

EQUALITY OBJECTIVES ANNUAL PROGRESS REPORT - to END JUNE 2019

Activity Description	Milestones	Milestone Completion date/Review	Milestone Status	Performance Target	Target date	Target Status	
<b>1. COMMUNITY RELATIONS - ensure that the people of the district get on well together.</b>							
<b>Encouraging and Celebrating Good Relations - Encouraging and celebrating good community relations and active citizenship – promoting campaigns and opportunities to participate, raising awareness of 'cultural' events.</b>							
1.1	People Can Campaign	Overarching co-ordination of People Can activities put in place	end June 2019	A People Can Coordinator was appointed in April 2019. A 12 month delivery plan was then put in place and the following activities undertaken. <ul style="list-style-type: none"> <li>• Co-ordinated communications for the Great Bradford Spring Clean Up with area officers and VCS to promote neighbourhood activity month from 22 March to 22nd April 2019.</li> <li>• Planning a series of events to be held summer 2019 – community based – linked with anti poverty strategy, Credit Union and VCS partners to now include anti loan shark project in October and Buy Nowt days in November. First event took place 13 June 2019 with almost 100 professionals and practitioners from across all sectors attending to give and gain knowledge of how to support families better.</li> <li>• People Can Festival of Volunteering took place in City Park on 4 June as part of National Volunteer Week with over 20 VCS organisations attending to celebrate and recruit volunteers.</li> <li>• Big Advice Day, part of Small Charities Week, with external partners took place on the 18 June at the Great Victoria Hotel - over 80 VCS volunteers attended.</li> <li>• Great Get Together/ Big Lunch grants given to community groups across the district.</li> </ul>	No target set - see milestone update for status	n/a	See milestone status.
			Timetable of activities produced with intelligence on volunteering including demographics captured to monitor impact of People Can	end June 2020	Currently mapping activity on the Local Insight platform to identify provision and gaps which will influence future planning. <ul style="list-style-type: none"> <li>• Examples of activity mapped will be: volunteer led Great Get Together (GGT), volunteer/community lead play schemes. Monitoring will include demographics when the GGT period is over in September</li> <li>• The district wide Great Bradford Spring Clean campaign, volunteer lead and supported by CBMDC ward officers brought 1836 volunteers together over 137 neighbourhood clean up events during March/April 2019.</li> </ul>	n/a	n/a
1.2	Inclusive events and festivals	Data on current events and festivals is compiled	end June 2019	The Council have supported the following events: <ul style="list-style-type: none"> <li>• Holocaust Memorial Day commemoration held on 25 January 2019.</li> <li>• Two weeks of co-ordinated events to celebrate International Women's Day held from 1 March 2019 to 15 March 2019 - Domestic Abuse Services, Women's health Network and Neesie involved.</li> <li>• Festival of Volunteering 4 June, City Park</li> <li>• Charities Big Advice Day 18 June - 80 participants</li> <li>• Windrush celebration City Park 21-23 June - 1,000's</li> <li>• Windrush photographic Exhibition, City Hall</li> <li>• Windrush Compensation Scheme with Home Office, City Hall - 50</li> </ul>	n/a	n/a	n/a
				Events and festivals are designed in collaboration with residents to ensure they are inclusive	end June 2020	<ul style="list-style-type: none"> <li>• Great Get Together events all resident lead with focus on bringing people together. A small number of events were directed at specific people e.g. LGBT, Autism support, disability support groups ensuring access for all.</li> <li>• Great Bradford Spring Clean campaign volunteer led in areas identified by residents, then worked in collaboration with CBMDC.</li> <li>• Volunteer Fair 4 June, co-designed with voluntary/community organisations.</li> <li>• Anti-poverty conference x 2 plus community road shows x 5 planned with voluntary/community organisations with information designed for families, by families to offer community lead support over the summer holidays for struggling residents. Majority of provision in areas of deprivation / highest need but open to all, in accessible settings.</li> </ul>	n/a
1.3	Ease opportunities for people to participate in decision making	The completeness and accuracy of the Electoral Register will be improved, providing opportunity for engagement especially in areas of deprivation.	Dec-19	Registration and reminder stages were completed to schedule in 18/19. A publicity campaign was conducted alongside this to support and encourage engagement. Wider use was made of electronic canvassing to improve efficiency, security and the service for non-responding citizens, to encourage participation.	Each year maintain 1st December annual registration levels within a range of 335,000 to 340,000 (taking into account fluctuations within the register and the levels of registration at publication date).	Dec-19	The anticipated levels have been maintained. With the following year's target on track to be met.
				The voice and influence of under represented groups are reflected - Support for smaller communities of interest in place to address barriers to access and engagement with services. This will be done through the re-establishment of the Equalities and Community Relations Strategic Group and the setting up of thematic meetings with communities to discuss their priorities.	end June 2020	The Equalities and Community Relations Strategic Group has now been re-established. In addition to this the Stronger Communities Partnership has appointed volunteers from across all five constituencies known as 'People Together' ambassadors. This diverse group will have the opportunity to feedback on project design and delivery, score projects with the Innovation Fund and outreach to wider communities in their localities. Sharing Voices has also met, in its role as giving voice to people suffering mental health domestic abuse. VCS partnership structures are also being reviewed, which in the future will help them better represent the sector and grass routes community organisations in particular.	4 Strategic Equalities and Community Relations group meetings to be held.

**Bradford Council Equality Objectives (2016-2020) Monitoring**

<b>Hate and Street Crime - education programmes in schools, increasing reporting, reducing street based sexual harassment.</b>							
1.4	Education programme in schools <i>(Implement an education programme in schools, to build young people's understanding of diversity. This will build understanding in Bradford's young people from an early age to help reduce future hate crime incidence.)</i>	United values are integrated into College Curriculum and displayed throughout the complex. All new students receive an induction that includes sessions on united values.	Jun-19	<b>Completed</b> - Bradford College's UNITED Values incorporate British Values and the key principles of the Equality Act 2010. UNITED Values aim to challenge all forms of negative behaviour, stereotypes and prejudice through critical thinking and unity. Teaching resource developed to support ESOL learners in understanding Prevent and UNITED Values. The "Challenging Extremism with our UNITED Values" leaflet includes information on critical thinking. This leaflet has been shared with all teaching staff and progress coaches.	April 2019 - to date crime targets and figures have been set and managed by the Community Safety Partnership. From April 2019 onwards it has been agreed that the focus will change away from target setting on hate crime. Their focus will now be on encouraging more reporting, and improving the detail of how incidences are recorded. This will naturally increase the figures over the coming year(s).  TARGET hate crimes reported: 2016/17: 877 2017/18: less than 1,353 2018/19: less than 1,676 2019/20: n/a - see note above		ACTUAL hate crimes recorded: 2016/17 : 1,353 2017/18: 1,676 2018/19: 2,104 2019/20: n/a - see note above
		Work with Police Engagement Officers to deliver assemblies and presentations to high schools on online hate, propaganda and extremism.	May-19	Significant anti-extremist and online awareness education programmes has been delivered in 21 secondary schools. There is now ongoing work by the Police cyber team in primary schools to educate around on-line safety.			
		Police and Council have designed a bespoke package for schools approved at the Hate Crime Strategy Management Group.	End 2019	The Sophie Lancaster Game has been delivered in primary and secondary schools across the district. It encourages young people to make decisions about people based on getting to know them and not making assumptions on appearance. This helps to build tolerance and inclusivity towards all communities, including the LGBTQ+ community			
1.5	Raise awareness <i>(Raise awareness of hate crime reporting and in the longer term help reduce incidence. Support the running of third party reporting centres, and raise awareness in public places)</i>	A series of measures put in place to raise awareness of hate crime reporting and ultimately reduce incidence - to include partnership events, and direct work with potential victims.	End 2019	A number of partnership events and interactions were held throughout the district during Hate Crime Awareness Week 13-20 October 2018 which included Bradford Royal Infirmary, Bradford University, Bradford College, Keighly College and Community Transport Hubs. Hate Crime Strategy Management Group have more recently discussed ideas for National Hate Crime Awareness Week in October 2019.  Work has already started with partnership visits to organisations and service users to raise awareness and understanding of hate and pathways of how to report and continue relationships offering support.			
		Audit of current reporting centres undertaken to identify gaps and improvements in efficiency to enable the public to have appropriate reporting routes.	End 2019	<b>Complete</b> - An audit has been undertaken and a key area identified is refresher training. A small number of new reporting centres have been considered - including Bradford Royal infirmary and Bradford Interchange. A report on the audit was presented to the District Hate Crime Strategic Management Group at the June 2019 meeting.			
1.6	Reduce sexual harassment <i>•(Reduce sexual harassment of women at institutes of higher and further education as well as in city and town centres through education, enforcement and increased reporting.)</i>	Extent of problem to be identified - with supporting data to benchmark against and an action plan put in place in co-ordination with partners.	Apr-17	<b>Complete.</b> Street survey carried out on Great Horton Road in May 2017 to ascertain prevalence of problem and create benchmark for reporting. Action plan implemented and work carried out with partners, managed through regular operational and strategic meetings.	n/a		n/a
		Reporting mechanisms and information sharing - create and support joint reporting	Mar-18	<b>Complete.</b> An Information Sharing Agreement has been developed which will continue to be used by the established Sexual Harassment Strategic Group.			
		Communications - undertake education and campaigns to increase awareness and understanding of the crime of sexual harassment.	Dec-17	<b>Complete.</b> Awareness campaigns are held at the college, university and student unions on a regular basis with stands, engaging with staff and students and handing out informative literature. Education inputs are provided for students, discussing appropriate behaviours and the importance of reporting incidents.			
		Provide training for front-line reception and security staff on the implications of sexual harassment and support available for those affected. Training to be provided for the University and College..	Mar-18	<b>Complete.</b> Training for front-line staff and security officers at both Bradford College and the University of Bradford has been provided and well received.  Note: The Council's involvement in this project came to a close (March 2018). Responsibility for moving the project forward and maintaining its momentum has been passed to Bradford University, College and Police Partnership whose aim is to bring together projects around welfare and safety for students and staff, and manage them together. The initial funding and involvement of the Council helped to facilitate this set up.			

**Bradford Council Equality Objectives (2016-2020) Monitoring**

**2. EMPLOYMENT & SKILLS - promote inclusive growth through ensuring those most disadvantaged in the labour market are able to get the skills they need and access good jobs.**

**Poverty and Ethnicity Employment and Skills Programme - addressing barriers and blockages to employment and career progression for disadvantaged groups.**

2.1	Working with business and public sector partners to address barriers and blockages to employment and career progression for disadvantage groups.	Complete Textile Academy project (Asian women into employment)	Apr-18	<b>Completed</b> - The project has been successful at engaging women with low qualifications and ESOL needs, who typically were not engaging with more mainstream pathways such as Jobcentre Plus. The choice to work with an established community partner who had the trust and respect of the women was another success. The textile academy accounted for more than half the training done by the women over the project period. Of the 59 women who were engaged through the textile project, 20 accessed training at the Textile Academy and, of these, 17 women completed the four week course and took part in factory visits. This formal engagement by the women has led to informal 'word of mouth' exchange of information regarding the availability of training and employment opportunities that has brought forward more women showing an interest in accessing training and employment through the textile academy.	<ul style="list-style-type: none"> <li>• 50 BME women engaged</li> <li>• Employment and skills support provided to 20 women.</li> <li>• 10 BAME women accessing employment that increases their incomes</li> </ul>	Apr-18	59 BME women engaged 15 BME women supported with personal development plans 7 BME women have increased their income.
		Complete Bradford Council Low Paid Employees project (low income staff skill development)	Apr-18	<b>Completed</b> - 31 per cent of participants have applied for or are thinking about applying for a higher graded post. Most of them also indicated that their confidence has improved. Tailoring the training so it was directly relevant to the job they were doing was an important element that required a level of customising and preparation on the part of the training provider that is not always possible. It also appears that there were clear champions within CBMDC and Shipley College which provided some of the training for this component which may have contributed to its success. As previously noted, the fact that an effort was made to speak to staff about their circumstances and aspirations was important in getting women who might previously not have volunteered to take part in training to do so. For many this was the first time training was explained to them as part of a process of personal development and career progression.	<ul style="list-style-type: none"> <li>• At least 5 participants on the project have accessed progression that increases their income</li> </ul>	Apr-18	3 participants have increased their income.
		Projects evaluated and findings reported.	Apr-18	<b>Completed</b> - A full evaluation report was undertaken and shared with Joseph Rowntree Foundation (JRF). The key findings of the report show that there is clear evidence that sector based programmes that link employers and disadvantaged groups can improve employment outcomes and also help tackle skills shortages promoting inclusive growth. Focus is however needed on quality engagement, overcoming language/literacy barriers, caring needs and changing perceptions of both parties. The outcome of this and other accompanying JRF projects were disseminated at a Leeds City Region event on 19 June 2018 in Bradford. JRF will collate this alongside other related projects and publish a full report later in 2018. As a consequence of this work the Textile Academy continues broadening out the communities they are supporting; best practice is being adopted through the Integration Programme; and the Council is sharing best practice with local businesses as a means of increasing the diversity of its own and others' workforces.	Final Report submitted to JRF.	Apr-18	Report finalised.

**Apprenticeship Programme - ensuring that the Council's new apprentices are representative of the district with a focus on Looked After Children and people with disabilities.**

2.2	Ensuring engagement of LAC and disabled people	Specific milestones have not been set to help achieve the target. However the following provide a couple of examples of work being developed in support of this. 1. Interventions from the LAC team to target those leaving care with employment/apprenticeship opportunities at the Council. 2. Development of flexible recruitment options to provide opportunities those with different skill sets (including disabled and LAC) to take on employment opportunities.	Apr-20	The Learning and Development Team continue to promote apprentices to those with a disability and Looked After Children (LAC) with apprenticeship opportunities sent to the LAC Team.  The team are attending career events in schools to promote apprenticeships within the Council.  A traineeship programme is planned to be implemented for those not yet ready to start an apprenticeship with the target group being LAC and disabled. Work is taking place with training providers and partner organisations that already have internship programmes running for getting people with disabilities into work.  Work continues to promote apprenticeships to Council managers to create apprenticeship opportunities.  They also attend 'Project Search' meetings to discuss intern placements for people who have a disability.	The target for apprentices is 10% for people with disabilities, and that all children leaving care (looked after children) will be offered an opportunity for a traineeship or apprenticeship.	By Sept 2020	Currently employ 1% for people with a disability but this may not be accurate as apprentices do not have to disclose this information. (Discussions underway to discuss Management Information data during recruitment that would enable us to measure progress against targets.)  All LAC children now have apprenticeship opportunities sent to them.
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**Bradford Council Equality Objectives (2016-2020) Monitoring**

<b>3. ORGANISATIONAL EQUALITIES CULTURE - the Council is well run, fit for business and is fair and inclusive in its approach.</b>							
<b>Equalities Competency and Corporate Approach - a wide ranging programme of equality competency activities and improved governance arrangements.</b>							
3.1a	Governance arrangements - leadership	Senior equalities leadership reviewed within the Council	Mar-17	<b>completed</b> - Review Complete Governance arrangements were consulted on throughout the Council in 2017, culminating in recommendations being taken to CMT where the new arrangements were endorsed and implemented.	No targets set.		
		New senior governance approaches put in place	Jul-17	<b>completed</b> - Arrangements in place with regular meetings of the Cross Department Equality Group, led by a member of CMT. The Group is made up of representatives from each of the Council's services, as well as the Portfolio Holder for equalities. CMT receive regular feedback from the group through which they provide their input through asking for action and ensuring continuous improvements. Discussions since the group was set up at the end of 2017 have included workforce diversity, recruitment, positive action, corporate parenting and accessible information. The group also undertakes discussions between meetings and share their views on equality matters as they arise (eg the new transgender policy, equalities e-learning).			
3.1b	Governance arrangements - leadership	850 Staff involved in a range of networks as outlined in the Engagment plan 2018-2019. Networks to include: Staff focus groups, Meet the CEX & CMT, Lunchtime drop ins, Council priorities session, Employee of the month and Employee engagement sessions	End 2018	The overall Staff Engagement Strategy and Plan is being refreshed. This will include a strand on Equality and Diversity which supports the Cross Departmental Equality Group. <ul style="list-style-type: none"> <li>• CDEG received equality training at the end of 2018.</li> <li>• Long Service Awards held on the 4 April - 83 will receive awards, the services covered are, Children's, Education, Place, Corporate Resources, Health &amp; Wellbeing.</li> <li>• Future Leaders training programme module undertaken on equality &amp; diversity (with 19 attendees).</li> <li>• Motor Neurone Disease (MND) awareness day on 21 June was marked through lighting up City Centre buildings and training for staff.</li> <li>• New equality e-learning programme is in development which CDEG have had input on.</li> <li>• International Women's day event attracted 34 attendees</li> <li>• LGBT training for staff (and Members) has taken place</li> </ul>	Interim targets <ul style="list-style-type: none"> <li>• March 2019 - 150</li> <li>• June 2019 - 350</li> <li>• September 2019 - 600</li> <li>• December 2019 - 850</li> </ul>	End 2019	236
		Networks fully contributing to the equalities agenda	2020	not yet due			
3.2	Workforce competency programme (to include progress of activities and awareness raising - (staff messages).	Minimum of 12 'activities' available to staff by each year this may include training courses, development sessions, access to on-line learning resources, updates/ comms via internal communications	End 2019	<ul style="list-style-type: none"> <li>• Future Leaders training programme module undertaken on equality &amp; diversity (19 attendees).</li> <li>• International Women's day event 34 attendees</li> <li>• LGBT Training for Members and staff .</li> <li>• Mental Health and wellbeing sessions</li> <li>• 3 January – Dry January</li> <li>• February – Looking after your Heart (National Heart Month) &amp; Time to Talk</li> <li>• March – Power of Sleep/World Sleep day</li> <li>• Bradnet for Black History Month and Women of the World information available to staff published and written by Communications Team.</li> <li>• Current e-learning offer includes - LGBT awareness, Equality and Diversity training (update in progress)</li> <li>• Health and Wellbeing Resilience awareness undertaken - Art of Brilliance sessions.</li> </ul>	Interim targets <ul style="list-style-type: none"> <li>• March 2017 - 3</li> <li>• June 2017 - 6</li> <li>• September 2017 - 9</li> <li>• December 2017 – 12</li> <li>• Repeat up to 2020</li> </ul>	End 2019	
		Maintain a minimum of 12 'activities' each year until 2020 – adjusting content and frequency according to need	2020	not yet due			2020
3.3	Snr Officers and Members supported to consider the impact of decisions and activities	Practical equality related sessions run for Members.	Dec-19	In February 2019 we ran an LGBT awareness session for Councillors (and Officers) presented by MESMAC. Excellent feedback and will be scheduled in again in autumn 2019. Organised a session on the breakthrough research of Bradford University on Dementia in March 2019. New Evolve resource area for dementia friendly and awareness raising. Motor Neruone Disease (MND) awareness day on 21st June was marked with training for Members. Further training for elected members on dementia and LGBT awareness. MND training session is being arranged for the 23rd July - this is part of the MND Charter that the Councillors signed up to - learning to include an overview of MND, specific challenges or issues faced by people affected by MND.	Minimum of 3 practical equality related sessions run each year (identified each year according to need).	annual	
		Equalities embedded into the annual Budget setting process and associated equality assessment briefing for Exec Members run	Dec-19	The budget decision making has been fully supported by a comprehensive equality assessment process, which has helped to shape the final budget each year. Consultation has also taken place to support the evidence from the assessments.			Equality assessments undertaken in a timely and supportive manner to the budget setting process.
3.4	Equality Act (changed from PSED) in procurement	Social value policy reviewed and up dated with equalities reference.	Apr-17	<b>completed</b> - A new Social Value & Inclusive Growth Policy was finalised and approved by Executive in 2018, but will be reviewed on a regular basis.	Equalities embedded in procurement processes	Apr-18	Social Value policy now in place as part of procurement process
		Weighting social value is given in awarding contracts agreed.	Apr-18	<b>completed</b> - The Social Value & Inclusive Growth Policy requires 10% of the evaluation to be for the delivery of social value.			Scoring/weighting included.

**Bradford Council Equality Objectives (2016-2020) Monitoring**

<b>Workforce diversity - recruitment options, commissioning requirements, career progression options.</b>							
3.5	Appropriate recruitment methods (Explore and create a range of recruitment methods to enable the Council to recruit more effectively appealing to a wider range of people.)	Baseline established: equality data assessed and gaps identified in relation to vacancies, including the number of applications, those shortlisted and appointed. Characteristics to cover are: Race, gender, disability, age, religion/belief and sexual orientation.	Jul-19	From July 2019 data will available for Religion/Belief and Sexual Orientation in relation to the number of applications the Council receives and the outcomes of the recruitment journey.	Increase the diversity where identified with equality embedded into recruitment processes.	Recruitment status:  (figures to end December 2018 - figures not yet available for more recent time period)  Race: 51.65% white, 48.35% from another ethnic minority group. Gender: 34.73% Male, 62.21% female Disability: 4.38% Age: 29.89% from 16-29 age group; 14.41% from 50+ age group Religion/belief: 23.27% Christian, 36.83 Muslim (23.44% of applicants identified as having no religion) Sexual orientation: : 90.13% Heterosexual, 1.25% Gay/Lesbian, 0.85% Bisexual. (6.8% of applicants preferred not to specify).	
		Recruitment options broadened and targeted: Following analysis of baseline data a broader and more appropriate range of recruitment methods considered and implemented to encourage engagement from identified equality groups– this might include online tools, social media etc.	Jul-19	<u>Social Media</u> - We have increased the use of social media in order to open our recruitment opportunities to a wider potentially younger audience. <u>Armed Forces Covenant</u> - Awarded silver award from the Armed Forces Covenant for our commitment to supporting ex armed forces in recruitment. From the 1 June 2018 – the 30 May 2019, 100 applicants have declared that they are either serving or have served in the Armed forces. We will continue to monitor the numbers. In addition we are hoping to work more closely with the newly appointed Armed Forces Covenant Project Officer to increase the number of applications from the Armed Forces. <u>Family Friendly and Benefits of working with the Council</u> - we have improved the benefits for employees and revised and updated the document to show what a great place the Council is to work. The document will be added to our recruitment page with a view to attracting more candidates. <u>Disability Confident Employer</u> level 2 now achieved			
		Management support strengthened: information, training and guidance agreed and in place to support recruiting managers to better consider equality and diversity in recruitment, including the concept of sub conscious bias and use of diverse recruitment panels.	Jul-19	<u>Best Solutions Training</u> The sessions are provided to increase managers' confidence and knowledge of the recruitment process and how equality plays a fundamental part of every process. The training was very well received with 94.6% of managers saying that their learning was enhanced by the knowledge and experience of the trainer and that 95.52% will be able to apply what they learnt.  Training and guidance with support from Partners is being provided to our young people on interview skills, career guidance and equalities within recruitment.  Supporting and working with managers to create open recruitment days for lower level positions.			
3.6	Career development (A stronger focus to be placed on working with services to ensure job profiles allow progression, offering more secondments and providing shadowing, mentoring and job swops.)	Programme of secondments/ shadowing/mentoring/ apprenticeships/ graduate opportunities set up	end 2019	Mentoring programme established for the Bradford Lead Young Future Leaders x 18 participants in 2018/19. They are being mentored by Bradford Future Leaders cohort 1 and 2. This will continue with the 2019 Cohort of Future Leaders who start in September 2019.  Two BAME placements: one undergraduate and one postgraduate based in HR. One BAME secondment to DCMS.	Interim targets • December 2017 - 10% • December 2018 – 20% • December 2019 – 30% • December 2020 – 40%	end 2019	n/a
		Minimum 40% taken up by disabled/younger/BME etc by 2020.	2020	not yet due		2020	n/a
3.7	Commissioning and procurement processes to challenge others to develop diverse workforces	Social value policy to include statement encouraging diverse workforces from commissioned organisations	2018	<b>completed</b> - Supplier & supply chain workforce diversity issues covered by the Social Value & Inclusive Growth Policy			n/a
<b>Accessible Information - Accessible Information Standard implemented in Health and Social Care, and extended to customer access points primarily through our customer services.</b>							
3.8	Accessible Information Standard implemented in health and social care and good practice shared across the council.	The Standard will be fully implemented across all of health and social care	End 2018	Awareness training held in November 2018 with over 200 staff and providers attending. Further training is currently being scoped to skill up champions within the Department of Health & Wellbeing. Cross sector (with counterparts from different health representation) established to further the integration across health and social care. Planned attendance to all team meetings across the Department of Health & Wellbeing to educate staff on the importance of the 5 principles of the Accessible Information Standard and to embed them into practice. 20 Accessible Information Champions completed training end of June 2019 to be able to produce accessible formats for existing information on the Council's website and letters/literature we currently provide. Started to create accessible formats of information as part of the training. Champions meeting arranged to discuss further work rollout and measure capacity. New position created to officially lead on the implementation of the Accessible Information standard and in turn support the whole Council to be more accessible. New position (Business Information Governance Officer) commenced role on 5th August 2019 and part of role is to review and update Accessible Information Standard implementation plan by end of September 2019.			

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	<i>(The Council will focus on making the information it produces more accessible to help people understand which services to use and when. )</i>	Work across the Council to identify areas of best practice from health and social care, to be implemented across the authority.	End 2019	Draft implementation plan being developed following the attendance at all DMTs across the Council. To support the rollout, will produce and offer guidance to colleagues in other departments to identify key information to be made available in accessible formats Data currently being collated for a Corporate Policy.			
<b>4. EQUALITY DATA - our data better provides us with the right insight, evidence and intelligence to make well informed decisions that impact on our communities.</b>							
4.1	Review and identify best practice	Action Plan created and agreed	Dec-16	<b>completed</b> - 'As is' review was undertaken in 2017 and shared with the former Corporate Equality Group (note: this group has been replaced by the Cross Dept Equality Group - see governance section).	n/a	Dec-18	n/a
		Better practice rolled out across Council	Dec-17	<b>completed</b> - New guidance and practices rolled out and promoted across Council in 2018.			n/a
4.2	Use of equality data to inform decisions and activities	Equality data integrated into central intelligence collation processes	Dec-19	The Council has detailed information on its workforce equality status, information which is published on Bradweb on an annual basis. The district's demographic information is also available and published on the Understanding Bradford District web site. Services collect and hold information on the equality information of their customers, which is consequently used to support equality assessments whenever service changes and reviews are made. All this data will be assessed as part of the development of the Council's new equality objectives for 2020 onwards, which will be embedded in the next Council Plan.	Equality data available and used effectively to inform council wide decision making	Mar-20	n/a
		Availability of equality information promoted within the Council	Dec-19				n/a