were engaged with Overview and Scrutiny.

The Committees take a thoughtful, evidence-based approach to the areas of work they address, which also includes listening to different officers, organisations and the public on topics that are of interest and / or concern to them.

Our meetings are open to the public and we always welcome contributions from people who attend our meetings or send us their views.

Examples of work undertaken in the past municipal year

During the year, the Committees have looked at a wide range of issues which have been of interest and concern to a wide-ranging audience. Set out below are four detailed examples of the work undertaken by the Overview and Scrutiny Committees in Bradford during the municipal year 2022-23.

Safer and Stronger Communities

In the 2022-23 Municipal Year, the area of Safer and Stronger Communities continued to be area of concern for members and members of the public. This was evidenced by the Corporate Overview & Scrutiny Committee commencing the Call for Action inquiry into Anti-Social Behaviour; as this was a concern raised by local residents.

Moreover, as part of this, Corporate Overview & Scrutiny continued to scrutinise the effectiveness of the approaches being used to promote stronger communities, safer communities and also in how Hate Crime across the District is being tackled by Bradford Council and its Partners.

Children's Services Improvement Plan and Establishment Children's Trust

During the 2022-23 Municipal Year, the activity of Children's Overview & Scrutiny Committee was dominated by monitoring the progress being made by the Children's Services Improvement Plan, as well as overseeing the establishment of the Children's Trust for Bradford Councils Children's Social Care.

Scrutiny of Council use of glyphosate weed control

Following two Council motions the Regeneration and Environment Overview and Scrutiny Committee commissioned a report that considered the current use of herbicide glyphosate by the Council, potential alternative solutions and the implications of reducing or stopping the use of glyphosate. Following consideration of the report the Committee made the following recommendations to the Executive:

- Officers in the Parks and Cleansing Services work with the Biodiversity Officer to identify critical locations where spraying needs to be avoided;
- A trial involving no use (or exceptional use) of glyphosate within 2 parks within the Shipley ward planned for 2023
- Cessation (or very limited use) use on land managed by Parks, Bereavement Services and other Council services maintaining land
- that public engagement and communication regarding the reduced use of glyphosate in some areas be undertaken;
- that Officers continue to engage with other Local Authorities that are also reducing the use of glyphosate.

Outcomes to date:

- Work immediately began to identify areas where the use of glyphosate would be reduced or eliminated prior to the next growing season;

- Joint working was established between the Parks and Cleansing Services and the Biodiversity Officer;
- Increased information sharing and learning from other Local Authorities on this issue;
- Executive support for the above and the trials due to take place in Shipley Ward in 2023, the outcomes of which are due to be reported in January 2024.

Adult Autism Assessment and Diagnostic (BANDS) Service

Following criticism of the performance of BANDS by the Committee over a number of years and complaints from patients, which included the high number of people waiting, the length of time people had to wait and low levels of activity, a review was conducted and an Action Plan was agreed by the Mental Health, Learning Disability and Neurodiversity Partnership Board to address these concerns and improve the service, to be delivered through a multi-agency Neuro Diversity Task & Finish Group.

A new service model has been developed to assess and diagnose adults with autism spectrum conditions and details were reported in depth to the Committee in March 2023. The Committee welcomed and supported the new Pathway and Service Model and will continue to closely scrutinise its very development and implementation.

Darley Street Market Project

The Regeneration and Environment Overview and Scrutiny Committee has continued its scrutiny of the Darley Street Market Project and received a comprehensive update including details of the building design, planned market operations on each floor of the new building and the stall application process. A visit by Members of the Committee to the site in September 2022 received positive coverage in the Bradford Telegraph and Argus.



Members of the Regeneration and Environment OSC visiting the Darley Street Market Site, September 2022

Call-In

There have been no Call-Ins.

Engaging the Public

As well as publishing our agenda and reports on the internet, we now also promote our work through local media.

When scrutiny meetings are considering controversial subjects or matters of public interest, we often get several members of the public attending.

One example is that the Corporate Overview & Scrutiny Committee will be undertaking a Call for Action Enquiry into Anti-Social Behaviour across the District. As part of the consultation for this enquiry, the Committee will be engaging with members of the public across the District through consultation events, on this important matter.

Complete Work Programmes for each Committee are available by contacting the appropriate Overview and Scrutiny Lead.

Corporate

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Looking Ahead

It is important that we consider the Overview and Scrutiny activity carried out this year, in order to continue to improve the way in which Overview and Scrutiny operates in Bradford.

However, there are some big challenges in the upcoming year and set-out below are some of the key areas of work for Overview and Scrutiny.

Detailed Scrutiny Reviews

Following a member request and concerns raised by residents, Corporate Overview & Scrutiny members agreed to undertake a Call for Action enquiry regarding Anti-Social Behaviour.

Children's Services Overview & Scrutiny Committee will be undertaking detailed scrutiny reviews in relation to Elective Home Education, Child Poverty and Persistent Absence across schools in Bradford.

At the request of Full Council, a review of issues relating to private rented housing will be undertaken by the Regeneration and Environment Overview and Scrutiny Committee.

Progress made against Scrutiny Review Recommendations

Members of Corporate Overview & Scrutiny Committee will monitor the progress made against the recommendations that the Committee made in relation to the Scrutiny Reviews of Hate Crime and the anti-social use of Fireworks across the District.

Safer and Stronger Communities

Safer and Stronger Communities across the District continues to be an area of concern for members and this will be continue to be scrutinised by Corporate Overview & Scrutiny. For instance, at the request of Council, Corporate Overview & Scrutiny will be considering the approaches being used to measure and tackle Anti-Social Behaviour across the District.

Ofsted Inspection of Looked after Children

Following the Ofsted Inspection, the Children's Services Committee will be closely monitoring the progress being made against the Children's Services Improvement Plan.

Children's Trust

As the Children's Trust was established on 1 April 2023, The Children's Services Overview & Scrutiny Committee will be keeping an overview and scrutinising its work, in relation to Children's Services.

Access to Primary Care (GP services) and Dentistry

Access to GP services and dentistry remain of great concern to residents of the District. The Health and Social Care Overview and Scrutiny Committee and the West Yorkshire Joint Health Scrutiny Committee will continue their ongoing work of raising these concerns directly with service providers as a priority over the coming year.



Report of the Chair of the Corporate Overview and Scrutiny Committee for the meeting to be held on Thursday 7 September 2023

K

Subject:

Corporate Overview and Scrutiny Committee – Work Programme 2023/24.

Summary statement:

This report includes the Corporate Overview and Scrutiny Committee work programme for 2023/24.

EQUALITY & DIVERSITY:

Community Cohesion and Equalities related issues are part of the work remit for this Committee.

Cllr Nazam Azam
Chair – Corporate Overview and Scrutiny
Committee

Report Contact: Mustansir Butt
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Portfolio:

**Corporate
Community Safety**

Overview & Scrutiny Area:

Corporate

1. SUMMARY

- 1.1 This report includes the Corporate Overview and Scrutiny Committee work programme for 2023/24, which are attached as appendix 1 to this report.
- 1.2 Also attached as appendix 2 to this report, is a list of unscheduled topics for 2023-24.

2. BACKGROUND

- 2.1 The Council constitution requires all Overview and Scrutiny Committees to produce a work programme.

3. OTHER CONSIDERATIONS

- 3.1 The Corporate Overview and Scrutiny Committee has the responsibility for “the strategies, plans, policies, functions and services directly relevant to the corporate priority about customer services and e-government, that improve the Councils ability to deliver, govern and change, community cohesion and all other corporate matters not falling within the responsibility of any other Overview and Scrutiny Committee.” (Council Constitution, Part 2, 6.2.1).
- 3.2 The remit of this Committee also includes:
 - the co-ordination of the discharge of the Overview and Scrutiny role within the Council and in relation to external bodies;
 - supporting the Executive through its contribution towards the improvement of the Council’s performance;
 - co-ordinating the development of the Overview and Scrutiny role within the Council.
- 3.3 Best practice published by the Centre for Public Scrutiny suggests that “work programming should be a continuous process”. It is important to review work programmes, so that important or urgent issues that arise during the year are able to be scrutinised. Furthermore, at a time of limited resources, it should also be possible to remove areas of work which have become less relevant or timely. For this reason, it is proposed that the Committee’s work programme be regularly reviewed by members of the committee throughout the municipal year.
- 3.4 The work programme as agreed by the Committee will form the basis for the Committee’s work during the year, but will be amended as issues arise during the year.
- 3.5 As well as this, Corporate Overview & Scrutiny members are currently undertaking a Call for Action inquiry in relation to, Anti-Social Behaviour across the District.

4. FINANCIAL & RESOURCE APPRAISAL

4.1 None.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

5.1 None.

6. LEGAL APPRAISAL

6.2 None.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

None.

7.2 TACKLING THE CLIMATE EMERGENCY IMPLICATIONS

None.

7.3 COMMUNITY SAFETY IMPLICATIONS

A key priority of work for this Committee related to the Overview and Scrutiny of the strategies, plans, policies, functions and services directly relevant to the priority of Safer and Stronger Communities.

As well as this, the Corporate Overview and Scrutiny Committee is also the authority's Crime and Disorder Committee under the provisions of Section 19 of the Police and Justice Act 2006.

7.4 HUMAN RIGHTS ACT

None.

7.5 TRADE UNION

None.

7.6 WARD IMPLICATIONS

Work of this Overview and Scrutiny Committee has ward implications, but this depends on that nature of the topic.

7.7 IMPLICATIONS FOR CHILDREN AND YOUNG PEOPLE

None.

7.8 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

None.

8. NOT FOR PUBLICATION DOCUMENTS

None.

9. OPTIONS

9.1 The Committee may choose to add to or amend the topics included in the 2023-24 work programme for the committee.

9.2 Members may wish to consider any detailed scrutiny reviews that it may wish to conduct.

10. RECOMMENDATIONS

10.1 That Committee may choose to add to or amend the topics included in the 2023-24 work programme for the committee.

10.2 That members consider any detailed scrutiny reviews that they may wish to conduct.

11. APPENDICES

Appendix One – 2023-24 Work Programme for the Corporate Overview and Scrutiny Committee.

Appendix Two – Unscheduled Topics.

12. BACKGROUND DOCUMENTS

Council Constitution.

2022-23 Corporate Overview and Scrutiny Committee Work Programme.

Democratic Services - Overview and Scrutiny

Corporate O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
<p>Tuesday, 27th June 2023 at City Hall, Bradford. Chair's briefing 07/06/23. Report deadline 13/06/23.</p> <p>1) ISG.</p> <p>recommendation from</p> <p>postponed meeting on Thursday 9</p>	<p>To also specifically focuses on the apprenticeship offer</p> <p>disabled staff, supporting them to develop</p> <p>Which also specifically focuses on the apprenticeship offer from ISG, for its disabled staff, supportin</p>	<p>Matthew Seed.</p> <p>Danielle King.</p> <p>Mustansir Butt.</p>	<p>Corporate Overview & Scrutiny from ISG, for its Committee</p> <p>Thursday 10 February 2022. Deferred their skills and experience. from</p> <p>March 2023, due to adverse weather conditions.</p> <p>Deferred from the meeting on Thursday 9 February 2023.</p> <p>Includes recommendations that the Committee made in the last municipal year.</p>
<p>2) Prevent.</p> <p>3) Draft 2023-24 Work Programme.</p>	<p>The proposed areas of work to be considered in this municipal year.</p>	<p>Ruth Davison/Jenny Cryer.</p> <p>Chris Kinsella/Andrew Cross.</p> <p>Chris Kinsella/Andrew Cross.</p> <p>John Sharp/Andrew Whittles/Matthew Seed.</p> <p>Mustansir Butt.</p>	<p>Corporate Overview & Scrutiny Committee recommendation from Thursday 9 February 2023.</p> <p>Constiutional requirement.</p>
<p>Tuesday, 25th July 2023 at City Hall, Bradford. Chair's briefing 06/07/23. Report deadline 13/07/23.</p> <p>1) 2022-23 Annual Performance Outturn.</p> <p>2) Finance Position Statament for 2022-23.</p> <p>3) First Quarter Financial Position Statement.</p> <p>4) £2m Procurement Contract - Council procurement of energy via a district heat network</p> <p>5) Work Planning.</p>	<p>To include the Council's Locality Plan and full Council Performance.</p> <p>There is a need to regularlry review the work programme, in order to priotitise and manage the work.</p>	<p>Ruth Davison/Jenny Cryer.</p> <p>Chris Kinsella/Andrew Cross.</p> <p>Chris Kinsella/Andrew Cross.</p> <p>John Sharp/Andrew Whittles/Matthew Seed.</p> <p>Mustansir Butt.</p>	<p>Corporate Overview & Scrutiny Committee recommendation from Thursday 9 February 2023.</p> <p>Constiutional requirement.</p>

Corporate O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
Thursday, 7th September 2023 at City Hall, Bradford.			
Chair's briefing 16/08/23. Report deadline 24/08/23.			
1) Progress against the Hate Crime Scrutiny Review recommendations.	That a more detailed response to the recommendations contained in Document "W", particularly in terms of some of the specific measures taken to reduce hate crime, be provided to Corporate Overview & Scrutiny Committee in three months' time.	Neena Punnu/Charles Dacres.	Corporate Overview & Scrutiny Committee recommendation from Thursday 8 December 2022. Deferred from the meeting on Thursday 9 March 2023.
2) Draft Overview & Scrutiny Annual Report 2022-23.		Mustansir Butt.	Constitutional requirement.
3) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Monday, 18th September 2023 at .			
1) Call for Action Enquiry into Anti-Social Behaviour.	Informal information gathering session with Young People at the Grange Interlink Centre, Bradford.	Mustansir Butt.	
Thursday, 5th October 2023 at City Hall, Bradford.			
Chair's briefing 14/09/23. Report deadline 21/09/23.			
1) Progress against the Fireworks Scrutiny Review recommendations.	Report to also include the approaches being used to address the anti-social use of fireworks and the effectiveness of those approaches.	Michael Churley.	Corporate Overview & Scrutiny Committee recommendation from Thursday 12 January 2023.
2) Anti-Poverty Strategy.		Ruth Davison/Kevin Brain.	Corporate Overview & Scrutiny Committee recommendation from Thursday 25 October 2022.
3) Bradford Council Workforce Development Strategy.	Progress report to also focus on: Professional career development spend on Council Departments, with a breakdown of grades.	Anne Lloyd.	Corporate Overview & Scrutiny Committee recommendation from Thursday 25 October 2022.

Corporate O&S Committee
Scrutiny Lead: Mustansir Butt tel - 43 2574
Work Programme

Agenda Items	Description	Report Author	Comments
Thursday, 5th October 2023 at City Hall, Bradford.			
Chair's briefing 14/09/23. Report deadline 21/09/23.			
4) Refresh of the Equality, Diversity and Inclusion Plan 2022-25.	Progress against the plan.	Anne Lloyd/Khalida Ahsrafi.	Corporate Overview & Scrutiny Committee recommendation from Thursday 13 October 2022. At the request of officers, deferred to the new Muncipal Year.
5) Equalities.	Report to be presented in 12 months which secifically focuses on: outcomes delivered: Performance Indicators: Activities of each of the staff networks. Also, quarterly equalities performance reports be circulat	Jenny Cryer'Khalida Key	Corporate Overview & Scrutiny Ashrafi. Committee recomednation from Thursday 10 November 2022.
6) Work Planning.	There is a need to regularlry review the work programme, in order to priotitise and manage the work.	Mustansir Butt.	
Thursday, 9th November 2023 at City Hall, Bradford.			
Chair's briefing 19/10/23. Report deadline 26/10/23.			
1) Road Safety.	To include outouts and outcomes on driver enforcement and driver behaviour as well as details relating to zero tolerance. Reprenstatives from the Police to also be requested to attend.	Simon D'Vali.	Corporate Overview & Scrutiny Committee recommendation from Thursday 10 November 2022.
2) Second Quarter Financial Position Statement.		Chris Kinsella/Andrew Cross.	Member Request.
3) Capital Programme for the Council.		Chris Kinsella/Andrew Cross.	Corporate Overview & Scrutiny Committee recommendation from Thursday 9 February 2023.
4) The Social Value and Procurement Policy.	That the new Social Value and Inclusive Growth Rationale and Procurement Policy be considered by members.	Chris Kinsella.	Corporate Overview & Scrutiny Committee recommendation from Thursday 10 November 2022.

Corporate O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
Thursday, 9th November 2023 at City Hall, Bradford.			
Chair's briefing 19/10/23. Report deadline 26/10/23.			
5) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Thursday, 14th December 2023 at City Hall, Bradford.			
Chair's briefing 23/11/23. Report deadline 30/11/23.			
1) Safer Communities Plan Performance.		Michael Churley.	Corporate Overview & Scrutiny Committee recommendation from Thursday 8 December 2022.
2) Bradford Everyone Strategy, (Previously known as Stronger Communities Strategy).		Mahmood Mohammed.	Corporate Overview & Scrutiny Committee recommendation from Thursday 8 December 2022.
3) Volunteering.	Focusing on an update on the impact of	Ian Day/Mahmood	Corporate Overview & Scrutiny Committee
Recommendation from	Programme and the	the VCSE Service Improvement	Mohammed. Thursday 10 March
2022.Moved from	ordinator to support volunteering across the		cancelled meeting on Thursday 6 April District. 2023.
4) Anti-Social Behaviour Reduction Fund.	Request that a report to Corporate Overview & Scrutiny on the District's progress in tackling ASB and options for any new approaches and learning from other areas to build on our measures to tackle ASB and its cases.	Noreen Akhtar/Michael Churley.	Council resolution from Tuesday 11 July 2023.
5) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Thursday, 11th January 2024 at City Hall, Bradford.			
Chair's briefing 21/12/23. Report deadline 28/12/23.			
1) West Yorkshire Joint Services		Karen Pearce/Andy Robson.	

Corporate O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
Thursday, 11th January 2024 at City Hall, Bradford. Chair's briefing 21/12/23. Report deadline 28/12/23. 2) Armed Forces Covenant. recommendation from	To report on progress and to also focus on: the expected legislative changes; from cancelled meeting on Thursday 6 Forces Hub; - The work being provided through the Health Service.	Helen Johnstone/Jahanara Begum-Ali. Impacts of	Corporate Overview & Scrutiny Committee Thursday 11 November 2021.Moved - Development in relation to the Armed April 2023.
3) District Plan. The	Performance against the District Plan together with outcomes delivered, be presented to the Committee in 12 from Thursday 9 February 2023. consultation findings to also be presented to this Committee, when they are available.	Ruth Davison/Jenny Cryer.	Corporate Overview & Scrutiny Committee recommendation from Thursday 13 January 2022. Deferred months.
4) Private Hire and Hackney Carriage Service.		Carol Stos.	Corporate Overview & Scrutiny Committee recommendation from Thursday 12 January 2023.
5) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Thursday, 8th February 2024 at City Hall, Bradford. Chair's briefing 18/01/24. Report deadline 25/01/24. 1) Third Quarter Financial Position Statement.		Chris Kinsella/Andrew Cross.	Member request.
2) Implementation of Universal Credit across the District.	Report to not only include details of the implementation of Universal Credit across the District, but also the additional support offered by the Council to residents, in relation to the cost of living crisis.	Caroline Lee.	Corporate Overview & Scrutiny Committee recommendation from Thursday 9 February 2023.

Corporate O&S Committee

Scrutiny Lead: Mustansir Butt tel - 43 2574

Work Programme

Agenda Items	Description	Report Author	Comments
Thursday, 8th February 2024 at City Hall, Bradford. Chair's briefing 18/01/24. Report deadline 25/01/24. 3) Council Tax and Business Rates.		Caroline Lee.	Corporate Overview & Scrutiny Committee recommendation from Thursday 9 February 2023.
4) Work Planning.	There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt.	
Thursday, 21st March 2024 at City Hall, Bradford. Chair's briefing 29/02/24. Report deadline 07/03/24. 1) Gambling.	To include the progress against the Gambling Cross Departmental action plan, specifically focusing on clear outcomes; with representatives from Gamcare to also be invited to attend the meeting.	Sarah Exall.	Corporate Overview & Scrutiny Committee recommendation from Thursday 12 January 2023.
2) Call for Action Enquiry - Anti Social Behaviour. 3) Work Planning.	Key findings and recommendations. There is a need to regularly review the work programme, in order to prioritise and manage the work.	Mustansir Butt. Mustansir Butt.	

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Democratic Services - Overview and Scrutiny

Scrutiny Committees Forward Plan

Unscheduled Items

Corporate O&S Committee

Agenda item	Item description	Author	Comments
1	Councillor Call for Action - Anti Social Behaviour.	Mustansir Butt.	The Committee agreed to undertake an enquiry into abti-social behaviour, across the whole District.

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