APPENDIX A – STRONGER COMMUNITIES TOGETHER DELIVERY PLAN

ID	Pillars	Summary	Provider	Outcomes	Outputs	Amount
1	**Getting On: Employment** **More people will have improved their quality of life, feel happier about the future,** **be able to fully participate and be better equipped to engage in the economy** Improve opportunities for those furthest away from the labour market enabling them to engage in the economy. Improve coordination between partners and services so people have a fair chance.	**INCLUSIVE EMPLOYERS** Increase social mobility and diversity in the workforce working with Bradford Council and another participating organising using an Employee Value Proposition from Grant Thornton. The project will include an Employer's Network to disseminate learning and change of culture and practices from the two participating organisations. **Areas:** Post codes of those recruited will be collected. Social Mobility data to changes. **Funding Stream**: MHCLG **Project Length:** 15 months **Project Start Date:** 1 October 2019	Grant Thornton Via exception with some funding from DWP.	Each PO has made at least 5% improvement from baseline data set in 3 or 4 key areas (including social mobility) Both POs have improved their EVP model at least one place forward against the inclusion maturity model 80% of those who completed the baseline and follow up perception survey (min 10% out of 20%) showing improved perception of diversity and inclusion within their organisation	2x POs Inclusion data set (diversity and social mobility data) collected and baseline 2x POs benchmarked against the Maturity Model 2x POs completed questionnaires and benchmarked employees' perceptions 15 organisations attended 3 Employers' Network events	£300K (£100K from DWP)
2	Improve opportunities for those furthest away from the labour market enabling them to engage in the economy.	**GRADUATE EMPLOYMENT SCHEME** Improve employment for graduates, especially women from a BAME background. Work with local partners to identify those communities where people are furthest from the job market and to engage those	DWP Paid directly by MHCLG.	Jobseekers have improved skills and attitudes for employment Jobseekers have improved occupation-specific skills and work experience	80 participants to be recruited to the programme. Up to 20 claimants to participate on each cohort.	Directly paid by DWP N.B This is a national contract

		communities to support more people into work. **Areas:** Post codes of those recruited will be collected. **Funding Stream:** MHCLG **Project length:** 10 months **Project Start date:** 1 May 2019		Increased numbers of jobseekers enter and sustain (quality) employment Disadvantaged groups have increased access to relevant employment opportunities.	Each course to deliver content over a 13-week period with claimants to attend up to 4 days each week. Claimants expected to attend for up to a maximum of 16 guided learning hours a week.	between DWP and MHCLG.
3	Improve opportunities for those furthest away from the labour market enabling them to engage in the economy.	**INTERGENERATIONAL NEET MENTORING** Raising aspirations in young people aged 18-26 through intergenerational mentoring. Volunteers will include those 50 and over who will use their wisdom, their energy and their life experience to help keep young people on track. We will focus our energy on those young people who, for whatever reason, may not achieve academic results to continue into higher education, or were lacking interview skills and are unemployed, or maybe they have a skill they haven't been able to develop through training and guidance. Matching between mentors and mentees will be intergenerational as well as between BAME and white,	To be commissioned via YorTender	Jobseekers have improved skills and attitudes for employment Increased numbers of jobseekers enter and sustain (quality) employment Disadvantaged groups have increased access to relevant employment opportunities.	No of people with increased confidence No of people accessing intervention No of people supported end to end No of people into jobs No of people applying for work No of people with additional or new qualifications	£60,000

		male and female and other combinations based on the diversity of both groups. **Areas in order:** Tong, Eccleshill, Windhill & Wrose, Manningham, Wyke, Wibsey, Bowling & Barkerend, Keighley West, Heaton, Royds, Great Horton, City, Bolton & Undercliffe, Shipley, Little Horton, Idle & Thackley, Keighley Central, Bradford Moor, Thornton & Allerton, Keighley East, Toller, Bingley Rural, Worth Valley, Queensbury, Baildon, Clayton & Fairweather, Bingley, Craven, Ilkley, and Wharfedale. **Funding Stream:** MHCLG **Project length:** 12 months **Project start date:** TBC			No of people being matched with a mentor	
4	Improve opportunities for those furthest away from the labour market enabling them to engage in the economy.	**BRADFORD LEADERS PROGRAMME** Working with young people from across the district to develop leaders of the future. Provide a platform to young people aged between 18 and 25 to become leaders for our	NESSIE	2017/19- 15 young people each year taken from across the district. - The objective the development of young people who could potentially become leaders of the future. The diverse intake of the young people	No participated in the Project. All participants secured positions on boards, 2 went on into full employment.	£60,000

		communities within the district. Equip these young people with the tools they will require to become leaders and spokespeople for all our communities. Teaching them – • self-awareness and emotional intelligence • abilities to lead themselves personally • effective working relationships with a range of stakeholders • Skills to influence and manage relationships • opportunities to operate both strategically and operationally individuals to be role models within their communities. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 18 months **Project** Completed September 2019		will ensure that under represented communities are offered opportunities to make the most of their talents and input their contribution in the future prosperity and wellbeing of the district	23 went on to Graduate (Graduation Ceremony Bradford University) 5 receiving commendations. 28 young people	
5	Improve coordination between partners and services so people have a fair chance.	**ENGLISH LANGUAGE COORDINATION HUB** We have recruited an English Language Service Coordinator. The Coordinator will be responsible for overseeing the work of the ESOL Coordination Hub. The Hub will concentrate on collecting data of 10% of the 24,000 potential learners who	Internal agreement with Employment and Skills	Identified gaps in provision against the profile of ESOL learners in the District. Highlight funding issues and sustainability. ESOL Hub to provide a single point of contact,	Engage up to 10% of 24,000 potential and current learners to establish profile of learners (2, 400) subject to capacity. 30+ members of	£200,000

		cannot speak English or speak English well. The 24,000 includes children from 2-11 years. The Hub will map current ESOL provision in order to match need against service delivery. The Project will invest into the Learn English regional website to make it easier for learners to access ESOL information. This will be used to help create a case for further funding for ESOL provision. The Hub will look to assess 10% of those living in the District to understand what the current barriers are to learning and progressing in ESOL. **Areas and number of learners:** City 3094, Manningham 3008, Bradford Moor 2826, Toller 2683, Little Horton 2366, Bowling and Barkerend1880, Keighley Central 1667, Great Horton 1361, Heaton 1239, Bolton and Undercliffe506, Clayton and Fairweather Green 471, Keighley East 401, Tong 350, Wibsey 324, Eccleshill 252, Thornton and Allerton 244, Royds 180, Shipley 179, Windhill and Wrose 163, Keighley West 140, Bingley 131, Wyke 110, Queensbury 93, Idle and Thackley 76, Bingley Rural 62, Baildon 48, Craven 40, Ilkley 32, Worth Valley 25 and Wharfedale 14. (Census 2011) **Funding Stream:** MHCLG		avoiding duplication of provision and improved management of waiting lists. Opportunities for volunteering and employment prospects as a result of increased confidence in use of the English language. Up-to-date access to information on ESOL via the Learn English website. Improved confidence in accessing services. Improved awareness of barriers and solutions for ESOL provision in the District. Learner voice through focus groups and having learner representation in the District. Reflect British Values and Bradford Values. Improved language proficiency to 5increase	the consortium engaged. 5 focus groups with beginner level. 5 focus groups E3+ learners. 5 focus groups with potential learners not currently engaged.	

		Project Length: 18 months with additional 18 months secured from ESIF **Project start date:** 24 June 2019		opportunities for taking part in community and civic life.		
6	**English Language:** English language development sessions from conversational through to ESOL qualifications, building skills to access services.	**ENGLISH FOR EVERYONE** Delivering low level English language classes across Bradford and Keighley. Targeted at adults who struggled to access other ESOL classes. Focussed on integration and use of local facilities and services. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 18 months **Project** Completed December 2019	Shipley College	Our outcomes are looking very good in comparison with the expected outcome of 50% increase in confidence, use of English and use of facilities. All completing students have completed their end of course benchmarking, comparing levels of confidence and integration to the start of the course. Of these students 68% report a rise in confidence when using English in shops and on public transport, 72% report a rise in confidence when using English with friends and family and 67% report a rise on confidence when	Delivered classes to over 600 students Exceeded target of 40 courses delivered	£200K

				using English with teachers and doctors. In terms of integration, 63% of completed students report a rise in the frequency of talking to English speaking people, 55% report a rise in the frequency of using public libraries and 44% report a rise in the frequency of visiting a local museum or art gallery.		
		BRADFORD WELCOMES UNITED COMMUNITUES To develop initiatives in community settings that support and build the confidence of different groups of people, both migrant and established communities, and enable them to get to know one another. This will help to combat prejudice and discrimination. Activities will include a structured programme of events around identity	Bradford College	The project supported individuals and their families. The aim was that by doing so, the project would underpin community cohesion,social integration and help to promote British/United Values. Very often, parent migrants rely on their children to 'translate' in surgeries, schools, etc. This project aimed to enable individuals to be more self-sufficient, become more independent and rely less on their relatives and/or	12 (6 per year) awareness raising events/action days/ celebration event - bringing different communities together and working on relevant topics with 10-15 attendees each session. • 30 classes	£60K

		and awareness raising, developing confidence in acquiring and using English language, and shared problem solving. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 18 months **Project** Completed December 2019		the state.	(15 per year) 22 hour confidence building and language courses / classes. 10 learners per class. Progression offered: 3 classes delivered in 5 venues per year • Screening / initial assessment sessions – 40 (20 per year x 6 hours) **<u>Success Criteria</u>** • 30 classes and sessions delivered • 200 people engaged (screening, events,	

					classes) • 12 events delivered	
7	Improve coordination between partners and services so people have a fair chance.	**ROMA STRATEGY** Develop a strategy and delivery plan that crosses the four large public sector institutions (Council, Health, Police, Fire & Rescue Service).Bringing in specialist external support to work alongside VCS groups that support Roma communities. **Areas:** Participant information will be collected. Great Horton Ward and the Bankfoot area of Wibsey Ward. **Funding Stream:** MHCLG **Project length: 12 months** **Project start date:** 6 January 2020	CNET via YorTender	Improve outcomes for Roma communities accessing services. Strategy will develop a logic model. Increase in confidence to become more involved in the political and community life of the district. Tailored and aligned support provided by agencies to meet the needs of Roma community.	Roma Strategy developed with five public sector organisations.	£25,000 for strategy and £25,000 for back fill for VCS.
8	Improve opportunities for those furthest away from the labour market enabling them to engage in the economy.	**SECTOR BASED ACADEMY INTO CATERING** The project will provide sector -based skills such as Catering, Digital Skills and other skill gaps development for BAME women 80% of who live within the BD3 postcode area. This will be run in collaboration between the Jobcentre, Thornbury Centre,	DWP (Thornbury Centre and KAWACC)	Jobseekers have improved skills and attitudes for employment Jobseekers have improved occupation-specific skills and work experience Increased numbers of	Thornbury Centre- 120 entering 8 week college 120 Number completing 8 week college 120 completing 4	100,000 paid directly by DWP. N.B Bradford Council do not have a contract

		Bradford Colleges, and local employer(s). It will provide opportunities to develop a catering related Sector Based Work Academy, with accredited training in Nutrition, food Hygiene and food safety and the additional bespoke engagement and training for those furthest away from employment. There will be opportunity for hands on training, in a Catering Kitchen at the Thornbury Centre. The project will provide opportunities for routes into employment, through partnerships we have developed with the NHS, LA and local employers, who struggle to fill their catering vacancies. **Areas**: Bradford Moor, Ravenscliffe and Keighley Central **Funding Stream:** MHCLG **Project length:** 13 months **Project start date:** 1 February 2019		jobseekers enter and sustain (quality) employment Disadvantaged groups have increased access to relevant employment opportunities.	week programme KAWACC- 30 engaging with Key worker prior to starting taster opportunities. 30 engaging in culturally relevant taster opportunities. 30 completing the culturally relevant taster opportunities. 30 starting ESOL & Pre entry course. 30 completing ESOL & Pre entry course. 30 starting Routes into work. 30 completing Routes into Work Course / leaving early. 30 completing sbwa.	for DWP. This is a national contract between DWP and MHCLG
9	Improve coordination between partners and	**PLACE BASED WORKING FOR REFUGEES AND ASYLUM**	CBMDC Home Office	Improved asylum services before, arrival, during	The project will aims to identify	Internally funded.

	services so people have a fair chance.	**SEEKERS** The Home Office has approached Bradford Council working collaboratively with Leeds City Council, Sheffield City Council and Calderdale Council, to consider how central and local governments, service providers as well as civil society could work more closely together to improve the management and flow of newcomers into places. Pilot areas have been selected based on geographical mix and service delivery across a range of asylum and resettlement activity. The high level objectives of the pilot approach are twofold: a) To enable local authorities to better support the UK Government to achieve its existing commitments to asylum seekers, refugees and resettlement; b) To develop a more holistic, people focussed approach to ensure that those who have a right to be here are able to integrate into society and those who do not are facilitated and supported to leave. Areas: Participant information will be collected. **Funding Stream:** Internal and Home		claim and post decision, including in areas of; • Data sharing • Housing • Health • Employment & Benefits • Education & English Language learning • Voluntary Sector • Law and order Integration	asylum seeker issues, service impacts, costs, gaps, good practices, opportunities for co-production/delivery. The joined partners will produce a delivery plan and make policy recommendations.	

		Office. **Project length:** No end date				
10	Early Years Children's Centres Clusters	**Early Years Children's Centres Clusters** Working with Children's services, children's centres and schools to help parents understand and support Children's education. Reach out to families to support their access to benefit and housing support and signpost to legal services, health, education, parenting support as required. Support families to integrate effectively into a new community to understand British values and ways of life **Areas**: Bradford East, West, BD5 **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 2 years **Project** Completion March 2020	St Edmunds – West Children's Centre Cluster Action for Children East	GP and dental registrations increased Increased take up of 2 and 3's Early learning Family support work increased to CEE families Home visits to CEE families increased. families who endured traumatic experiences and signposts them to relevant services Support for families to develop languages skills to enable them to participate in services i.e heath and in everyday life through access to English courses 1to1 work with families or signposting to relevant	Specialist Migrant engagement workers will provide -.Legal; Debt and Benefit advice. Interpreter and Translator time-Specialist Early Years Training-. Recordings of the number of other agencies signposted to. Recording of the numbers of specific partnership events in clusters. Recording of attendance at legal and benefit appointments with any follow up focus. Attendance monitoring at specific groups,	West £69,741 East £39,741

				agencies to meet identified needs, ensuring families meet their children's needs Tailored support with gaining employment and supporting financial stability	classes, events and home visits. Monitoring of assistance with registrations to schools, dentist and GPs. Monitoring of support and assistance to access Early Learning places. Monitoring of staff and colleague training attendance and evaluations to improve practise in the workplace. Engaging with professional/services to ensure families feel supported. Staff working with families will be skilled and knowledgeable to work with children and families who endured traumatic experiences and signposts them to	

					relevant services Support for families to develop languages skills to enable them to participate in services i.e. heath and in everyday life through access to English courses. 1to1 working with families, signposting to relevant agencies to meet identified needs, ensuring families meet their children's needs. Tailored support with gaining employment and supporting financial stability. Emergency fund – essential child and housing and food items- .Promotional materials and	

					events Reduce "Not on Bradford Roll" by 20% over the 2 year period. Home visits to ascertain if children still at their address. Support the Educational Social Work team to track down missing children.	
		Schools of Sanctuary Working with schools across the district to engage and support action and learning around the issues faced by those seeking sanctuary. Aims to counter negative perceptions of recently migrated communities. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 18 months **Project** Completed September 2019	Bradford City of Sanctuary	We have successfully launched a newsletter, targeted at teachers and school staff to promote local initiatives and resources and promote the SoS award. This has been positively received and we will continue to build distribution. Refugee Week planning 2020 is underway	Award of Schools of Sanctuary to three schools per year Delivery of 20 two-hour sessions, to staff or students/pupils per year Refugee Week Planning Group record of engagement by six schools per year	£10K

					Documented changes o the curriculum, display policies etc	
10	EU Parental Involvement/Children Missing Education	New Communities Support Workers, working with migrant families to engage them with the education system with a view to building parental and child aspirations, to reduce absenteeism and increase economic and social mobility. To create sustainable links to the EU community in Bradford. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 2 years **Project** Completion March 2020	New Communities and Travellers Education Service. New Communities and Travellers	This project will create sustainable links to the EU community in Bradford via • Parent information/engagement sessions in schools • School support for tracking CME children The New Communities service will employ a support worker to work with migrant families to engage them with the education system with a view to building parental and child aspirations, to reduce absenteeism (which ties up staff time and leaves children vulnerable) to increase economic and social mobility. We will develop a number of interventions and use	Parent information/engagement sessions in schools School support for tracking (CME) children 12 Parental sessions within 6 schools in (City, Toller, Manningham, Bowling and Barkerend, Bradford Moor, Keighley Central wards) set up on a monthly basis. Based on areas with the highest numbers of EU/Roma children. These will be general support sessions where parents can discuss	£80K

				Refugee Week as way of engaging communities.	issues their children have in school or the wider issues of living in Bradford to include signposting to other services. 72 Weekly Parental drop in sessions. To reduce the number of EU/Roma children on our records saying "Not on Bradford Roll" by 20% over the 2 year period. Home visits to ascertain if children are still living at the address, support schools with home visits as well as support the Educational Social Work team track down missing children.	
ID	**Pillars**	**Summary**	**Provider**	**Outcomes**	**Outputs**	**Amount**

11 1 11	**Getting along:** **More people will have an increased understanding and respect for other people's** **views and cultures, and will also understand the rights and responsibilities of living in the District and the UK.** Increase social contact between people of different backgrounds including school age children providing opportunities for open dialogue and to learn from each other.	**BRADFORD UNITED** Young people aged 11 to 24 years will be linked through Youth Clubs across the District, enabling them to build bridges across areas they wouldn't normally go or people they would interact with. The interaction will involve two Youth Clubs to link together over a period of 6 months where young people will develop their leadership skills, engage in team building opportunities, increase exposure of arts and religious and cultural places of significance and importance. It will provide a safe space for open dialogue and conflict resolution. Young people will engage in a social action project which may range from supporting older people, the homeless or with those with disabilities. **Areas:** Queensbury, Great Horton, Bradford Moor, Eccleshill, Bingley, Heaton, Keighley East, West and Central **Funding Stream:** MHCLG **Project Length:** 18 months **Project Start Date:** 1 June 2019	Youth Service via exception	Increased knowledge of other cultures and backgrounds Increased mixing with those from other backgrounds Improved confidence in engaging with those from other backgrounds Increased sense of belonging and pride. Improved ability to change things locally.	20 Youth Clubs in 2 x cohorts (10 in each) 300 young people participants in total A min of 30 Young people achieve accreditation 80 sessions delivered	£100,000
22	Increase social contact between people of different	**LINKING NETWORK**	Linking Network	The Linking Network supports schools and	134 classes across Year 3,4,5	£350,000 – directly

	backgrounds including school age children providing opportunities for open dialogue and to learn from each other.	Linking Network supports schools to develop a positive, cohesive ethos by helping children and young people in primary and secondary schools to explore identity and celebrate diversity by linking two classes from different schools together over an academic year. The project will also run a parent linking programme and set up a digital platform for linking schools to continue. **Schools and areas:** Schools participating can be provided. But across District. **Funding Stream:** MHCLG **Project length:** 2 years **Project start date:** 1 February 2019		communities to develop a positive, cohesive ethos by helping children, young people and adults to explore identity, celebrate diversity, promote community and champion equality.	in primary schools 10 secondary schools Parental Engagement in Linking 6 Schools Home Education 1 resource pack Digital Linking strategy 4 Special Mainstream links Leadership and Staff Training offered to all schools	being paid by MHCLG N.B Bradford Council do not have a contract for DWP. This is a national contract between Linking Network and MHCLG.
	Structured programme of events around identity and awareness raising and shared problem solving.	**SCHOOLS LINKING** The Linking Network supports schools and communities to develop a positive, cohesive ethos by helping children, young people and adults to explore identity, celebrate diversity, promote community and champion	The Linking Network	Our pilot parent linking work has been evaluated and we have included in our findings in a report to MHCLG at the end of July. Parental Engagement guidance paper is now on the TLN website. - We have written	To create programmes so that children, young people and adults from different communities meet across the district on	£20k

		equality through training, resources and programmes in schools. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 18 months **Project** Completed July 2019		facilitator guidance which will has been made available and we have begun writing teacher guidance materials and classroom resources for use on linking days. Our guidance was made available to all schools we work with in January as part of CPD2. -We held our SMSC Network meeting on Oct 23rd for all those leading SMSC in secondary schools across the District. Following on from a series of focussed meetings with BDMC, Youth Service, Opportunity Area and others, TLN invited wider partners to the Network meeting to share experiences of young people in schools from EU (specifically Roma) and other newly arrived minority communities. We shared our learning and invited others to share theirs and explore future actions to address issues raised.	structured programmes to explore identity and diversity, engage in events with the Bradford District and work together to champion equality. To reduce suspicion and stereotypes and challenge prejudice across the District tackling the twin traps of hate and fear through a range of activity that may include meetings, training, awareness raising and provision of curriculum resources. This was a pilot project undertaken by the CMF from 2018-19 and its success informed	

				We have Primary School Links with schools serving 'white estate populations' and we have presented at the Bradford Primary Improvement Partnership Board about scaling up our Primary Linking work and this will include additional work with pupils living on 'white estates'.	the larger piece of work picked up by the bid from MCHLG above.	
3	Influence schools to test new approaches to their School Admissions Policy. Work with registered social housing landlords on how housing provision is allocated giving greater choice.	**RESEARCH FELLOW** The University of Bradford will recruit a Social Integration Research Fellow. The post will sit under the Head of Research and will be supported by the Professor of Diversity. We envisage this post to be recruited by November 2019. They will lead on research identified within the strategy. **Funding Stream:** MHCLG **Project length:** 12 months with 6 months in kind support from University of Bradford. **Project start date:** 1 March 2020	UoB	Research Activity 1 (Residential segregation) - To analyse evidence and conduct field research to explore residential segregation in the District. Research Activity 2 (School segregation) - To analyse evidence and conduct field research to explore residential segregation in the District. Research Activity 3 (Evaluation toolkit) - To conduct research, design and develop a baseline survey and provide support in designing and developing the Integration Toolkit. Research Activity 4	Literature review, primary and field work (primary and secondary data collection and analysis)	£98,000 UoB are offering 6 months in kind.

				(development of a research proposal) - To conduct a piece of research to explore hate crime in the District.		
4	Increase social contact between people of different backgrounds including school age children providing opportunities for open dialogue and to learn from each other.	**COMMUNITY CONVERSATIONS** A project to help facilitate difficult and honest conversations across the District. Over the course of the project, we will establish 10 sets of conversations in each constituency across two wards with 15 in each group reaching 300 people over a period of 12 months. Areas and communities will be selected through a community readiness assessment. This will identify where communities are furthest away from integration. Discussions once communities are engaged will focus on personal perceptions, stereotypes, prejudices and misconceptions. Following on from this, communities will be encouraged to share their own learning with others by becoming local champions. They will be supported to run events and other activities through grant funding. **Areas:** Bradford South: Great Horton, and Royds (Wibsey), Bradford East: Canterbury and TBC, Bradford West: Manningham, Keighley: West and Central, Shipley: Windhill and Wrose	CNet	More people getting along with other people who are different from them; Increased confidence to mix with others; Improved perception of others; Increased critical thinking; Increased resilience in managing conflicts or tensions and; Sustainable bonds with others from different backgrounds. Increased participation in political activities, decision making and consultation Increased volunteering (more than 2 hours per month).	Community Readiness assessment carried out in 10 wards Engage approx. 300 people across five constituents in 10 selected wards. Deliver a minimum of 3 sessions that enable meaningful interaction 60% retention of participants.	£100,000

		and Shipley **Funding Stream:** MHCLG **Project length:** 12 months **Project start date:** 6 January 2020				
5		**COHESION – YOUTH WORK** The changing places project targeted young people from across the communities with a special focus on young people from minority backgrounds. The target group included young people from Republic of Congo, Yemen, Albania, Afghanistan, Kuwait, Iraq, Syria, Nigeria and other European countries. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 18 months **Project** Completed June 2019	Bradford Youth Service	100 surveys completed with young EU women regarding teenage pregnancy, sexual health and barriers. A district wide celebration night where participants received accredited certificates for their participation in the changing places programme. New Migrant young people in Bradford East planting hanging baskets and distributed to old people's homes in the area to bridge relationships between older and younger generations. Young people in Bradford South developed a green space which is now being used as a picnic and play area for child, young	Feeding the homeless over the winter period by volunteers from the changing places programme. Young EU people involved in the district wide early help consultation. In Keighley the Srebrenica football tournament has been organised for Friday 13th July. Teams from across the district will be participating in this community cohesion event. 68 Questionnaire's	£100K

				people and adults. 178 City Of Youth surveys completed at Bradford Dragon Boat Youth race. All area link workers played "It's your place – tell us what you think" Bradford Integration Engagement Survey. Young new migrants from Bradford South and East took part in a weekend residential exploring barriers and issues and gained additional accreditation for their portfolio. Young people in Bradford East have created a community garden which has been entered into a BD3 Cleaner garden competition. Young people have also organised a summer programme for the local community.	and surveys completed in the Hope Not Hate event which attracted hundreds of people. Bradford Youth Service in partnership with Bradford University school of media, design and technology have agreed to use our changing places programme to develop a short animation film regarding issues impacting on our new migrant young people.	
6		**COHESION- ESTATES AND MARKGINALISED COMMUNITIES**		Small scale projects undertaken through Area Coordinators Offices.	Cohesion projects in neighbourhoods	£5K per area.

		Various small scale ward based projects. Some initiatives are seasonal and will be competed in the summer months e.g. Community events. Working with all communities in our neighbourhoods to undertake evolving conversations and engagement. These will prioritise and focus on impacts/perception of migration and issues/concerns of some local communities who encumber feelings of isolation and lost identity. Across the Bradford District there are acute issues that will be addressed. This work will vary in each Area Office depending on their particular situation and need. **Areas:** Bradford East, Bradford South, Bradford West, Keighley & Shipley **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 18 months **Project** Completion March 2020		Examples of Work include the Community Karting event at Lister Park with entries from diverse community organisations – similar to the Red Bull event and work with the Red letter project at St' Johns Church which provided support to vulnerable EU communities in Bradford South.	through a variety of grass roots based initiatives. 5 events/ projects to be delivered	
ID	**Pillars**	**Summary**	**Provider**	**Outcomes**	**Outputs**	**Amount**
11	**Getting Involved:** More people from all backgrounds will connect with others, participate in civic	**FESTIVALS AND EVENTS** We want to involve more residents in the organisation of local festivals and events. Preferably if they are existing	Most of the funding is being match funded through existing resources-	More people will understand other faiths better More people in our district	5 Great Get Togethers agreed led by People Together by constituency –	£25,000 (MHCLG), internal and Home Office

	life and get involved in their own communities. Increase social mixing across the District, widening exposure and opportunities in building friendships and networks.	or which addresses a gap. 1) Using volunteers we want to run more 'buddying' of people together who would not normally attend these events to provide new opportunities for social mixing 2) Where gaps exist we want to invest in events and programming to extend the 'offer' that is available, making sure that this is better tailored to suit the demographics of the wider district. 3) Alongside these events we will continue our work for much more scaled up version of our Great Get Togethers. **Areas:** Attendees will come across Bradford District. **Funding Stream:** MHCLG, Internal and Home Office. **Project length:** Varied - 1-6 months **Project start date:** September 2019	funded through MHCLG, Home Office and Internal funding.	will respect each other More people will build friendships with people from different backgrounds Perceptions of different communities are improved for people participating. People have more confidence to travel outside of their neighbourhood and engage with 'others'. The Great Get Together provides an opportunity for people to learn about cultures and foods from their neighbours through the well know medium of food bringing people together.	end of September 2019. Hope not Hate in August 2020 Refugee Week July 2020 Iconic Places of Worship Tour: organise a tour to the main 'Iconic' places of worship from each of the main 5 faiths in the Bradford and 3 faith places in Keighley in July 2020. Continue to deliver Faith walks on the first Saturday of every month from Leeds Road with the Police. Twinning Project between Mosques and Churches, this is a national project run by the	funding.

					Christian & Muslim Forum. This will work closely with work on improving opportunities for those furthest away in the job market. Visit my Mosque day: encourage Mosques to participate in the 2019 event by open their Mosque to the public, provide tours, information and refreshments. Honour Based Abuse and Forced Marriage Event & workshops: co-ordinate this BSBT funded project in Bradford with Karma Nirvana. Shared History / Remembrance: work with WW1	

					Group to raise awareness of joint history through WW1 and WW2 to overcome 'us and them' narratives. Remembrance and memorial days.	
22	Increase social mixing across the District, widening exposure and opportunities in building friendships and networks.	**LEAP- CREATIVE PEOPLE AND PLACES** Creative People and Places (CPP) is a £3.65m programme for Bradford District. The programme aims to deliver a step change in cultural engagement and participation and for Bradford's art, arts organisations and audiences to be representative of its rich diversity. We have established a strategic partnership to maximise our delivery through a potential match funding. This means we will be able to increase the number of people we work with by working alongside the CPP programme to co-deliver our People Library and configuring local events and festivals so they are more reflective of the diversity in our District. We are scaling up events already being delivered through Stronger	LEAP via match funding.	More people will understand other faiths better More people in our district will respect each other More people will build friendships with people from different backgrounds.	100,000 more people will be involved in co-production, co-design of events and festivals and access them.	£50,000 With Arts Council funding

		Communities such as our Iconic Places of Worship Tour and Great Get Togethers. **Areas:** The project will begin in early 2020, starting in the wards of Manningham, Bradford Moor, Tong, City, Keighley West and Keighley Central. **Funding Stream:** MHCLG and Arts Council. **Project length:** 12 months **Project start date:** 1 March 2020				
3	Provide safe spaces where difficult conversations can be held, and conflicts can be resolved.	**BRADFORD LITERATURE FESTIVAL** Bradford Literature Festival will facilitate the movement of diverse cohorts from communities, selected by Stronger Communities Together, through BLF. People together will be offered free tickets to those they select are the most disengaged diverse and disenfranchised communities in the city informed by Community Readiness, intelligence via data and relationships by People Together hold in their communities. **Areas:** Report to be generated.	Bradford Literature Festival Proposal went to the Board in April 2019. One off payment agreed.	Promotes social mixing Engagement in meaningful- at times challenging – dialogue Take place in safe spaces in which conflicts can be resolved.	radford Literature Festival took place from 28 June - 7 July 2019 (its fifth year) and delivered activities to 69,863 attendees. T he breakdown of the 10 days are as follows: Public Programme attendees 48,931 where 51% of	£5,000

		Funding Stream: MHCLG **Project Length:** 10 days **COMPLETED** The Bradford Literature Festival In-depth Review is available from this link https://issuu.com/bradfordlitfestival/docs/bradford_literature_festival_2019_-_in-depth_revie			attendees were from Bradford; 65% were below UK average household income 55% were identified themselves from black, Asian minority backgrounds. 96% rated BLF as Very Good/ Good The Festival's overall positive impacts include: 312 public events 120 education programme events 518 speakers of which 39% were from BAME backgrounds 968 days of work for practitioners and artists	

					176 volunteers, 1857 hours worked 46% of volunteers were aged 16-18 with 55% BAME background 37 jobs created, 1747 hours worked with a value of £21,377	
4	Increase social mixing across the District, widening exposure and opportunities in building friendships and networks. Provide safe spaces where difficult conversations can be held, and conflicts can be resolved.	**BFD AS ONE** BfD As One activities will ensure that 'more people from all backgrounds will feel they understand, respect and connect with each other'. Key objectives: • Increase social mixing across three target areas, widening exposure and opportunities to build friendships and networks. • Provide safe shared spaces where difficult conversations can be held, and conflicts can be resolved. • Create active and intense social mixing activities/ initiatives • Create a space where local people foster sustainable bonds. **Areas:** Eccleshill, Little Horton and	Thornbury Centre	Increased knowledge and understanding of their community assets Increase awareness of issues e.g. integration/ social mixing Increased knowledge and understanding of the groups' commonalities and differences (through listening, hearing and responding to others) Increased awareness of local resources Increase use of local resources Increased use of existing	40 x 3 over 12mths 3 =120 community outreach sessions conducted 40 x 3 over 12mths 3 =120 workshops on specific themes 12 x 3 over 12mths social action initiatives including bespoke team building & interpersonal skills building 3 safe shared	£83,031

		Keighley Wide. **Funding Stream:** MHCLG **Project Length:** 15 months **Project start date:** 1 June 2019		local resources Increased level of involvement in community activities post involvement Using their skills, expertise and knowledge to help co-design social action Involved in social action initiatives with diverse community members Sustainable bonds with others from different backgrounds	space(s) created in the target areas (subject to feasibility) 10-20 participants in core group per target area 80-100 participants at social action events Monitoring of referrals to additional support 100 x 3 First Contact Completed	
5	Increase social mixing across the District, widening exposure and opportunities in building friendships and networks. Provide safe spaces where difficult conversations can be held, and conflicts can be resolved.	**PEOPLE LIBRARY** An online hub of Bradford 'books' will be launched which will aim to showcase a collection of human 'books'. People will be able to browse profiles online, watch a video as well as 'borrow' a person for an event or meeting or meet at a People Library event. The project will enable us to share positive narratives of a diverse range of local residents. The 'Library' will highlight shared experiences,	LEAP/ Future Leaders (BDMC)	Attitudinal change takes place across everyone who engages More people will understand other faiths better More people in our district will respect each other More people will build	No of organisations participated No of people from diverse background being recruited 250 volunteers recruited	£40,000

		interests and characteristics as well as highlight similarities and celebrate differences. The People Library events will be used to increase 'contact' between different communities as well as showcase role modelling. For those involved in the project, participants will develop social media and digital skills whilst creating opportunities for social mixing within the group. **Areas:** Post codes of those recruited will be collected. **Funding Stream:** MHCLG **Project length:** 15 months **Project start date:** 1 September 2019		friendships with people from different backgrounds		
6	Increase social mixing across the District, widening exposure and opportunities in building friendships and networks.	**CITIZEN / SOCIAL COIN** Citizen Coin is an app which enables people to earn virtual currency for undertaking social value activities, such as volunteering at a litter pick, visiting a library or attending a festival or an event for the first time. Participants can then use these for discounts on goods and services. Those earning coins can also opt to donate their coins to other people and organisations. The app records activity undertaken to earn the coin, how it is spent and produces data	Valued Squared	People feel a greater sense of belonging to the district, a better understand the diversity (people and place)	5,000 users on the system including providers and retailers.	£30,000

		reports for the programme, individuals and organisations that are participating in the scheme. This has already been trailed in Hull on a small scale and will be rolled out in Bradford from August through the programme. **Areas:** Delivered across all of the projects/ participants. **Funding Stream:** MHCLG **Project length:** 12 months **Project start date:** 6 January 2020				
7		**Cohesion – Estates and Marginalised Communities** Strengthening identity and belonging and challenge stereotypes and myths, including some linking communities work within urban estates and marginalised communities. **The Anchor Project and Community Works**: Worked together to help residents improve their streets and meet neighbours through gardening. The Anchor Project holds a drop in for asylum seekers and refugees offering friendship, support, craft activities and a food and clothing bank. Community Works- Eastern European support worker dedicated to working with the	Arise (Royds)	This project funded 8 community projects that delivered a diverse programme of projects co-designed and delivered by locally based VCS organisations – please refer to **Appendix C** for Case studies and Outcomes.	Projects Holmewood – All Star Youth Entertainment are the lead partner Community Magazine, Holmewood Keighley West – Keighley Parish is the lead partner Increase in perception survey re harmonious living Decrease in hate	£99,566

		Eastern European residents within their area, providing interpretation (4 languages), support and helping EU nationals to access classes at the centre. **Welcome To Great Horton; St John's Church, Red Letter Project:** Share Table, takes place every Wednesday morning from 11.00 am we offer a welcoming space in our church building. Tea, coffee and soup are provided to our guests. We also have a marketplace and community shop (subsidised) to help those in need. It's this project which welcomes around fifty people each week in need of cheap/emergency food and clothing. **Changing Places with Drama (Royds) – Buttershaw** Working with people across the area to increase their levels of critical thinking, learning to live in other people's shoes as well as experiencing different cultures and learning how they have shaped Bradford. All done through drama and music, it opens people's eyes and minds to a world they may never have experienced. **Changing Places - Keighley West**			crime Buttershaw – Royds Community Association is lead partner Increase in perception survey re harmonious living Decrease in hate crime Reduction in ASB Bradford East – Ravenscliffe Community Association are the lead partner 2% reduction in ASB Increase in perception survey re harmonious living Decrease in hate crime	

		Projects/The Braithwaite Partnership (Royds) Keighley West wanted to have projects that would bring people together, to share understanding of why we are here, but more importantly that what was created could be made use of after the funding finished. To do this they ran three mini projects. 1. Puppet making and circus skills workshops. Held in the school summer holidays in three locations across Keighley West. Children were asked to make their own puppet bird and jointly make a large bird. These were all displayed at the Autumn Gala held on Braithwaite. We also provided food from different communities to share at the Gala. 2. The second stream was to commission a piece of interactive theatre that could be run in schools. The production would cover the issues of migration and the reasons behind people movement. Having commissioned the piece it can be used again and again and becomes an on-going resource that can be used further afield. 3. The third strand was to film the stories behind why people move and become part of our community. The			Holmewood – All Star Youth Entertainment are the lead partner Baseline of 200 residents per annum Two case studies per quarter Keighley West – Keighley Parish is the lead partner Baseline of 200 residents per annum Two case studies per quarter Buttershaw – Royds Community Association is lead partner Agree standard approach to measuring attitude & tolerance at start of intervention, measure again as	

		idea being that we can hear the stories in their own words and gain an understanding what drives people movement and how we can all contribute to our community. Again, this is a resource that will be used for many years to come. **Changing Places-Manningham BD8** Bringing together young people aged 11-15 years old from a Bangladeshi youth group and a Wyke youth group allowing them to engage over food and fun activities. The young people have got to know each other and have been able to discuss their differences in a safe open environment often bringing up challenging subjects. Development of the Diversity Cup which will bring young people from all over the Bradford District, together to celebrate differences, challenge pre-conceptions, and use sport and music as a way of bringing communities together. **Changing Places - Ravenscliffe - See Through Diversity (Royds)** A project that brings people together over food, activities and events in order to share their own culture. A great opportunity where everyone is able to learn and share. The group			programme progresses. Baseline of 200 residents per annum Two case studies per quarter Bradford East – Ravenscliffe Community Association are the lead partner 95% of those involved in the project reported a greater understanding of other cultures 90% of those involved will reported increased interactions with those of other cultures 75% of participants became less socially isolated 3 months after their	

		meets once a week. Started off fairly small (2-3 people attending) but over the life of the project has since expanded. Aim- to break down barriers and teach others about different cultures. Use food as a catalyst – Cook and eats every 2 or 3 weeks. Group discussions about equality and diversity related topics. Various cultural trips out – including visits to museums, parks, Libraries, etc. Now have become a constituted group with around 10-12 regular attendees. Organise events to share with the wider community. **Changing Places-West Bowling BD5** A community Cohesion project, working together with multiple service providers to deliver a variety of Activities, locally based at West Bowling Advice and Training Centre. Working with an aim to help break down barriers and build relations between different communities. **Funding Stream: MHCLG-** Controlling Migration Fund			involvement in the project due to increased community cohesion 95% of participants reported having a positive experience of their involvement in the project 100% of participants were from the funded areas Through community outreach 60 people were engaged with, via the project 80 families / volunteers engaged 24 street based community	

		Project length: 2 years **Project** Completed December 2019			events held Baseline of 200 residents per annum Two case studies per quarter.	
8	Cohesion – Welcoming New Migrants	Orientation packages, allowing new communities to quickly orientate to the district and learn the norms and values we all live by. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 2 years **Project** Completed December 2019	Arise (Royds)	This programme is experimental. It is a co-design process which is relatively new. It requires groups to work cooperatively together against a history of working competitively. The programme is being developed within the context of reducing resources for local groups, and this has impacted on the ability of groups to work together. However, where it works it is a really good model. This project funded 5 community projects that delivered a diverse programme of projects co-designed and delivered by locally based VCS organisations – please refer to **Appendix C** for Case studies and	80 families / volunteers engaged 24 street based community events held People feel more connected to and proud of their local area 7 increased access & understanding of services Baseline of 200 residents per annum Two case studies per quarter Numbers who attend drop in sessions Outputs to be firmed up in first month of project	£99,865

				Outcomes.	Baseline of 200 residents per annum Two case studies per quarter Numbers involved in shared food and football activities and drama activities Outputs to be firmed up in first month of project Baseline of 200 residents per annum Two case studies per quarter	
9	Welcome and Transition Project	**The Welcome Project** Linking with newly dispersed asylum seekers with trained volunteers and Bradford Refugee Forum staff help assist with engagement and integration with services and communities. The BRF Welcome Project is a useful service for new to Bradford Refugees and Asylum Seekers. The Bradford Refugee Forum runs the Welcome to Bradford	Bradford Refugee Forum (BRF)	We are well placed to help by linking people arriving in Bradford with support and opportunities, and also by hosting/equipping other community groups to run events or projects that enable refugees and asylum seekers' voices to be heard and celebrate their identity. We also enable refugees and asylum seekers to partake	Support approx. 100 individuals from across the District Arrange 3 or 4 events depending upon the type of support provisions required. Linking those arriving in Bradford with	£16K

		project. This project welcomed new arrivals to Bradford signposting them to community organisations & groups that can provide the appropriate assistance. People who are newly arrived are likely to be isolated and unable to engage with the wider community due to unfamiliarity of a new place as well as language barriers. The project helps to bridge the gap by matching people with volunteers who are able to introduce them to the city and especially the support groups that would be helpful for the individual to engage with **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 2 years **Project** Completed December 2019		in opportunities and use or develop their skills during events such as the above and also through other projects and on other occasions.	support and opportunities Hosting/equipping others to run events or projects that enable refugees and asylum seekers' voices to be heard and celebrate their identity Enable refugees and asylum seekers to partake in opportunities and use or develop these skills in these events and projects or on other occasions	
10	Teenage pregnancy amongst the Central and Eastern European communities in Bradford	Project to work specifically with EU families and young people in order to increase early uptake of ante-natal services, reduce smoking during pregnancy and develop/maintain healthy relationships and healthy relationship guidance. Targeted work	CNet- Centre for Enterprise	Improved information and access for CEE communities on sexual health, contraception advice and service provision. Community engagement and cultural	Public Health training of 10 community engagement workers to deliver.	£107K

		within CEE communities to educate and support young women and families vulnerable to unplanned and/or unwanted pregnancy. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 15 months **Project** Completion March 2020		transition to increase aspirations and reducing unplanned teen pregnancy. Mapping of areas and places where CEE communities can be engaged. Intelligence about issues specific to CEE communities. A network of statutory and VCS providers with specialist knowledge of the communities'	Speakeasy programmes to CEE familes across the district. The 6 week programme is delivered to groups of parents/guardians , and aims to increase their knowledge of sexual health issues with a view to encouraging them to have discussions with their teenagers about contraception, pregnancy, STD's, myths and the support available to them to make informed choices. Facilitation of focus groups, questionnaires, meetings and events that will inform and improve future service provision	

		SELFIE workshops in schools Project- providing healthy relationship guidance, working with hard to reach communities to increase life choices. Supporting young people to develop their critical thinking skills and media literacy. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 15 months **Project** Completion March 2020	Bradford Rape Crisis & Sexual Abuse Survivors Service (BRC & SASS)	Increasing students' understanding of gender stereotypes and their impacts. Increasing understandings of consent and how to seek give and not give consent. Enabling students to recognise different kinds of abuse. Encouraging students to challenge sexism and sexual bullying amongst their peers where possible. Helping students to develop skills for healthy relationships. Ensuring students know where they can seek help.	for young people. Evaluation of culturally appropriate local online sexual health resources and services on offer.	£38K
11	Reach Up – Sport For All	Enabling local residents to overcome barriers to participation, delivering outcomes that improve physical and mental health through increased physical activity and social interaction, and developing skills and employability through training and	BEAP Community Partnership	At the end of a 32 week programme at least 50 participants will be awarded certificates of attendance and achievements (where relevant certified by	Regular weekly sport sessions- at well-established centres within the community. People coming from different	£10K

		volunteering.		accredited organisation such as Sporting Equals, Police, Aspire I/Connexions) The certificates will enable them to demonstrate their participation, the skills and confidence gained and will support their future prospects for further study or employment. The skills audit and evaluation will enable BEAP to track the development of each participant and learning outcomes achieved. This will enable BEAP to suggest ways to access further learning and development, employment and or referral to other agencies.	areas within Bradford to take part in the multi-sports, intergenerational work, life skills sessions. The areas include: Manningham Barkerend Heaton Toller Girlington 70 people accessing the project. Qualifications gained - The young people are working towards qualifications in their level 1s. Volunteers developed - we have developed 5 volunteers. For example, we have female volunteers that run the multi-sports sessions on a weekend.	

					Number of events – we have had a winter wonderland event that brought the community together. Families came along to the event. The event gave an opportunity to mix with other families from other areas. Change in attitudes to people who are different – Attitudes are changing and people feel more proud to be Bradfordians. For example, attending football games at Bradford City and feel that they can support City. Also, some of the community have had an opportunity to go to Wembley	

					Stadium and support England.	
12	Primary care services for communities from central and eastern (CEE) origin	There is some evidence to suggest that CEE communities do not use primary care services and fail to register with a GP. This cannot be corroborated fully as the current NHS monitoring systems do not ask for the detail of country of origin; only 'white other' There is some evidence to suggest that CEE communities are over represented in access data from A&E services Recent primary research conducted by Health watch in Airedale A&E suggests that CEE communities are accessing A&E services and this needs to understood better. This project will employ Community Coordinators working with GP's surgeries to deliver the orientation packages that help migrants understand how to use the services appropriately. E.g. reduce visits to A&E. Departments for minor ailments which could otherwise be dealt with in GP surgeries. **Funding Stream: MHCLG-** Controlling Migration Fund **Project length:** 18 months **Project** Completion December 2020	Department of Health and Wellbeing Contracted CAB and HALE	It is planned to run a programme which will bring together a range of NHS professions and VCS to explore what will support communities to register and use GP services more frequently. This will involve workshop activities; publicity materials and campaigns and work with VCS frontline services to ensure that appropriate language and cultural skills are available to support CEE people. To run an apprentice programme to encourage people from CEE and other backgrounds to become advice workers in the district To train staff in the current four agencies commissioned to provide welfare advice in Bradford to level 3 immigration To develop and run campaigns both in and outside of primary care settings on NHS services	To offer Community Connector services both in primary care and community settings to help individuals and communities to understand the range and breadth of health, social care and VCS services. The following outcomes have been set and clear measures are in place to evaluate the impact of service. Number of contacts with people from CEE backgrounds Number of Community	£272K

				to increase knowledge in different communities	Connector staff recruited from CEE backgrounds Volume of Community Connector activity in high CEE population postcodes Number of referrals per GP practice Improved monitoring of CEE demographic data (white other) Reduced demand on GP services Reduced demand on urgent care and secondary care services Improved patient experience Improvements in confidence levels, self-esteem and ability to self care	

					Better use of Third sector services Improved access to non-medical social activities and support Improved individual health and wellbeing outcomes using nationally validated tools such as SWEMWBS Improvements in mental wellbeing Reduced levels of social isolation and loneliness	
ID	**Pillars**	**Summary**	**Provider**	**Outcomes**	**Outputs**	**Amount**
1	**Feeling Safe:** **More people will say they feel satisfied with their neighbourhood and feel safer across our District.** Reduce negative views and	**HATE CRIME STRATEGY** Work in this area are focussed on; the Anti-Rumour and Critical Thinking Strategy which will sit under the Hate Crime Strategy. This will aim to raise awareness about the importance of countering diversity-related prejudices	YorTender route for delivery of critical thinking in schools.	Improved or increased awareness Reduction of complaints – related to race, gender etc Reduction of negative personal beliefs	1 online app to support people to think critically. 1000 people trained across the District.	£100K

	stereotypes that some of the District's residents hold about people who are different from themselves. Equip people with the skills to resolve conflict. Facilitate activities through the Safer Communities Partnership	and rumours that hamper positive interaction and social cohesion and that lay the foundations of discriminatory and racists attitudes. *Please see Communications and Campaigns.* The project will explore an online counter narrative project, an educational peer led (year 12 and 13) critical thinking project in schools and communities linked to the Anti-Rumour and Critical Thinking Strategy including an engagement worker that will help steer activities outlined in the Hate Crime Strategy. We will also research on the extent on hate crime and coordinate data more efficiently across police and BDMC. *Please see Research Fellow.* **Areas:** TBC via project development. **Funding Stream:** MHCLG **Project length: 12 months** **Project start date: TBC**		More people will recognise what hate crime is. More people will be able to support victims to report hate crime.	870 students trained on critical thinking. (30 per secondary school.) 1 engagement worker recruited.	
	Reduce negative views and stereotypes that some of the District's residents hold about people who are different from themselves.	**CREATING AN EQUAL, DIVERSE AND INCLUSIVE WORKFORCE** We will deliver a range of inclusion, equality and diversity awareness raising programmes. The programmes will enable those	Tharoor Associates and HS Consultancy via YorTender	Culture and perception footprint established. Tailored programme based on results from the AI and qualitative data Champions developed	5 x participating organisations benchmarked using the AI tool; participating organisations	£25k

		employed in the public, voluntary, faith or private sector to challenge and address negative perceptions, stereotypes or prejudices that are knowingly or unknowingly held about others. Organisations will agree to participate. A survey will be conducted with a cross selection of the workforce to assess current values and social influences by using AI platform that has 92 personality traits and algorithms behind it. This will produce a cultural footprint. The training will be delivered to employees at all levels; from front line staff who -have regular contact with local communities - to senior decision makers and leaders who's possession of any conscious or unconscious bias or prejudices could negatively affect recruitment or employment practices. The model will involve rapid training and a regular mentoring and support network for trained trainers. **Organisations:** A scoping exercise is being undertaken to identify participating organisations. We are exploring an Academy Trust, VCS consortium (Mind, Bridge, CNET, Royds and Inspired Neighbourhoods), T&A, BDCFT and Bradford Council.		Improved or increased awareness Improved recruitment or employment practices. Services improved in meeting the needs of communities Reduction of complaints – related to race, gender etc Reduction of bullying and discrimination within the organisation Reduction of negative personal beliefs More staff will recognise what hate crime is. More staff will be able to support victims to report hate crime.	5 training plans developed 30 trained as trainers 300 staff trained through the train the trainer 240 trained per organisation through rapid training approach 3 Introduction to Migration Training delivered	

		Funding Stream: MHCLG **Project length:** 12 months **Project start date:** 1 September 2019				

CROSS CUTTING

1	**PEOPLE TOGETHER- INTEGRATION CHAMPIONS AND SUB-GROUP TO THE BOARD** The role of the People Together members will be to help champion integration, encourage people to sign up to our values, influence our campaign work and support the implementation of the project improvement cycle. This will introduce a new way of working not just for the programme but also could act as a wider reference group for our partners in the District. Members will; 1) Recruit more people from their community to become Champions 2) Engage in focus groups to help shape delivery and design of campaigns and values. 3) Endorse projects and interventions worked up through the Forum to the Board 4) Make decisions on commissioning or participatory budgeting. 5) Champion the Values and become ambassadors on integration in their community 6) Inform the Board how the campaigns and projects funded the programme are working by using a range of qualitative methods such as observations and informal conversations 7) Be trained on critical thinking	Internal team as part of the Governance Structures.	Improved social mixing. Improved confidence and integration. Increased sense of belonging. Improved perceived ability to change things locally. Increased Involvement in local decision making. Increased volunteers and civic participation. Increased understanding of critical thinking. Increased commitment to values.	27 members recruited - 5 per constituency, and 2 young people. 250 recruited People Together wider network. 5 Active ambassadors for integration. (5 from equality groups) 4 meetings attended by all involved every 12 months. 3000 hours of volunteering completed. (including extra activities) 10,000 people sign up to the Values Campaign.	27 people have been recruited across the District. But 5 have resigned due to personal issues. Project Support Officers are in the process of refilling these spaces primarily in Bradford South. 3 meetings already held. Focus groups on Values and branding have been held. Members have gone out to communities to increase consultation on values.	Funded through governance

	8) Be a wider think tank for solving community problems and challenges. **Areas:** All constituencies are represented. Wards based on where people live. **Funding Stream:** MHCLG **Project length: 2 years** **Project start date: 1 May 2019**				Baseline survey completed with all. Recruitment of Network members to start in November.	
2	**INNOVATION FUND** The Innovation Fund will be used to research new and emerging trends; it will also be used to address gaps and pilot new ideas. The Innovation Fund will primarily focus on; 1) Interventions and services tested elsewhere both nationally and internationally and there is a good evidence base of success. 2) New emerging challenges such as post Brexit, international tensions and/or negative focus on a new area or group i.e. Refugees and Asylums. 3) New ideas that are untested and have not been trialled. Project Proposals will emerge through our learning and collaborative networks and groups, market place events which will encourage proposals from the VCS and from what is already working and what isn't, decision making will be made through Participatory budgeting. Funding is up to £5,000 with a pot of £50,000	Grant funding as follows; Round 1 and 3: Participatory Budgeting Round 2: Panel Decision	Evaluation and Project Improvement Officer has launched a first iteration of an evaluation toolkit, which will ensure that all projects can evaluate their projects	Partner Forums run alongside the funding to support with knowledge transfer; • Share learning • Build capacity and collaboration Project Support Officers speak to all potential applicants and offer guidance before organisations submit applications and make links between projects if ideas are similar. Realistic outputs and outcome are agreed.	**Round 1 completed, please see the end of this document.** Successful projects are visited throughout delivery by People Together (resident sub-group to the Stronger Communities Partnership Board) and Project Support Officers to support with qualitative evaluation.	£200,000 (£50,000 already spent) Round Two allocation is £75,000. Round three allocation is £50,000.

	and second pot of £15,000 with a post of £75,000. **Areas:** Please see Appendix A for a list of projects funded for Round 1. **Funding Stream:** MHCLG **Project Length: 6-12 months** **Start Date: 28 May 2019**				**Round 2 has been launched at the end of September.** Closing date is 6 November.	
3	**COMMUNICATIONS AND CAMPAIGNS** Our Programme will have highly visible brand, where we will control the narrative we tell. This brand will be positive making it clear this programme is for everyone. Integration for us isn't just about creating opportunities for those who need our support but also how we bring everyone else along with us in the vision we have about the District. It will celebrate positive stories and highlight good practice, Our communications will include; 1) Strong social media presence 2) A separate website 3) Communications support for our projects so they can talk about the brand and use it appropriately. Bradford Campaign: working with M&C Saatchi to deliver the project to "Build resilience to extremist narratives amongst young people in Bradford by providing positive alternatives and building skills and confidence."	Creative Marketing Solutions Via YorTender	Increase awareness of the programme and its activities Make information easily accessible	Campaign 1: Values Campaign 2: Anti-Rumour and Critical Thinking; • Refugee and Asylum Seekers • LGBT and Islamophobia (Linked to Hate Crime Strategy. Local Heroes - Films launched in March; Core projects - 4 organisations selected, QED launched their project on 2nd April. BLF event completed. YCF project started and ends Oct 19; Bfd University to	Bradford For Everyone approved by the Partnership Board in September. Branding guidelines produced for projects and staffing. Communications Strategy being developed with Corporate communications. Twitter account has been launched on 12 September with a current following	

	Area: List of advertising space being sought throughout the District. **Funding Stream:** MHCLG **Project length: 2 years** **Project Start Date: 1 June 2019**			commence. Local Groups applications - 2 successful applications: BYO and Bradford Moor PASS. Celebration event at BCFC on 14th June 2019, attended by Baroness Williams	of 320 people and growing. Website content and blogs is currently being written. All content on the Bradford District Plan will be moved to Bradford For Everyone.	
4	**INTERCULTURAL CITIES PROGRAMME** The Intercultural Cities (ICC) is a flagship Council of Europe programme that offers support for cities in developing their diversity strategies. The programme model considers migrants as a resource for local economic, social and cultural development. By participating Bradford Council will undertake a review of our policies and services to ensure there is adequate representation at different levels, positive intercultural mixing and interaction, and capacity to ensure equal access to rights and opportunities for all. The programme is being implemented by over 100 cities in Europe, as well as in Japan, Korea, Mexico and Canada. Manchester Council and Wakefield Council are two other cities who have recently joined. **Funding Stream:** MHCLG	Council of Europe	The District Plan for 2040 is revised through a diversity advantage, equality is reflected in all services across the District and positive interaction between communities is considered in design and delivery.	ICC Index completed ICC Experts Conference Review Stronger Communities Strategy from an Intercultural lens	Index questionnaire completed and ICC Expert Visit taken place on the 12 and 13 September. The report is available on the ICC Website. The final version will be available at the end of October 2019 which will include observations from the immersive visits on the 12 and 13 September. We also hosted	£10,000 for 2 years

	Project length: 2 years **Project start date:** 1 November 2018				the first ever ICC Academy UK in October 2019.	
5	**PARTNER FORUM** **Funding Stream:** MHCLG **Project length:** 2 years **Project Start Date:** 1 March 2019	Internal team as part of the Governance Structures.	Share learning from our integration work Share current research on integration Share methods on capturing data and evaluating projects on integration Map integration activities across the District Collaborate and increase partnership working Explore joint bidding opportunities through the Stronger Communities Together Innovation Fund Develop solutions together through innovation	Run four events per year Engage at least a minimum of 400 organisations in Bradford District.	Two partner forums have been delivered with 129 organisations engaged. 444 organisations are registered on the partner forum list.	£2,000 over four events.

APPENDIX A – STRONGER COMMUNITIES TOGETHER DELIVERY PLAN

Innovation Fund, Round 1

Funded Projects – Awarded via Participatory Budgeting in July 2019

PROJECT	PROJECT/ORGANISATION	AREA	PRIORITY	AWARD
"Game On!" will enable young people from different backgrounds to build new friendships as they make a game together. Recruitment would be via schools, schools pastoral staff, local groups, partner organisations and via social media adverts. Sessions would be for 1.5 hours per week over seven weeks. They will run 10 courses with seven young people per course and the sessions will be held at SHINE Community Centre in West Bowling - but they can be mobile and use other venues if needed by the demand of a community.	Game On, Impact Gamers C.I.C.	Bradford South	Getting Along, Working with white working class young people and schools.	£4,975
The nature of **Shine Words** is a game that puts an emphasis on having fun with others. This will be particularly effective in multi-ethnic spaces such as schools and community groups. The aim is to create a card game and app; a multilingual resource to help new communities integrate quicker and more confidently. The app and card game will have 100 key words that help when you arrive in a new country. In addition to English, there are fun illustrations and eight other languages. The app will not be limited to the number of languages that it can display. It has the added advantage of having audio. The aim of Shine Words is to support new communities as they arrive in Bradford, supplying them with an immediately accessible method of explaining themselves and connecting with the local area.	Shine Words, Shine West Bowling	Bradford South	Getting Along, Working with new communities	£4,900
This **The Art of Conversations** aims to bridge gaps and inequalities experienced by new communities and the difficulties perceived integrating into British society and culture. This will involve building relationships between men, women and other communities, to build on positive dynamics in the community and increase understanding between communities, breaking down stereotypes and increase the positive impacts made by local volunteers. The project will look at issues raised and what action can be taken to make and enhance change. The process will involve setting up community gatherings in social hubs such as in cafes and café-bars in	The Art of Conversations, BIASAN	Across the District	Getting Along, Working with new and emerging communities	£4,990

Bradford. This will involve engaging groups across Bradford, from BD1 to BD18. This process will incorporate awareness-raising sessions, engaging cross collaboration between communities and discussion which will take place informally leading to new connections and building on communication, leading onto social action and local empowerment.				
Open Technology Maker Space take old technology, donated via companies or individuals, and refurbishes it for donation to Asylum Seekers and Refugees to help them study, progress their case and to build their life in the UK. Beyond providing technology to people who otherwise would not have access to it, they aim to provide a platform for the teaching of everything from basic digital skills right up to web design, coding and computer maintenance. The use of technology is now a requirement for job seekers, and success at work. They are going to provide 24 drop-in sessions over 6 months, at workshops, where they will provide people with open source technology that they can learn about and keep. They will facilitate teaching, and develop peer-to-peer learning. These sessions will facilitate the development and growth of tech skills and confidence with some of the most socially excluded groups of Bradford. With their work everyone is a volunteer: tech professionals /hobbyists and migrants alike. They all share our various knowledge and understandings with people they might not usually socialise, and to learn from one another and create mutually challenging and enriching relations.	Open Technology Maker Space, Solidaritech CIC	Across Bradford District.	Getting On, Working with migrant communities	£4,980
Global Bradford is seeking to achieve solidarity and mutual understanding between all migrants regardless of where they are from and regardless of status, as well as debunk myths about migrants to the wider community and celebrate diversity of cultures. The project proposes inviting 'leaders' of varied communities to join us and agree on a project to deliver a one-off event providing a snapshot of our diversity of cultures and debunk some myths, whilst planning a longer project from September 2019 to August 2020 working with communities, organisations and young people to be proud of their heritage and bring solidarity. The event will showcase sharing of stories of migration and poetry, performers of varied communities such as people from the	Global Bradford, Dominica Association	Across Bradford District	Getting Along, Working with Afro-Caribbean and migrant communities	£1,550

Windrush –Jamaican and Dominican; EU27; Asian communities and African Communities.				
In the **Stepping Stones** project mums from a range of ethnic backgrounds will develop English language skills, will receive health and parenting information which will increase their levels of confidence and assertiveness, they will also be familiarised with language rich activities benefiting the child e.g. storytelling, book reading and rhymes.	Stepping Stones, The Good Sheppard Centre	Keighley and Shipley area.	Getting Along, Working with migrant mothers from the	£2,140
Faith in our Communities will promote dialogue and understanding between the leaders and congregations of places of worship and LGBT communities. Whilst some places of worship are liberal in their attitudes to sexuality and gender identity, many are confused and some are hostile. Issues over Relationship and Sex education have led to some parents feeling that their parental rights and their faith is being disrespected. LGBT communities point to the rise in hate crime and recent attacks and want to be acknowledged as equal members of society. We seek to dispel myths and promote acceptance, without asking anyone to change their religion or beliefs.	Faith in our Communities, Equity Partnership	Across Bradford District.	Getting Along and Feeling Safe, Working with the LGBT and Faith Organisations	£4,519
The Great Horton neighbourhood has a significant population of recently arrived Roma families, largely from Slovakia. The key integration focus of **Great Horton Ambassadors** is to improve relations between the Roma and non-Roma communities in Great Horton. The project will address marginalisation and low aspirations through collaborative involvement in locally based social action projects.	Great Horton Ambassadors, The Youth Association	Bradford South, Great Horton	Getting Involved, Working with Roma and wider communities	£4,899
The project **Community, Create, Celebrate!** specifically aims to run three 8-week courses to pass on new skills and bring people together. The work undertaken in the eight-week courses will be showcased at a large-scale community gathering which will also offer food and music from different cultures. This proposed project will look at bringing diverse communities together through the sharing of cultural knowledge to build integration and understanding between people from different backgrounds. This	Community, Create, Celebrate!, Ravenscliffe Community	Bradford South, Ravenscliffe.	Getting Involved, Working with people from different cultures in	£4,680

will enable people to be more involved in their own community through opening up dialogue in a non-threatening environment. This project will encourage the whole community to come together to share cultural knowledge as Ravenscliffe is traditionally a white, working class community which has seen an increase of residents from different backgrounds in the past five years. This project proposes to explore different cultures in a fun and engaging way,that will work with families from different cultures to create costumes, food and dance to culminate in a large community cohesion celebration event at the end of the project.	Association		Ravenscliffe.	
BD5 Dads&Kids aim to run family fun days targeting new communities in partnership with organisations that we work with (Redcross Refugee Action, Bevan wellbeing). These Organisations have expressed the need for Dads and male carers to engage in localised activities, to combat isolation and build local Networks. This project aims to bring them to normality to life in the UK. They aim to deliver a range of programmes that will educate and give an insight into life as a parent on the UK.	BD5 Dads & Kids,	BD5 area	Getting Along, Working with Dads from new communities	£3,500
Bradford Fringe Festival is a festival that not only helps highlight Bradford in a positive light; it is filled with locally and nationally recognised talent; a festival that also gives back to Bradford and the communities that support it's development. The Bradford Fringe Festival will help to promote greater interaction, dialogue and understanding between people from different backgrounds through programming and supporting cross-community collaborations. The project will Identify future leaders within the youth community and give them opportunity to develop, learn new skills and interact with people from across the city. The project will entice future participation and strengthen community bonds.	Bradford Fringe Festival, Bloomin Buds Theatre Company	Across Bradford District	Feeling Safe, Getting Along, Working withal communities	£5,000
The Sharakat Project - Talking for Change will provide 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'. The group will encourage everyone to take a part, building confidence amongst a group with low confidence and a mix of languages. They will host a series	The Sharakat Project - Talking for Change St Paul's Church,	Bradford West, Manningham	Getting Along, Working with all communities	£2,802

of community discussions around difficult issues and community problems, helping the group to work through possible solutions and ideas.	Manningham			
Piloting Community Cohesion Team will deliver projects that aim to develop children and young people through activities such as health, out of school activities; sporting opportunities and tackling loneliness. This project aims to promote greater interaction, dialogue and understanding between people of different backgrounds, so they are able to participate in mainstream society, thereby enhancing their social, educational & economic attainment. They will deliver an accredited traineeship programme linked to volunteering/work placements in some of Bradford's most disadvantaged wards. The pilot project intends to recruit and train (14 plus) people from a range of disadvantaged backgrounds (BME, women, refugees and white working class communities). They will be offered participatory training, which will develop their skills in role modelling; leadership; mentoring; team building; and cascading training.	Piloting Community Cohesion Team, BYDP	Across Bradford District.	Getting Along, Feeling Safe, Working with people from migrant and settled communities.	£1,065* Passed funding threshold. Topped up to £2500 to make viable.