

Report of the Assistant Director, Chief Executive's Office to Corporate Overview and Scrutiny Committee to be held on the 5th of October 2023.

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Subject:

Progress report on the refreshed Equality, Diversity, and Inclusion Plan 2022-25.

Summary statement:

This report is to update Corporate Overview and Scrutiny Committee on the progress made in relation to implementation of actions within the refreshed Equality Diversity and Inclusion Plan Objectives 2022-25.

EQUALITY & DIVERSITY:

This report is an update on implementation against actions in the Council's refreshed Equality Diversity and Inclusion Plan Objectives 2022-25 and its related work areas, therefore this update is relevant to, and in relation to, all the Council's equality objectives.

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1. SUMMARY

To update on progress made against actions within the current Equality Diversity and Inclusion Plan Objective 2022-25 and related areas of work, while recognising that all work carried out by Bradford Council has to show consideration of its impact on equality objectives.

2. BACKGROUND

Introduction:

In the backdrop of Bradford being named the winner for City of Culture 2025, Bradford Literature festival, Pride, Eid Festival and Bradford's own Curry festival and awards- and currently the build up to the Bradford South Asian History Festival, we have a lot to celebrate.

We are currently planning a week of events to celebrate Disability History month and Black History Month with our partners across the district, to raise awareness of and take the opportunity to celebrate the achievements of many that live, work and thrive in making positive change.

Valuing the lived experience of our staff and wider communities is something we as a Council are committed to. We can now see this investment and belief coming to fruition. The staff networks have been enabling the voices, views and lived experiences of our staff, to support positive change within the Council. The Disability Staff Network (DSN) have prompted change in HR, IT and facilities, and there is now a plan of how we support managers to make reasonable adjustments, ensure IT equipment is fit for purpose and that the on boarding process can be initiated earlier so we can bring people into working roles sooner. The women's staff network has provided support to both network members and managers on issues such as menopause and misogyny, and our young people's staff network is supporting our younger staff members, this also includes graduate trainees and apprentices.

The expansion of the Communities Team means we have greater reach into our diverse communities, and our understanding of their needs. This is illustrated well in the work they are currently taking forward. Each team member leads on a different equality area and can link with the relevant communities and understand and support them with the concerns and challenges they face.

In a year that has seen a second follow up visit from the Local Government Association- Equalities peer reviewing team, a refresh and launch of the Equality Diversity and Inclusion plan, a revised approach to recruitment of staff and the start of a process that will carry out disability access audits for our buildings, we are under no illusion of how much work we have to do.

Bradford district continues to be our focus for improvement both for our staff, 70% of whom we know to be from the district, and also our communities for whom we are committed to providing services of a high standard that meet their diverse needs.

Following the recommendations from the Local Government Associations peer review we have refreshed our Equality Diversity and Inclusion Plan. Bradford Council's Executive approved the refreshed Equality Diversity and Inclusion Plan 2022-25 in November 2022. The Plan then being published and launched in June 2023. The plan was arranged under the outcome headings of **1 An equal, diverse and inclusive workplace, 2 Inclusive and accessible services, 3 An inclusive economy 4 Inclusive communities**, with the overall aim of ensuring the Council met its duties under the Equality Act 2010, in both a general and specific sense as a local authority.

3. Our Legal obligations and how we are meeting them:

The general equality duty under Section 149 Equality Act 2010 requires the Council to have due regard to the need to:

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

In addition, under the Equality Act (Specific Duties and Public Authorities) Regulations 2017, the Council is required to:

1. Publish annual gender pay gap information relating to its employees.
2. Publish on an annual basis information to demonstrate its compliance with the general equality duty under Section 149 of the Equality Act 2010
3. At least once every four years, prepare and publish one or more equality objectives that it believes it needs to achieve to further any of the aims of the general equality duty. These equality objectives must be specific and measurable.

4 OTHER CONSIDERATIONS

We have Refreshed our EDI plan as recommended by the Local Government Association Peer reviewers. We have brought it in line with our Council plan objectives and have made it most current and responsive to the needs of the organisation, its staff and the communities we serve. For the first time we have a plan that is focussed on harnessing the Councils energies to drive real and positive change.

We hosted the LGA's Equalities peer review team return visit in November 22'. Their feedback was very positive, in particular on the development of the staff networks, the RESPECT campaign and the allyship programme, which were seen as a really positive initiative that engaged all staff on the EDI agenda. They also noted progress in dealing with grievances, and the increased level of confidence in managers in dealing with discriminatory behaviour.

We recognise the value of Internal and external stakeholder engagement and the value this brings in achieving what we have set out in our EDI plan.

Equalities is supported internally within the Council by the Cross Council Equalities Group (CCEG) which has representatives from the different departments and staff networks, the staff networks, CMT which has a regular Equalities agenda item and also meet with staff network leads quarterly, and the HR & Equalities update to the Leader and portfolio holder.

Our equalities external stakeholders include working closely with the Wellbeing board EDI lead, we are also a member of the WYCA EDI strategic group, member of the EDI Bradford district group, Root out Racism we are part of the core group delivering against the objectives of the Yorkshire and Harrogate health care partnership.

Data and narrative (Power Bi)

The refreshed Equality Diversity and Inclusion plan 2022-25 has focussed objectives, outcomes and KPIs. A Power Bi has been created where data will be collected every 6 months. This will form the basis of regular reporting that will be shared with CMT and future O&SC meetings.

Objective 1: An equal, diverse and inclusive workplace

Bradford District is a large and diverse place, and our Council Plan commits to developing a workforce that properly reflects the people and places that we serve and a workplace that offers opportunities for people to progress regardless of their background and where people can thrive and feel confident and comfortable at work. This objective will help us make better decisions and support the delivery of innovative services.

An equal, diverse, and inclusive workplace

Performance Indicator	What does a good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator (Target)
Percentage of top 5% employees by income who are from BAME backgrounds	High	20.7%	Q4 2022/23	20.3%	Q3 2022/23	Improving	27.8%
Percentage of top 5% employees who are female	High	56%	Q4 2022/23	55.9%	Q3 2022/23	Improving	65%
Percentage of Employees with a Disability (not including schools)	High	4.62%	Q4 2022/23	4.4%	Q3 2022/23	Improving	5.4%
Percentage of employees from LGBTQ+ background	High	0.6%	2022/23	0.6%	2021/22	No change	2%
Percentage of employees from BAME backgrounds	High	30.2%	Q4 2022/23	29.9%	Q3 2022/23	Improving	33%
Percentage of staff at PO1 or above that have completed equalities training.	High	98.6%	2023	98.3%	2022	Improving	100%
Number who have completed RESPECT e-learning (Rolling total)	High	1667 Total					

An equal, diverse, and inclusive workplace

Performance Indicator	What does a good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator (Target)
Number of Safe Space formal sessions carried out.	High	72	2023				

An equal diverse and inclusive workplace:

We aim to build a workforce that feels valued, supported and nurtured to develop. A workforce that thrives is a workforce that inspires and delivers. We want staff to feel they can bring their 'whole selves to work' that they will not be discriminated against or treated less favourably for speaking out against poor behaviour. We want staff to have the opportunity to develop and progress their careers within the Council. We encourage the sharing of lived experiences and the value this brings in shaping how we work and how we develop services.

We are working towards **increased diversity of senior leaders** in the workforce through several measures. 10 Senior Leaders of which 3 are from underrepresented groups completed the Senior Leaders apprenticeship. A further 10 Managers have completed the Senior Leaders Programme and 6 managers are enrolled for Autumn 2023.

Our staff representation in regard to race, sex and disability are as follows:

- 20.7% of top 5% employees by income are from BAME backgrounds (March 2023)
- 56% of top 5% employees are female (March-2023)
- 4.6% of Employees have a Disability (not including schools) (March-2023)

- 0.6% of employees are from LGBTQ+ backgrounds (March-2023)
- 30.2% of employees are from BAME backgrounds (March 2023)

We recognise that disclosure rates for LGBTQ+ and disability are relatively low, and as such are working with both staff groups on how this can be improved. This is however also seen to be a national trend, with disclosure rates for these groups decreasing, the higher the level of the post.

We fair well when it comes to gender balance with 56% of staff in the top 5% being female.

The HR team have been working hard to develop and offer a clear training offer in relation to equalities and ensure that all managers undertake a programme of equality training.

A range of training programmes have been on offer throughout the Council. An open Management course aimed at Emerging leaders (Cultural Intelligence) has been completed by 9 managers.

The Cultural Intelligence Accelerator eLearning programme has been assigned to 1357 managers. Of these, 545 have completed and 700 are in progress. Cultural Intelligence Accelerator virtual workshops have been completed by 545 managers and a further 1357 have registered. Cultural Intelligence monthly bite-sized lived experience workshops have been attended by over 90 individuals.

There are 21 EDI eLearning programmes/workshops available to individuals. There have been 1360 Workshop completions, excluding the workshops available through RESPECT.

Recruitment:

HR have recently undertaken a very detailed 'LEAN' transformation process on how they carry out recruitment for the Council. This has led to a wide range of recommendations that they plan to implement in the near future. These include-

1. Introduction of anonymised CV and applications – significantly reducing any potential unconscious bias of panel members.
2. Using CV's and different ways to accept applications will mean hopefully more accessible recruitment processes for candidates.
3. Recruitment training for panel members
4. Ensuring diverse/representative recruitment panels
5. Standard equalities/EDI questions to be asked to all candidates as part of all recruitment processes.

6. Guidance provided to all managers on how to manage any reasonable adjustment requests from candidates, ensuring that both the application process and interview process are accessible and fair. All information to be shared and accessible through a new HR Sharepoint site that is currently being developed.
7. New recruitment system being procured, to ensure greater functionality and provision of management information.

Safe spaces:

Staff networks: The staff networks have provided 72 'safe space' meetings where staff have been invited to attend and feel safe in discussing any issues/concerns they have. These spaces have also provided advice, guidance support and where appropriate signposting.

Events: Safe spaces have also been a feature of many of the events we have hosted through LGBTQ+ awareness week, Race Equality week, Wind-Rush awareness month, inclusion week, Carers week, mental health awareness day and black history month, where staff attending have been invited in the safe space to feel able to ask anything they may have not previously felt comfortable to do.

Safe spaces for attendees to come and feel they could ask anything they felt they wanted to, were offered in 7 events which were attended by around 150 staff.

One to one: Many staff network leads also provide formal (within the network meetings) and informal safe space support to staff who approach them on a one to one basis looking for a safe confidential space to gain support and discuss issues. Currently we do not collect figures on this- but are aware this is a key line of support for staff. Staff network leads often provide a listening ear and signpost where required. This will be discussed with network leads at a future meeting.

Staff networks:

The development of the 7 staff networks continues to progress providing support to network members and to the Council departments such as HR and IT. This 2-way relationship has grown significantly over the past 12 months and is facilitated by each network having a CMT sponsor. Staff networks attend CMT quarterly with updates and with issues they would like CMT to consider.

Key achievements over the last 12 months

- The DSN (disability staff network) worked on and presented a delivery plan that highlighted areas of development that needed to happen in recruitment, staff management and support, IT and accessibility issues. This is now being taken forward by a task group within the council and is chaired by the Assistant Director of the Chief Executives Team.
- Women's Voice have provided training on Menopause and Misogyny for managers.
- YPN have been working with HR on recruitment and the wording of requirements for jobs to enable young people to apply.
- All networks provide support to a range of events raising awareness including through LGBTQ+ awareness week, Race Equality week, Wind-Rush awareness month, inclusion week, Carers week and mental health awareness day, black history month by hosting and participating in events.
- The BME womens staff network have hosted meetings for members that profile an inspiring speaker. This has provided confidence, inspiration and opportunities for learning. They are about to roll out their lunchtime bitesize learning programme.
- The Carers staff network are working with HR to produce a 'Working Carers Policy'
- RESN (Race Equality staff network) are planning to work on a 'safe space' project.
- The lived experience represented in staff networks is a rich and valuable resource that is benefitting the development of our organisation in many ways.
- LGBTQ+ staff network continues to develop the app for members to enable them to be in touch and share information and provide support.

Zero tolerance of workplace discrimination and prejudice

We are challenging discrimination and prejudice within the Council in a number of ways. It is of great importance to us that all staff can bring their whole selves to work and feel valued for who they are, and equally value others they work with, no matter how different.

The RESPECT and Allyship programme, have provided a thorough basis of what we agree are the right guiding principles for staff to embed in their behaviour and attitude at work. The RESPECT campaign is something we expect all staff to adhere to.

The Allyship programme has 718 allies signed up, of which 20 are elected members. There have been 40 Allyship sessions covering 12 topics with over 1300 attendees since its launch in May 2022. The Allyship programme was launched for Elected Members in July 2023. We have 1993 colleagues that have completed the RESPECT Awareness e-learning as of 23rd August 2023.

Objective 2: Inclusive and accessible services

Services delivered and commissioned by the Council can play a significant part in addressing inequality, improving well-being and widening access to opportunities. In order to make the biggest impact on outcomes, ensure that they meet the needs of diverse communities and individuals and to maximise value for money we need to better understand who uses our services and where there are any gaps in provision, the needs of our communities and the impact of our decisions about service provision. This means collecting appropriate data and intelligence, involving people in service design and delivery and ensuring that decisions about services and resource allocation are properly informed in terms of their impact on equalities and targeted appropriately.

Inclusive and Accessible Services							
Performance Indicator	What does a good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator (Target)
Number of Council delivered Interventions that focus on health. Families with an Early Help Assessment.	High	198	July 2023	198	June 2023	No Change	
Percentage of service plans with an equality objective.	High	94%	2023-2024				We will hopefully be 100% by the time we go to O%Sc in the first week of Oct

In order to **Improve understanding of service use by people with different protected characteristics and/or low income groups** and to be able to take steps to address gaps in provision, a piece of work being led by the Equalities Lead working with the Sports and Culture team, and the Neighbourhoods and Customer Services teams, as two of the largest customer facing departments within the Council. This work is due to commence in October. It will identify what data is being recorded currently, what data is required and then

how we implement this change through services. There will also be consideration on how the data is used to shape and develop services. We will be reporting back to CMT on the outcomes in the new year.

To ensure a **diverse range of service users and communities** (including communities of interest) are engaged and involved in co-creation of services and outcomes, the Council approaches this through the contract route. The contracts with the VCS have stipulations for equality of provision and monitoring of outputs so that we can ensure all communities are served. The contract also has a theme called 'Voice and Influence' to enable the voices of underrepresented groups to channel their views on services to decision makers in the district and have communication as a two-way process on what the impact their views have, on policies and services provided. This happens through focus groups and other ways of engaging with communities.

To ensure **Equalities is a central consideration in decision making** across all Council departments, we have taken a number of measures. We believe it is important that all policies and services are designed and revised with equalities in mind, and for this reason we encourage the use of Equality Impact Assessments ('EqIA's') prior to any policy or service-related decisions being made. The Equalities Lead provides training for staff on EqIA's. These include the offer of two levels of training for staff on EqIA's, the first is a more basic one-hour session suitable for anyone who may be contributing to an EqIA and needs to know more about it. The second is a more focussed two-hour session aimed at practitioners who will be carrying out an EqIA on a new or revised policy or service. Over the last year, 10 sessions have been run which have reached over 100+ staff.

The Equalities Lead has worked with the budget proposal teams and reviewed the EqIA's providing support and advice.

There will now be a requirement for departments to add onto sharepoint the EqIA they have carried out, and the outcome of it on any protected characteristic and low-income group.

All service plans to include an equality objective. This currently stands at 94% with just one plan not including an equality objective.

Reduced health inequalities through targeted interventions

Inequalities in health are an accumulation of inequalities in social and economic circumstances that build up across the life course resulting in inequalities in health. As a local system we have implemented establishment of the Reducing Inequalities Alliance (RIA). The alliance aims to achieve 4 objectives:

1. Setting the strategic vision for the district around inequalities
2. Building confidence and skills across the workforce to tackle inequalities
3. Supporting best practise through building tools and resources for partners
4. Create opportunities to evaluate work and share learning across the system.

Attention and focus on inequalities, needs to be embedded in universal practise and well targeted. RIA have developed a toolkit for use by community partnerships to ensure that the work they are doing maximises its potential to reduce health inequalities at the community level.

There are multiple interventions and programmes of work taking place to tackle inequality related to specific health conditions or to specific community groups with higher levels of health needs. This includes a wide range of specifically focused Inclusion Health groups such as the homeless, sex workers, gypsy and traveller communities and drug and alcohol users. To complement existing projects and establish gaps in the support to Inclusion Health groups an assurance framework has been developed to ensure the needs of these groups are understood and met by our current system.

Larger scale work partnership programmes include Reducing Inequalities in Communities, delivery of the core 20 + 5 agenda and Living Well Community Health Development work. Forthcoming undertaking of the refresh to the Joint Strategic Needs Assessment is also a significant piece of work contributing to identifying groups with the highest levels of unmet need and ensuring these are supported through our work areas. An example of this would include our Living Well Faith Settings work specifically in madrassas to target the higher levels of obesity in the South Asian Muslim community and supporting children to adopt healthier behaviours in their everyday lives. To ensure we continue to recognise groups that may be experiencing adverse health outcomes we also continue to do more in depth needs assessments for specific groups. For example we are currently undertaking a health needs assessment of the black communities in Bradford.

Reduced health inequalities through targeted interventions: Neurodiversity

Understanding and embracing neurodiversity in communities, schools, healthcare settings, and workplaces can improve inclusivity for all people.

Through the work of the Bradford Healthy Mind Board improving services and outcomes for our neurodiverse population is a priority. Over the last 12 months they have focused on improving awareness through education and training, establishing the appropriate structures, for example through the development of the Neurodiversity Social Work Team within Adult Social Care and harnessing the power of the world class research that resides in Bradford through the formation of a Neurodiversity Oversight Group for Research and development.

Through several partnership projects, we are creating neurodiverse friendly places. By Christmas Broadway will have a sensory room to support people of all ages who may need a safe place when overwhelmed by the environment of a busy shopping centre. We are working across 3 localities, using data visualisation and community engagement to support neurodivergent children and their families

to describe the challenges they face. In November, we will introduce our concept of Neurodiverse **Friendly Bradford District** ambition, garnering the support of partnership organisations, businesses, culture and leisure to bring about real change for our neurodivergent population.

Neurodiversity Future Pathway Project : Using Data to help Neurodiverse children to thrive

Funded by the Department for Levelling Up Communities and Housing's 'Data Accelerator' grant, data scientists and researchers from the Universities of Leeds and Bradford are working with schools, health and care professionals, voluntary sector organisations and families in three of our most disadvantaged localities, to:

Improve the assessment process for autism and ADHD by:

- Automating the collection of data to inform assessments for autism and ADHD, accelerating the process to cut wait times and improve value for money.
- Bringing new data into the assessment – for example Early Years Foundation Stage Scores.
- Help teachers/other non-specialist staff identify and support neurodivergent children, by designing, building and trialling a 'neurodiversity profiling tool', which uses information to indicate where a child is more likely to be neurodiverse, help staff to put in place reasonable adjustments and allow information sharing between professionals to enable earlier coordinated interventions and reduce burdens on families.

Bradford and Craven Autism Aim: Supporting Autistic Adults to access the support they need.

Funded through WY Health and Care Partnership and National Lottery Funding, Bradford and Craven Autism Aim launched in June 2023, with the aim to support adults with a diagnosis of Autism and who receive little or no funded support.

The project is free to access, offering three distinct services. It will have a Health Access Project, supporting autistic adults in the Bradford and Craven districts to access GP services, communicate their healthcare needs and access one-to-one peer support. The Yorkshire Autism AIM service will be running regular mental health-focused peer support groups for autistic adults in Bradford too. There will be two run per month – one online and the other in person. This will be launched later on when staff are in place to help facilitate the groups. This service has its own Autism Hub, where weekly sessions and one-to-one support is provided. Where people need more support and have eligible needs under the Care Act, they will be referred to the new Neurodiversity Service within Adult Social Care.

Objective 3: An inclusive economy

People's economic circumstances can have a big impact on health and well-being, the housing that they live in and on social mobility. Bradford has higher than average rates of unemployment, high rates of youth unemployment, relatively low levels of participation in the economy and lower than average wages. Bradford offers significant potential for economic growth and we need to make sure that everyone has the chance to benefit from it. By supporting people into good work, building our skills base, investing locally and delivering decent housing to meet everyone's needs we can progress towards our goal of building an inclusive economy that works for everyone.

An Inclusive Economy

Performance Indicator	What does good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparative (Target)
Number of Employers engaging with Skills House	High	1900	2023				
Median earnings of employees in the area (average)	High	£569.00	2021/22	£545.10	2020/21	Improving	National £645.80
Number of people between 18 and 25 accessing Council delivered or procured support to develop skills	High	49%	2022/23	64%	2021/22	Worsening	
Percentage of Year 1 pupils achieving the Phonics Standard	High	72%	2022	81%	2019	Worsening	National 75%
Percentage of pupils achieving Stage 2 Reading, Writing and Maths at expected standard	High	57%	2022	63%	2019	Worsening	National 59%
Percentage of pupils achieving 9-4 pass in GCSE English and Maths	High	59.9%	2022	63.4%	2021	Worsening	National 64.4%

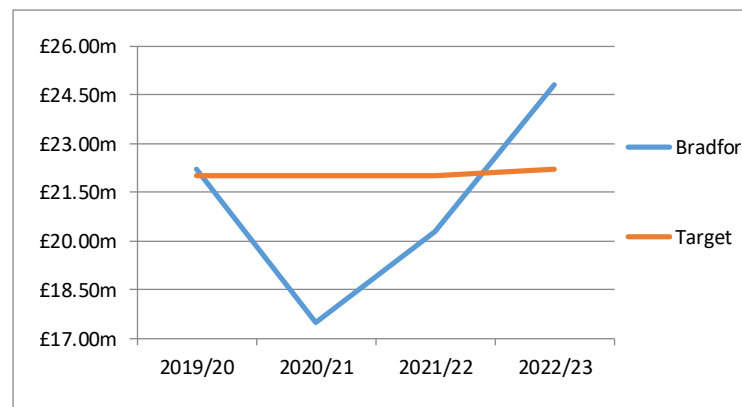
% of people aged 16-64 in the district qualified to NVQ level 3 or above	High	54.4%	2021	51.6%	2020	Improving	National 61.4%
Number of families living in poor quality housing. Percentage of dwellings with EPC Band 'D' or below	Low	68.9%	2021	68.8%	2020	Improving	National 57.9%
Number of private sector homes improved through council interventions	High	1,343	2022/23	880	2021/22	Improving	1,000 per year
Total Nos. households owed a homelessness duty by eligibility for homelessness assistance (Ann.)	Low	4.77 Per 1000 Pop	2021/22	4.74 Per 1000 Pop	2020/21	Worsening	4.92 Per 1000 Pop
% of Households in Fuel Poverty	Low	19.2%	2021	18.5%	2020	Worsening	National 13.1%
Trends in number of people gaining employment in the district	High	70.5%	2022	71.2%	2021	Worsening	
% of Total third party spend with suppliers operating from with the district - Rolling Values	High	34.67%	Q4 2022/23	35.41%	Q3 2022/2	Worsening	49%

Number of people with a disability accessing Council delivered or procured support into employment	High	394	2022/23	215	2021/22	Improving	
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Inclusive economy:

Working towards developing an inclusive economy is about bringing together those strands of work that tackle inequalities and provide opportunities for those most marginalised to be able to participate in the local economy. In this objective we look to make change where we believe it matters most, improving the tenure of residents, providing skills development opportunities, and looking to encourage where possible- procurement of goods and services from within the district.

We are working to **Increase the proportion of Council expenditure that is spent with local organisations**. This leads to money being spent within the local economy and also the creation of jobs and sustaining of local businesses



The current trend as shown in the graph above, is one exceeding the target of £22,00m to currently being at almost £25,00m. After the Covid period, there has been a significant increase in local spend, this may reduce a little in the short term, as it levels out.

People furthest from the labour market, including those with disabilities, can access targeted support to get them into work.

Through the SkillsHouse Advisory Board and Skills for Work Advisory Board we have robust governance structures in place for Council commissioned and delivered careers and employment support, and our Adult Learning and Apprenticeships delivery respectively.

Both Boards monitor recruitment patterns as part of their regular Management Information reporting to ensure that support is being targeted to individuals and communities most in need, to address inequalities in skills and employment outcomes, and to enhance everyone's equality of opportunity.

There has been a significant increase in the number of people engaged who have declared a disability, more widely there is demonstrable success in terms of engaging those furthest from the labour market. For example, In the academic year to date on adult skills provision:

- 61.7% of learners are disadvantaged;
- 62% of learners present at entry level (i.e. pre-Level 1, where Level 2 equates to GCSE);
- 33% of learners have no prior qualifications; and
- 75% learners are not in paid employment.

Increased earnings of employees in the area and close the gap with the national average.

SkillsHouse has implemented a new structure incorporating a new Business Engagement team and has successfully recruited and onboarded staff. A new business engagement framework for the service is in the process of being approved by the Board, and the new team has already demonstrated success in engaging new businesses and supporting them with their recruitment.

They have also recently initiated an Employer Working Group to establish a collaborative approach for SkillsHouse partners when contacting businesses to promote and secure opportunities for recruitment, workforce development and engagement with education and training providers.

SkillsHouse facilitates the Inclusive Employers Network, initiated as part of Bradford for Everyone. The Network has held a popular series of lunch and learn sessions over the year with presentations from employers on a range of approaches and inclusive practice. We are now looking to refresh the purpose and approach for the network in 2023/24.

The Employment and Skills service, with policy colleagues from the Office of the Chief Executive has been actively involved in supporting the development of WYCA's Fair Work Charter ahead of its launch in 2024.

Our young and enterprising population is equipped with the skills and confidence to succeed.

[Increase in percentage of people with NVQ level 3 and above, and close the gap to the national average.]

As of December 2021, the ONS population survey estimates that 178,100 people in Bradford, equating to 54.4% of the working age population, are qualified to Level 3 or above. This compares to 58.2% across Yorkshire & Humber and 61.5% across the UK as a whole. In 2020, the equivalent Bradford position was 51.6% / 170,800 people.

It should be noted that the data is sample based and is not a robust like for like comparison when looking at annual variances. Considering the data over time there is clearly a sustained improvement in Bradford's data, generally at a similar pace to national and regional increases (over ten years Bradford is +15.5%; Regional +13%; GB +10.7%), however the last two years are promising in terms of closing the gap.

From the Economic Strategy baseline this year's data suggests there are slightly over 40,000 more working age residents qualified to Level 3, this is on trajectory to meet the 48,000 target by 2030.]

Housing and interventions made by the Council

- Number of Disabled Facilities Grants completions – 428 (for period 1/4/22 – 31/3/23). These are actual adaptation schemes delivered, funded through DFGs, and range from works such as installing ceiling track hoists, stair lifts or showers through to building extensions to allow a disabled person to access appropriate accommodation. These are delivered by the Adaptation team in Housing Operations who following receipt of a referral from Occupational Therapy assess the householder's eligibility for a DFG, design an adaptation scheme to meet the OT's recommendations for the disabled persons needs, oversee the delivery of the scheme (where the householder opts to use the Agency service) and confirms completion of the scheme in line with the original specification.
- Number of notices served (formal and informal) – 930 (same period). The Housing Standards teams in Housing Operations carry out inspections of properties using the statutory Housing Health and Safety Rating System (HHSRS) which identifies specific hazards that need to be addressed. Officers will then either serve the landlord with an informal notice detailing works required or a formal statutory notice (using powers set out in legislation). It should be noted though that statutory notices especially will be served on all people who are responsible for carrying out repairs (e.g. joint owners) so several notices may be served relating to the same property.

Both these measures reflect steps towards giving people access to housing that meets their needs – the first by making specific provision to allow a disabled person to continue to live in their home, which is now more suited to their (specific) needs; the second by

removing hazards from general accommodation which makes this decent and safe. We also have a measure which is reported as part of the corporate plan (and referenced in your table) which is the number of homes improved through our services intervention, which covers the delivery of adaptations and enforcement of housing standards, but also includes other areas of our work – the reported figure for 2022/23 is 1,343.

Leadership and participation in culture and the creative industries will be widened and more representative of our communities.

We will be able to report an update on targets for this by end of year once the Sport and Culture team have the data in place.

Objective 4: Inclusive Communities

Performance Indicator	What does good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator Group (Target)
Inclusive Communities							
Percentage of Your Views survey respondents who say they feel safe in their local area.	High	71.90%	<i>Data as of 6.7.23</i>				75.30% West Yorkshire
Number of inclusive memorial and cultural events broadened to include all protected characteristics.	High	32 planned calendar events	2022/23				

Performance Indicator	What does good performance equal?	Latest Value	Period	Previous Value	Period	Performance Trend	Comparator Group (Target)
The number of voice and influence opportunities shared with children and young people	High	10 local engagement opportunities	2023				

We cannot tackle inequality without tackling discrimination and standing up to hate crime. We must also work to integrate communities to build understanding and challenge myths and we need to ensure that everyone has the chance to have their voices heard and to play their part in civic life. Tackling hate and discrimination, building cohesion and empowering local people are all central themes in our Council Plan. This objective will help to ensure that Council services are focussed on supporting our communities to be safe, strong and active.

Over the last 12 months we have seen a significant increase in our engagement with diverse communities of all protected characteristics within the district.

Our work with communities is predominantly led by the Stronger communities' team. Since the expansion of the communities' team which now has five community development officers, our reach into and ability to influence positive change and raise greater awareness on equality diversity and inclusion issues, has increased significantly.

Both the Stronger communities' team and The Sports and Culture team also provide support to communities and community led events through their grants programmes.

In the supporting of **zero tolerance of discrimination**, the stronger communities' team have been involved in the rollout of a number of initiatives that are aimed at achieving this. This work continues to challenge discrimination by promoting social value and understanding between diverse groups in a number of ways. These include:

1. Calendar of key dates and events, led by the Stronger Communities Team within Neighbourhoods and Community services, delivering jointly with Police, BHCA and a range of partners. There are a selected 102 key dates/events; During 2023 they have been using a mix of online, in-person, and social media activities to raise awareness.
2. Make Sure It Adds Up This campaign aims to get more people from across the Bradford District to practice and promote 'critical thinking' when receiving and sharing uncertain information, including a programme of training and awareness sessions to promote the campaign.
3. Bradford District Shared Values – Respect, Care, Share, Protect. This campaign is a long-term drive to stamp out discrimination and prejudice. The campaign encourages people to share stories, download the resources and encourage organisations and groups to adopt the values and then complete the annual self-evaluation. This is alongside the delivery of a programme of training and awareness sessions to promote the campaign.
4. People Can Campaign showcases what people are already doing in their neighbourhood and encourages others to get involved to make a difference. BfE (Bradford for everyone) website has been updated to include information about People Can. Social media activity on People Can socials has recommenced. The Neighbourhoods and Community Service collectively lead the campaign.
5. People Library is an online hub of Bradford 'books' to showcase a collection of human 'books'. The contributors to the People Library are deliberately diverse and includes people of a variety of ages, sexualities, genders, faiths, ethnicities, economic backgrounds, and those with disabilities. 27 stories published and promoted; this work is ongoing.

We are committed to **reducing hate crimes** and in particular carry out some targeted work with diverse groups who are currently under reporting. Our work on **Hate crime** in the district and effectively reducing it, is being actioned in a number of ways, some being led through the Stronger Communities team and others in partnership with BHCA (Bradford Hate Crime Alliance), Police and VCS partners such as Equality Together, Race Equality Network and Connecting Roma.

Supporting communities to **report Hate Crime** means ensuring they firstly understand what a hate crime is, then are aware of how they can report it, and why it is important to report- followed by what support is available. Here are some of the initiatives that are being rolled out across the district.

A hate crime reporting app was launched late last year allowing people to report a hate crime using the app. A series of 21 roadshows so far, have been carried out across the district in a variety of settings, over the last 12 months raising awareness of hate crimes and how to report them.

Educational resources to empower and support victims of Hate Crime have also been developed. There is ongoing work focusing on rehabilitation and reintegration; empowering victims and communities; legislation awareness; building trust; encouraging reporting; communicating of personal testimony. The work to develop these resources is in progress. As part of the resources produced, Roma and other Hate Crime films have been produced.

Valuing and sharing **lived experiences** has been a key feature of Radio Broadcasts & the establishing of a YouTube channel in which a series of 6 difficult conversations podcasts have been produced. This has featured the lived experiences of LGBTQ+; Roma; and Race communities. These podcasts have been downloaded 230 times. In addition to this, as part of the 'Listen Bradford' campaign, 9 films have been created- called 'we are listening'.

BHCA launched its new website in November 2022. Target work in 2023 is ongoing to ensure a link to the new BHCA website /reporting centres are added to the websites of other organisations.

Hate Crime Awareness Training is also a key focus that is delivered through BHCA- supported by the Stronger Communities Team.

Targeted training has been delivered by BHCA with identified groups who are known to underreport, as well as groups from protected characteristics. This training has reached 733 participants. Training is also targeted at staff working at hate crime reporting centres. Hate crime awareness is also a compulsory part of the 'Restorative Solutions' programme for perpetrators. All new and existing police officers also attend hate crime awareness training. 1000+ police officers have received this training over the last 12 months

Hate Crime Awareness Events/ Activities are carried out on a regular basis in community settings. An Interfaith Service of Remembrance will be held to launch Hate Crime Awareness Week 2023 on 16/10/23 at 19:30-20:30 at Bradford Cathedral. In an effort to promote Hate Crime Awareness activities and events, a trial small grant programme for Hate Crime Awareness Week 2023 has been introduced. This allows small groups and organisations to apply for funds, up to £250, for hosting events during the week. Preliminary planning talks have commenced for a 2024 District conference focused on Tackling Disability Hate Crime. The initial goal is to establish a collaborative working group with partners to drive this initiative forward.

Hate Crime Reporting Centres-24 reporting centres are currently in place. The Roma Community and Equality Together have also joined as new reporting centres.

Our work in offering and equitable and supportive home to **Refugees and asylum seekers** is embedded in the 'Local Authority of Sanctuary' that the Stronger Communities Team Lead on. This work towards the delivery of commitments made in the Council's application for the Local Authority of Sanctuary Award, and the Appraisal Panel's recommendations, which were accepted by the Council. The draft ToR for the Steering Group has been written. A draft Action Plan has been compiled which highlights what progress has been made to date for each of the 14 recommendations and promises that have been made by Bradford Council.

The approach to **partnership working** is embedded in the delivery of the Neighbourhood and Community Services teams, projects and programmes which are co-produced with our partners across communities and COI. There is a proactive approach to engagement, identifying gaps, capacity and capability issues in Engagement and offering active support and development opportunities for residents to get involved in shaping and influencing the future for Bradford residents.

Progress on **Child Friendly District principles** ensuring children and young people in our communities have a voice and influence to make change, is ongoing through the work being led by the 'Child friendly programme lead, and by youth services.

The local Child Friendly initiative was formally launched in November 2022. After completing a successful Foundation Year, we are no longer working with UNICEF UK 'Child Friendly Cities' programme. At the February 2023 BMDC Wellbeing Board meeting it was agreed that our local work will now be known as **Child Friendly Bradford District (CFBD)** with a focus on building systems to give children and young people in the district more voice and influence.

CFBD is now aligned with the Councils Allyship and RESPECT programme with 5 'Children's Rights' CPD sessions taking place during September including one for elected members.

CFBD has established a 'community of practice' for colleagues across our local partnership with roles relating to CYP Voice and Influence. The first meeting was held in June 2023 with 24 members attending. The community of practice has identified the need to create a shared values charter around youth engagement. This will include significant emphasis on EDI and will be available in the autumn.

This September, CFBD is launching a school council's network for the District to support staff in our schools and settings to give children and young people more local voice and influence. Our pre-work on this means we now have 67 named contacts responsible for pupil/student voice across the district. School councils have been offered 'voice and influence/local democracy' workshops at Bradford City Hall. From March to July 2023, 7 cohorts and in total worked with 121 children and young people.

In February 2023, two groups of young people presented at the BMDC Wellbeing Board, on their views on emotional health and wellbeing support in schools. In response to this, CFBD are now working with Bradford Citizens, Age of Wonder, Education Psychology Team and the Health & Care Partnership to deliver a "**Youth Voice Summit on Wellbeing**" for schools/students which is taking place 16/11/23. The audience is student councils and student leaders.

The CFBD Network of Youth Voice groups have shared and promoted a number of local engagement opportunities. These include, National Media Museum sound and vision youth engagement, Youth Vaping focus groups, Nitrous Oxide focus groups, Urban Design Code focus groups, Supporting Young Bradford – Born in Bradford research study and Kala Sangam youth forum membership.

The Youth Service (YS) have also provided opportunities for young people to have a voice and use it to influence.

YS Staff have supported young people in the co-production of the Children and Young People's Plan with data from our Localities Survey 2022/23 provided significant insight into the issues faced by **4467** young people across the district.

The success of the Young Covid Ambassadors programme has led to the development of a new cohort of Young Ambassadors who will support the council in its research on Health Determinants (HDRC).

YS staff are represented on the Youth Voice Practitioners Forum and support the direction of travel of Youth Voice, (Public Health). YS have also supported young people to engage in the Age of Wonder Research project (BiB).

Most significantly, the Youth Service ensures that young people that attend youth provision have a voice in how local youth provision can support them in making change. As a result, young people are supported to develop new youth provision that responds to local need e.g., LGBTQ+ groups, community days of action and events. The footfall (October 2022 - July 2023) is: 33,784.

Our work to support **People from different backgrounds to get on with each other better**, has been led by the Stronger Communities team. They have just ended a period of engagement and consultation reaching 13000 people across the district, on the refresh of their Strategy. This will be launched early in the new year. There have also been several events taking place across the district that has been supported by the team and cover many of protected characteristics. Some of these include- Windrush, Pride, Remembering Srebrenica, South Asian History Festival and Black History Month to name but a few.

Citizens Coin. In Mar-23, there were 2224 registered users; 150 retailers offering discounts off goods and services 123 rewarding organisations using the scheme to advertise activities and 11,680 coins generated and are in circulation. There has been the launch of the new app in June with additional engagement features which will attract new and retain retailers and rewarding agencies. Bradford Uni have signed up to CC, and new college champions have received training to roll out CC. If successful it will be embedded into Keighley, Shipley and Bradford College and sixth form schools across the district.

Support to the VCS sector has been recognised as key to sustaining the very valuable link the Council has to the communities it serves. Council contracts have stipulations for equality of provision and monitoring of outputs so that we can ensure all communities are served. The contract also has a theme called 'Voice and Influence' to enable the voices of underrepresented groups to channel their views on services, to decision makers in the district and have communication as a two-way process on what the impact their views have on policies and services provided. This happens through focus groups and other ways of engaging with communities.

Support to VCS sector

The contract has stipulations for equality of provision and monitoring of outputs so that we can ensure all communities are served equitably. The contract also has a theme called 'Voice and Influence' to enable the voices of underrepresented groups to channel their views on services to decision makers in the district and have communication as a two-way process on what the impact their views have on policies and services provided. This happens through focus groups and other ways of engaging with communities.

In keeping 'Welcome to Bradford' website updated and relevant and supporting Refugee Week, the **Welcome to Bradford** website which is coproduced with refugees, Refugee Action, Solidaritech and City of Sanctuary (Dec-20), provides information in community languages including how to report hate crime. During the period of Dec-20-Jan-23: there were 82,852 page views from 45,502 users.

Refugee week 19-Jun-23 – Stronger Communities led on the Refugee Week Programme; Refugee Week is a UK-wide festival celebrating the contributions, creativity and resilience of refugees and people seeking sanctuary. This year the theme was "compassion". A programme was coordinated by Stronger Communities. 17 grants were allocated, 31 events ran across the Bradford District (including at least one event in all constituencies. During the week there were approximately 3,900 people engaged.

Migrant communities' awareness - Worked with Migration Yorkshire, training has been delivered to Bradford Council and partners staff to increase their understanding of the needs of refugees and wider migrant groups including racism and hate crime.

To increase diversity of stakeholders and organisational representation across the strategic partnership structure.

The VCS is represented on the Wellbeing Board and can express the views of its members to senior public and civic leaders on the issues of concern to the communities they serve. They are also actively working to ensure that committees, boards and staff of VCS organisations are reflective of the communities they serve.

The Stronger Communities Partnership Board has active membership from colleagues across faith, housing, VSC and residents (x5). Quarterly Board meetings. The Stronger Communities Board also has a resident sub-group – Bradford for Everyone Ambassadors.

Celebrating diversity through events and civic recognition

An important part of embracing the diversity and intersectionality of the district and the communities we serve, is in the celebration of events and civic recognition.

This is done through partnership working both within the Council departments and staff networks, and also with our external partners in the VCS. There has been significant work done to produce a diversity calendar of event. These events are noted and celebrated/commemorated. (for a full list please see appendix A objective 4.6). Some of the events include, Islamophobia month, Remembering Srebrenica, Holocaust month, Windrush and Race Equality week.

Work with schools in tackling hate crime is ongoing through **Bradford District Schools Linking Network** continues. All aspects of the Linking Network's programmes are designed to provide preventative factors against Hate Crime and build confidence in contact with others. Some work highlights include:

- **Bradford District Schools Linking Network Reach: 142** classes from **74** schools engaged in the Bradford Schools Linking Programme from **September 2022 to July 2023**. The programme is now recruiting the new cohort of classes for September 2023 to July 2024; **122** classes from **72** schools already signed up with an extra **26** primary classes are signed up for a second year of linking.
- **Bradford District Intergenerational Linking Programme** has **52 Links** between schools and older people's groups. This includes 35 care homes, 9 independent living schemes and 4 older people's groups linked with 26 primary schools, 3 nursery schools and 20 secondary schools.
- Created new **Resources** for Primary and Secondary Schools to understand the migration story of the Windrush Generation and shared these with all Bradford schools and arranged to bring a Windrush elder into 5 schools to celebrate Windrush 75.
- The Stronger Communities Partnership Board has approved additional funding. This joint funding, in collaboration with the Linking Network, aims to link, support and develop 60 intergenerational links and to reach around 1200 younger people and similar numbers of older people across Bradford District between April 2023 to March 2024.

4. FINANCIAL & RESOURCE APPRAISAL

There are no additional financial issues arising from this report that require further approval.

5. RISK MANAGEMENT AND GOVERNANCE ISSUES

There are no significant risks arising out of the implementation of the proposed recommendations. This report is for updating purposes.

6. LEGAL APPRAISAL

The specific legal duties and obligations of the Council under the Equality Act 2010 and the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 are summarised in section [3] of the report above.

7. OTHER IMPLICATIONS

7.1 SUSTAINABILITY IMPLICATIONS

This report is for updating purposes.

7.2 TACKLING THE CLIMATE EMERGENCY IMPLICATIONS

This report is for updating purposes.

7.3 COMMUNITY SAFETY IMPLICATIONS

This report is for updating purposes.

7.4 HUMAN RIGHTS ACT

This report is for updating purposes on the current plan and it should be noted that equalities is directly linked to ensuring peoples' Human Rights.

7.5 TRADE UNION

This report is for updating purposes.

7.6 WARD IMPLICATIONS

This report has implications for each Ward area to put equality at the heart of all work carried out by the Council either directly, through partnership working or through procurement.

7.7 IMPLICATIONS FOR CHILDREN AND YOUNG PEOPLE

This report is on equalities for all departments which should be actioned when working with all children and young people.

7.8 ISSUES ARISING FROM PRIVACY IMPACT ASSESMENT

This report is for updating purposes.

8. NOT FOR PUBLICATION DOCUMENTS

None

9. OPTIONS

To consider this update report on the progress made against the Council's equality duty and work.

10. RECOMMENDATIONS

The Committee is asked to consider this update report.

11. APPENDICES

Appendix 1- Equality Diversity and Inclusion Plan 2022-2025

Appendix 2 – EDI data report

Appendix 3- Council Plan

12. BACKGROUND DOCUMENTS

Appendix 1- Equality Diversity and Inclusion Plan 2022-2025

Appendix 2 – EDI data report

Appendix 3- Council Plan

