

Leeds - the Compassionate City: tackling inequalities

Equality Action



Equality Progress 2015 – 2016

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Section 1

Introduction

“Our vision is for Leeds to be the best city in the UK: one that is compassionate with a strong economy that tackles poverty and reduces the inequalities that still exist. We want Leeds to be a city that is fair and sustainable, ambitious, fun and creative for all. We will continue to work with others to achieve better outcomes for the city through a combination of innovation and efficiencies.”

(‘Cllr Judith Blake, Leader of Leeds City Council and Tom Riordan, Chief Executive of Leeds City Council (*Best Council Plan 2015-20: update 2016-17*)

The Equality Improvement Priorities 2016 – 2020 have been produced to ensure that the council meets its legal duties under the Equality Act 2010 and to compliment the ‘Best City’ ambition aimed at tackling inequalities: for Leeds to have a Strong Economy and to be a Compassionate City.

The council’s equality improvement priorities have taken into account the protected characteristics as required under the Equality Act 2010. We also recognise poverty as a barrier that limits what people can do and can be. We have, therefore, included priorities that address poverty as we recognise that a number of the protected characteristics are disproportionately represented in those living in poverty

We are conscious that there is not an equality priority for every protected characteristic but all characteristics are taken into account. We are committed to equality for all our citizens and believe that improving a service for one community will have knock on effects for all. We will continue our work across all the protected characteristics, whether or not there are specific equality improvement priorities which are explicitly focussing on them. We will consider all communities when we give due regard to equality at both strategic and operational activities.

Context of Leeds

Based in West Yorkshire, Leeds is the second largest local authority in England, covering an area of 552 square kilometres. It is an area of great contrasts. It includes a densely populated, inner city area with associated challenges of poverty and deprivation, as well as a more affluent city centre, suburban and rural hinterland with villages and market towns. The most recent census (2011) indicates that Leeds has a population of 751,500¹, representing a 5% growth since the previous census in 2001. The age structure for Leeds is broadly similar to that for England and Wales with the notable exception of the 20-29 age bands which in Leeds accounts for 17.5% of the population compared to 13.6% in England and Wales; children (aged 0-15) account for 18.3% of the city’s population, while people aged 65+ accounts for 14.6%.

Leeds is an increasingly diverse city with over 140 ethnic groups including black, Asian and other minority ethnic populations representing almost 19% of the total population compared to 11% in 2001. The number of Leeds residents that were

¹ OSN latest data estimates the **population** of Leeds at 761,500 (mid-year estimate of population 2013)

born outside of the UK has increased from 47,636 (6.7% of the population) in 2001 to 86,144 (11.5%) in 2011. Just over 20,300 people were born in the EU (12,026 born in EU accession countries) and just over 61,000 born elsewhere. Of the 86,144 people born outside the UK, more than half arrived in the last 10 years, 67% were between the ages of 16 and 44 when they arrived in the UK and 29.5% were aged 15 or younger. Data from the city's schools, shows there are more children and young people of black and minority ethnic heritage, particularly Black African and White Eastern European. The number of children and young people with English as an additional language (EAL) has also increased in recent years, from 13% in 2010 to 16% in 2014. In addition to English language, there are over 170 languages spoken in Leeds schools with the main languages spoken being Urdu, Punjabi and, increasingly, Polish.

There is no direct count of disability, but the census collects information in relation to 'long term health problems or disability'. In Leeds 83.4% of people say that their day to day activities are not limited by long term health problems or disability, 7.7% say they are limited a lot and 8.9% say that they are limited a little. Leeds has a relatively high level of its working age adult population in receipt of Incapacity Benefit (IB) due to mental ill health (50% of IB claimants identify a mental health problem). Employment rates for female users of mental health services in Leeds are significantly below the national average. In 2014, 3,099 adults in Leeds were identified as having a moderate or severe learning disability. Over the last four years there has been an increase in the Leeds learning disabilities population of about 5%. This growth is particularly focussed amongst younger people with the most profound needs for care.

The proportion of people who confirm that they are Christian is lower in Leeds (55.9%) than across the whole of England and Wales (59.3%), while the proportion of people who say they have no religion is higher (28.2% and 25.1% respectively) and; compared to England and Wales, Leeds has higher than average proportions of people stating their religion as Jewish (0.9% compared to 0.5%), as Muslim (5.4% compared to 4.8%) and as Sikh (1.2% compared to 0.8%).

The 2011 Census collected information on civil partnerships for the first time, reflecting the Civil Partnership Act 2004 which came into effect in the UK on 5 December 2005. Married people account for 41.5% of adults in Leeds; 0.2% of adults in Leeds are in a registered same-sex civil partnership, mirroring the rate for England and Wales, 40.8% of adults in Leeds are single (never married or never registered in a same-sex civil partnership), which is much higher than the England and Wales rate of 34.6%. We do not publish data relating to transgender as due to small numbers individuals would be easily identified.

As a growing city Leeds is seeing significant changes to the make-up of the population, in particular-

- We have an ageing population. As the baby-boomer generation grows older there will be implications not only in terms of public services (ensuring that older people get excellent care and support when they need it and are enabled to live independently), but also in terms of the labour market as we make the most of the skills and talents that everyone has to offer;

- In the last decade the BME population in the city has increased from 11% to 19%, and the number of residents born outside of the UK has almost doubled. There have been many localised impacts across the city, with complex, related issues such as 'national identity', language proficiency, transient populations and variations in birth rates that in turn influence service provision and the wider interface between communities;
- In part linked to demographic change, in part linked to wider social change, patterns of faith have also changed across the City. Different ethnic and religious groups have very different age profiles and understanding these differences are key to helping plan and deliver the appropriate services;
- Economic and social deprivation remains concentrated in specific localities, with long-term challenges such as access to employment, poor housing, language and literacy, skills, health and care responsibilities, being compounded by the recent welfare changes;
- According to the Index of Multiple Deprivation almost a quarter of the Leeds population – around 175,000 people across the city - is classified as being in 'absolute poverty'. (This measures individuals who have household incomes 60% below the median average in 2010/11, adjusted for inflation.);
- Approximately 20,000 people in Leeds have needed assistance with food via a food bank between April 2014-2015;
- Over 28,000 (19.5%) Leeds children are in poverty, 64% of whom are estimated to be from working families (2013/14);
- Leeds is ranked 31 out of 326 local authorities, with 105 neighbourhoods in the most deprived 10% nationally (22% of all Leeds neighbourhoods). Leeds fares relatively well in comparison to other Core City local authority areas;
- There are 164,000 people in Leeds who live in areas that are ranked amongst the most deprived 10% nationally. The corresponding figure in the 2010 Index was 150,000 people, but clearly not everyone living in these areas is deprived.
- The IMD shows the geographic concentration of deprivation in the communities of Inner East and Inner South; and
- The age profile of our most deprived neighbourhoods confirms that our most deprived communities are also our youngest (and fastest growing).

Section 2

Equality Progress

Progress against each of the council's equality improvement priorities during 2015 – 2016 is outlined below. This update is not intended to give a comprehensive view of all the work that has been undertaken but provides an overview and examples from across all Directorates.

The equality improvement priorities recognise that there are currently different outcomes and experiences for different groups and communities and were developed to support the Best Council ambitions of Compassionate City and Strong Economy and progress is reported against these.

Compassionate City – Living safely and well, living at home, and valuing communities

People in Leeds can lead safer, healthier and happier lives and are free from the risks, threats and harms associated with domestic violence and abuse

Progress

Domestic violence has a significant impact on the lives of many individuals, families and children in the city with over 14,500 incidents of domestic violence reported to the police every year in Leeds. In addition to the human impact on the health and wellbeing and life chances of individuals there is also a substantial financial impact to the city in terms of the costs of services and lost economic output.

Domestic violence has also been identified as one of the council's 8 key "breakthrough projects". The aim of the breakthrough projects is to bring council directorates, partner organisations, communities and individuals together in new way to tackle issues that will have the biggest impact on the people of Leeds.

Significant work is being undertaken under the following 4 priority areas:-

- Changing attitudes and perceptions (individuals and communities)
- Supporting victims (adults, children and families)
- Challenging behaviours (working with perpetrators)
- Enabling Effective Change (workforce and organisational response)

A number of specific projects have been undertaken including;

- **Front Door Safeguarding Hub** - this has been established to provide a live time, daily, multi-agency response to high risk and medium risk (with crime) domestic violence incidents reported to the police within a given 24 hour period.
- **School Domestic Violence Notification** - a process has been developed to inform schools within 24 hours when their pupils have been present at an incident of domestic violence where the police have attended. This allows them to better look after children the day after the incident.
- **Communications** - A newly established website has provided a virtual One Stop Centre for the public and practitioners, improving access to up to date information on domestic violence issues and services available to help. In November 2015 we launched the Leeds Let's Get Comfortable talking about Domestic Violence Campaign. This caught the attention of thousands of members of the public, some of who took part in the campaign by submitting questions, partaking in blogs and community activities such as planned walks and photography. An evaluation of social media interaction indicated a much higher engagement with the public.
- **GP Pilot** - A new approach to promote routine enquiries among GPs. Health workers and in particular, GPs, are particularly accessible to marginalized groups. Four practices are running a 6 month pilot which involves GPs asking every woman they see if she is experiencing abuse. A domestic violence lead

in each practice is trained to speak to those women who answer 'yes' to the GP and a Women's Aid Support Worker is on site on a sessional basis at each practice to see women.

- **Domestic Violence Ambassadors and Human Resources Champions** - A group of Ambassadors is being established across the council. The Ambassadors are offered training courses, as available, to give them grounding in domestic violence and abuse issues to allow them to answer basic questions from team mates and promote good practice within their teams. The Human Resources Champions are a complimentary scheme established as part of the council's new Domestic Violence and Abuse Policy. They are trained to a greater depth of understanding and are able to offer support and guidance to colleagues experiencing domestic violence
- **Digital Technology** - A part of the Smart City approach work is currently in progress to investigate ways in which new technology could be used to help the victims of domestic violence.
- **Perpetrator Responses** - New ways to engage with perpetrators are being explored. The city's Integrated Offender Management programme is being reshaped to respond to domestic violence perpetrators. A parenting programme, Caring Dads, has been successfully piloted by Safer Leeds. This programme offers a 17 week course for men who would like to become better fathers by recognising and changing their abusive behaviour.
- **Disseminated Lessons Learned from Domestic Homicide Reviews** - To promote good practice and prevent future homicide. Around 500 practitioners have attended 2 hour multi-agency briefings on practice issues.
- **Commissioning Review** - A partnership commissioning review is providing an opportunity to make sure that commissioned services have the capacity and flexibility to provide the necessary support to respond to the needs of victims and to address the support required by perpetrators to break the cycle of violence.

In addition to the work detailed above, the council's breakthrough project has also undertaken work to increase awareness and work with partners to tackle domestic violence.

Improving housing options for young people:-

- **Reduce homelessness for 16-24 year olds, such as care leavers, young offenders and young people whose relationship with family has broken down**
- **Reduce homelessness from existing young tenants who find it difficult to maintain successful council tenancies**

Progress

The key objectives of the Homelessness Strategy are to reduce homelessness and the use of temporary accommodation in Leeds. One of the most common reasons for homelessness both locally and nationally is parental eviction.

In recognition of the shared responsibility towards 16 and 17 year olds and the role housing plays in finding sustainable resolutions to the housing needs of both care leavers and young people in general a partnership was developed with the children's services placement team. The aim of this was to provide rehousing expertise for care leavers so that they did not have to take a backward step and did not need to access traditional hostel type accommodation when their care ended.

A range of partners including FLAGSHIP (who are the commissioned service that provide supported longer term accommodation) and others ,such as, Gipsil leaving care, Youth Offending Service, Archway, Housing Management, the local social work teams and Strategy and Commissioning are also involved to ensure that the housing needs of the most vulnerable young people are met.

Prior to the setting up of the Young Persons Operational Meeting Group (YPOMG) Leeds Housing Options had brought the mediation service back in house (it had previously been contracted out to Archway). This has enabled the council to offer immediate mediation where required. It also brought the assessment and decision making around duty acceptance closer together with the prevention work previously carried out.

The mediation workers focus on 16 and 17 year olds but work with young people up to the age of 25 where needed. Out of 561 cases closed in 2015/16 there were 514 positive outcomes from mediation. These positive outcomes do not always reflect a stay at home conclusion, however, they highlight the reduction of young people going into hostel accommodation where chaotic behaviours can develop.

To help embed the commitment to shared work across the two partnerships Leeds Housing Options now have a member of staff based within the Children's Services placement team helping with both temporary accommodation placements as well as acting as a resource for housing advice.

As a result of this joint working there has been a large reduction in the numbers of young people going into Adult provision and currently there are no 16 and 17 year olds in the council's adult provision direct access hostels. This has consistently been the case over the past two years with young people only going into adult provision where they have been evicted from the more appropriate age based accommodation projects.

The joint work between Leeds Housing Options and Children's Social Care was referenced in the recent Good rating Children's services Leeds received by Ofsted.

Improving housing options for disabled people:-

- **To ensure that disabled people have the right housing option in place whether that be by helping them move into accessible housing or to stay in their existing home by creating an accessible environment**

Progress

Housing adaptations play a vital role in promoting the capacity of disabled people to live independently in their own homes and to exercise choice and control over their lives.

The needs and choices of disabled people are paramount to the housing adaptation process and there are two housing pathways to help people to 'stay put' in their existing home or to make a planned move to alternative housing.

Approximately 2,300 people per year make a Disabled Facilities Grant application requesting adaptations to their existing home. This covers all tenures and the breakdown is 1300 for home owners, private and housing association tenants and around 1000 for council tenants. Approximately 600 council tenants receive a medical re-housing priority award per year on the basis that their current accommodation cannot be adapted to meet their housing needs. There are approximately 800 households on the Leeds Homes Register (now included on the Accessible Housing Register) that have a medical re-housing priority/recommendation for re-housing.

The adaptations service has been re-configured so that the Health and Housing service (in Housing Management) has responsibility for the cross-tenure assessment including scheme design of the disability housing need and Property and Contracts for the delivery of cross-tenure adaptation schemes.

The Health and Housing services comprises of Occupational Therapists, Surveyors, Housing Need Assessors and re-housing officers. The assessment process covers both options to help people stay by adapting their current homes and planned moves to alternative housing through housing priority awards and re-housing assistance.

The voice of the housing applicant has been promoted through scheduled meetings with the Access Committee for Leeds, a disability advocacy group who can raise any queries regarding on-going adaptation or re-housing cases.

An Appeals Panel, chaired by independent representatives, has been established so that applicants can challenge adaptation decisions that they disagree with. A weekly case panel, led by Health and Housing and which also includes lettings officers, has been established to consider the 'stay put' (adapt current home) or 'planned move' (priority award for re-housing) for council housing adaptation cases.

An Accessible Housing Register has been established that will assist with matching disabled housing applicants with existing adapted social housing. The £30k cap relating to private sector adaptation cases for children is routinely waived, if there is an 'invest to save' benefit and the disabled facilities grant budget covers the full cost

without asking Children's Services to make a contribution.

The same approach is adopted, on a case by case basis, for adult adaptation cases and the Health and Housing service has worked with the Access Committee for Leeds to look at innovative adaptations options (including sensory rooms) for children with autism. The Health and Housing service also works with Adult Social Care and the Leeds Teaching Hospital Trust to minimize delayed hospital discharges

The University of Leeds is intending to carry out research into the 'invest to save' benefits of adaptations and the work of Health and Housing is to be cited as an example of best practice in respect of developing adaptation cases for disabled children and specifically creating 'sensory environments' for children with autism.

Improving the Quality of Private Sector Housing

Progress

The majority of people in Leeds (approximately 78%) live in privately owned or rented housing. There are more privately rented properties in the City (approximately 60,000) than council houses. The private rented sector makes a significant contribution to meeting housing need in the City both as a long-term tenure of choice and as a 'stepping stone' to other housing options/tenures.

The most disadvantaged in society are more likely to live in poorer standards of housing and there is a high concentration of poor housing in the private rented sector. Especially in the inner core of the City in areas, such as, Holbeck, Beeston, East End Park and Harehills. Leeds needs a high functioning private rented sector to address housing need, stimulate economic growth and to meet the ambition of being a compassionate City.

A Private Sector Stock Condition Survey was last carried out in 2007 and calculated that 44% of private housing in the City failed to meet the decency standard with the poorest housing often being pre-1919 built back to back properties. Such properties invariably contain the most common Category 1 hazards. These are very likely to have an adverse impact on the health and wellbeing of the occupant. The likelihood of an adverse impact is likely to be compounded if the occupant is old, young, disabled or to have a limited income.

The Private Sector Housing Team leads on the regulation of the private rented sector with a focus on the identifying and addressing Category 1 hazards as defined within the Housing Health and Safety Rating System (HHSRS). excess cold, . The service is able to issue enforcement notice, setting out improvement requirements and to prosecute property owners who fail to deliver the required improvements. The service carries out the mandatory licensing of Houses in Multiple Occupation (HMOs) that contain three or more floor levels and five or more occupants. Approximately 2,800 properties in the city are subject to HMO licensing and approximately 500 properties are subject to a compliance inspection per year(licenses are granted for a five year term.)

The Private Sector Housing Team has embarked on a targeted approach to

delivering improved housing conditions called the Leeds Neighbourhood Approach (LNA). The initiative started in the Nowell streets in Harehills, moved to the Edinburgh streets in Armley and is now in the Recreation streets in Holbeck. The LNA involves an intensive focus on approximately 200 properties with the aims of bringing empty properties back into use, This involves working with landlords and tenants to improve housing conditions, working with partners to improve the overall environment and promote area sustainability and to help vulnerable tenants to access other services that they might be struggling to access at that point in time. All properties are subject to a visit by a Housing Officer to identify improvements required including addressing Category 1 hazards. Discussions also take place with empty property owners to try to facilitate bringing properties back into use and the ultimate (albeit long-term) option is to proceed with a compulsory purchase order.

As a result of the above work -

- The number of long term empty homes (empty for longer than 6 months) has been reduced from 5776 in March 2012 to 3777 in March 2016;
- A five year target of having a net reduction of 400 long-term empty properties per year was set in April 2012. The net reduction of 1999 by the end of March 2016 means the Council has almost met the target a year ahead of schedule;
- A target of bringing 3200 properties back into use was set for 2015/2016 and performance for the year was 3312 properties brought back into use;
- 65 long term empties were returned to use in the LNA areas;
- 2,763 property inspections and re-inspections were carried out in 2015/2016;
- 1,252 hazards were removed or reduced in 2015/16 as a result of service interventions;
- A total of 5,508 people benefitted from our interventions in the year;
- In 2015/2016 a total of 191 substantive legal Notices were served as well as 318 Power of Entry Notices to allow investigations of poor housing. In addition, over 700 HMO licenses or variations were also issued; and
- A total of 3 prosecutions were completed in the year.

Work to improve properties and assist tenants living in fuel poverty over the next four years

Progress

Vulnerable council tenants, who are elderly and or disabled who experience fuel poverty, may be at risk of reduced life expectancy, poor mental health and well-being and other health inequalities. The key aim of the Affordable Warmth Strategy is to reduce fuel costs across the whole housing stock to prevent any household from falling into fuel poverty

The latest report published by the Department of Energy and Climate Change on fuel poverty statistics stated that, approximately 11.6% (38,000) of Leeds households are estimated to be in fuel poverty, according to the new low income/high costs definition.

In 2015 the council's Executive Board approved an investment programme to install 1000 solar panels to council properties. The council prioritised the installation of solar panels in the Inner East and Inner South areas of Leeds which have high levels of poverty and deprivation. In addition, support and training was provided to tenants on energy efficiency.

As result of the installation of solar panels tenants living in Inner East and Inner South areas have benefited from:

- Free electricity generated by the solar PV systems.
- Average electricity generated per home of 521.87Kwh (during winter/spring) which equates to an average savings per household of £67.84
- Total carbon prevented is 285.39t which equates to taking 159 cars off the road.
- The generation rates, financial savings and CO2 reductions will increase during the summer period.

Reducing fuel poverty increases life expectancy, improves mental health and wellbeing and reduces health inequalities. In addition, it improves children's educational achievements and school attendance. Supporting tenants to maximise income will result in them having more disposable income for rent and food, which will lead to an improved quality of life for vulnerable tenants who are elderly and disabled.

The investment of £3.8m is expected to save tenants experiencing fuel poverty over £4.4m in electricity costs over 20 years. Installing solar panels to council homes contributes to numerous city wide priorities and is a specific action within the Low Carbon breakthrough project. Carbon emissions will reduce by c862 tonnes pa, equivalent to taking approximately 452 cars off the road.

Prevent and protect children from sexual exploitation

Progress

The profile of the risks of child sexual exploitation has been raised in the media at a local and national level. There are over 300 young people in Leeds assessed as potentially being at risk of sexual exploitation, due to a range of behavioural, social and psychological factors. Although the majority of identified young people at risk are White British teenage girls, potential victims can be any gender or age, and from any ethnicity or community.

West Yorkshire Police and Children's Services undertake child sexual exploitation assessments that identify contributory factors and risks relating to individuals.

A number of specific projects/pieces of work have been undertaken including;

- **Training** - There is a rolling programme of training and awareness courses taking place. These are provided for any service, including volunteers,

schools or groups that may be in contact with young people. The training raises awareness of the issues, risks, key patterns, reporting processes and responses, including around historic exploitation.

- **Awareness and Media Campaigns** - There have been media campaigns around child sexual exploitation risks relating to parties (“party-lifestyle”), sexting and online grooming, as well as, general awareness and reporting. These have involved training, DVD’s, poster and leaflet campaigns, and participation in wider awareness campaigns. There is also a service directory of statutory and service providers for child sexual exploitation support.
- **Partnership Tasking** - A regular partnership meeting is held to ensure that complex or high vulnerability cases are being appropriately managed, that there is a common understanding of emerging trends and issues, local concern are properly managed and processes and procedures are reviewed and assessed.
- **Daily Intelligence Meetings** - Representatives from the Integrated Safeguarding Unit and West Yorkshire Police meet daily to cross-check current assessments and intelligence relating to child sexual exploitation and young missing persons. This process ensures that both core data systems are up to date and that individual level information is shared in an appropriate and timely manner.
- **Practitioners’ Meetings/ Action Groups** - District and local meetings are attended by representatives of services and groups actively working with young people. These meetings share knowledge and experience around issues and trends identified nationally or locally and facilitate sharing of experience between practitioners as well as providing a forum for issues and concerns to be raised and escalated if required.
- **Benchmarking Project** - This project involved assessments of the quality and procedures relating to child sexual exploitation held by statutory and Third Sector groups in contact with young people and/ or families with potential risks. The purpose was to raise awareness of reporting and assessment procedures and to ensure that appropriate processes were in place in all relevant organisations.
- **Safe Project** - Safe and Free from Exploitation is a multi-agency team based within Children’s Services. The aim of the team is to support young people to be safe and free from child sexual exploitation by providing intensive, flexible and timely support to the young people and their families/carers.

The introduction and development of the tasking and intelligence meetings has greatly improved information sharing between partners.

In addition, the training and practitioner’s meetings have improved understanding of issues and raised the profile of the risks and responses in a non-confrontational manner. There have been improvements in the volume, scope, source and quality of information and intelligence received relating to child sexual exploitation.

There have been action plans produced for all meetings/ action groups to help focus local work and integrate it with district wide priorities. Shared understanding of issues has improved responses at individual and community levels and interventions and support is more co-ordinated and accountable. Focused support has also reduced vulnerabilities for identified individuals.

Older and disabled people are supported to live safely and remain as long as they wish in their own homes

Progress

It was recognised that activities in Sheltered Housing Schemes were delivered differently when Housing Leeds was formed and Sheltered Support Officers were not always actively involved. Some areas had many sheltered activities for tenants to attend whilst many had very few or none taking place.

Reducing social isolation for an ageing population was a key priority for Housing Leeds as it is estimated that by 2020 the number of older people in Leeds will have increased by 13%. Housing Leeds has 49 Sheltered dispersed schemes with no communal facilities available, which created an issue facilitating activities for tenants.

At the Sheltered forum in March 2015 tenants informed Housing Leeds that they wanted the council to help reduce isolation and that there were sheltered schemes where 'not very much seemed to happen'.

Staff teams discussed the barriers that they faced in setting up activities, particularly, where there was no access to communal facilities. An audit trail of what activities took place across the city and highlighted areas where social isolation might be exasperated for older tenants.

Staff were approached at team meetings to gauge their views and opinions on what could be done better to develop activities and reduce social isolation. A focus group evolved and 2 Sheltered Support Officers acted as a lead for the team. Key aims and principles were produced along with an activity development plan giving a clear direction of travel, ownership and achievable outcomes.

Staff training and development also took place to support and allow them to get more involved in delivering activities. Literature was produced to display on noticeboards telling residents what was happening where and when in each Sheltered scheme. Funding was awarded through Housing Advisory Panel bids to provide standalone community noticeboards for the dispersed schemes that do not have communal rooms so they could have the same information.

Joint work took place with other agencies to help promote, increase and develop sheltered housing activities, such as, NHS health who provided funding for equipment along with staff training to deliver armchair exercise sessions.

Local Neighborhood Network Teams were contacted and encouraged to make use of our sheltered communal rooms.

Consultation with sheltered tenants at a local level took place to ask them what they wanted and how we could support them to deliver the activities. Joint work with the tenant involvement team also assisted in setting up tenants and residents groups in some schemes and attracting funding and external support.

A centralised database was also developed and Sheltered staff trained and supported in recording activities that take place at each scheme – including who runs them, type of activity etc.

As a result of the above work:-

- There has been an increase in sheltered activities across the city to 425 taking place weekly with an addition of 47 new activities taking place.
- Professional links have been developed that will influence working better together and knowing who to go to in sheltered areas.
- Staff has recently been trained in both food hygiene training and armchair exercise facilitating which will increase meaningful activities across schemes in coming months that will impact on health and well being for sheltered tenants.
- Activities have been extended across other sheltered schemes to help dispel loneliness and isolation.
- What's on guides have been produced and information displayed across noticeboards to promote activities in the wider community to other older tenants.

Increase awareness and understanding of hate crime and reduce the occurrence and impact of hate crime:-

- **increase hate crime reporting**

Progress

The key objectives of the 'Hate Crime Strategy for Leeds' is to raise awareness of what constitutes a hate incident/crime and increase the confidence of victims to report their concerns.

One area of hate crime that partners have been concerned about for some time is the low level of reports received within the Religion/Faith strand, particularly, given global, national and regional events, tensions and the reported rise of Islamaphobia. There was also a concern that some faith reports are being incorrectly categorised as race hate reports due to a lack of understanding of the motivations.

During 2015 the Leeds Anti-Social Behaviour Team received 239 reported Hate Incidents, (slightly down on the figures for 2014/15 when it received 293 reports).

183 (76.6%) of all reports received were identified as being reported under the 'Race' strand, 21 (8.8%) were identified as 'Disability' hate incidents, 18 (7.5%) were linked to 'Sexual Orientation' reports and Faith and Transgender strands accounted for 5 (2.1%) each. (7 defined as Other).

During the period referred to the Leeds Anti-Social Behaviour Team opened 1967 new cases of which only 116 (5.8%) were categorised as hate related. Only one new case was opened in the Hate - Religion/faith strand. Data from West Yorkshire Police shows that during the 12-month period to the end of December 2015 it

recorded 1611 reported Hate Incidents across Leeds, an increase from the 12 month period from April 2014 to March 2014 of 1282 reports. Whilst 1317 (81.7%) were listed as a Race strand report only 75 (4.6%) reports were linked to the religion/faith strand.

Working in partnership with Stop Hate UK, the Leeds Anti-Social Behaviour Unit Team has secured funding through the West Yorkshire Police and Crime Commissioners Office to develop a programme to engage with community representatives across Leeds, to identify and train new advocates and promote awareness of faith issues.

The funding secured paid for five bespoke training sessions and a promotional campaign to improve information available to faith communities through the use of posters, improved advocacy and media opportunities.

Delivery of the project has highlighted the difficulties connecting with some of the diverse groups and organisations in the City. Work has included working with the Leeds Faith Covenant Partnership and identified key contacts from Muslim, Jewish, Christian and Sikh groups across the city informing them of the opportunities available through the project. The response has not been as successful as anticipated.

However, there has been some progress with smaller groups across the City through the West Yorkshire Police Hate Crime coordinators and established links with an Afghan Women's group and the Syrian Sisters group. Representatives have come forward to attend training alongside partner agency staff to raise awareness of what constitutes a faith hate incident and enable those advocates to encourage victims within their groups to report through the appropriate channels.

The project has already built some new bridges into community groups that were previously unknown to the partners and other links are still being progressed. The real impact of the project may take some time to evaluate but the groundwork has started. Training is being delivered and representatives gain confidence to signpost people into reporting centres. Over the longer term it is hoped that the project will improve both victims confidence to report and partner organisations understanding of how to distinguish between faith and race hate incidents.

Understand the context and impact of migration on Leeds

Progress

Leeds is one of the fastest growing cities in the UK, and currently home to over 140 ethnic groups – making Leeds' black and minority ethnic population the most diverse outside of London. This means that we have a wide diversity of people from different countries of origin, as well as from different regions and backgrounds within those countries.

Our aim is to be a welcoming city. Many of Leeds' communities are made up of people from different backgrounds, beliefs and cultures. People live and work

together and where differences are not fully understood or valued then tensions can occur. It is important that we support communities to work together, strengthen community cohesion and help break down barriers.

Whilst there is some understanding of the changing nature of the communities, a clearer picture of the different and emerging communities will enable consideration of the services needed, how these are provided and what further work needs to take place in order to support strong local communities.

By fully understanding the current and changing position of communities, we can better address need and ensure accessible services. In addition, the work with the Syrian and Afghan resettlement programmes has prompted concerns from some citizens in relation to how migration is viewed in the City. This has led to considerable work with the council's Scrutiny Board (Citizens and Communities) and the press to further understand how to better use evidence to address perceptions, and to take different courses of action to understand and address potential tensions. The council has also strengthened a number of areas of work in relation to migration including the formation of a Leeds Strategic Migration Board who will further progress work during 2016.

Changes to terrorism legislation and proposed changes to immigration have further raised the profile of this agenda and need to be fully understood so that they can be implemented appropriately and fairly in Leeds.

Leeds was one of the first local authorities to welcome Syrian Refugees under the government's resettlement programme. As a response to this there was considerable immediate and ongoing generosity shown by the people of Leeds. The council supported this through the provision of a community centre in Richmond Hill which is being used as a storage and sorting centre for donations

The Refugee Welfare Fund of £100,000 was also established in 2015 to provide grants to a range of organisations working with migrant communities to enhance their work, add value to the agenda and to provide more sustainability.

A number of specific projects/pieces of work have been undertaken including;

- **Develop an understanding of new and emerging communities in each locality** - Area profiles are being developed using current knowledge and expertise and further work is taking place to understand the demography and how trends and changes in communities can be better understood, for example, the position of European Union economic migrants and their impact on school places, the provision of English for Speakers of Other Languages etc.
- **Establish the needs of new communities and understand how the council can best support/influence delivery of appropriate services** - Work is taking place to build on the information collated via the Migration Partnership to understand advice, advocacy and service provision in 2015. Further work is to specifically consider the position of children and young people, those who are destitute, and to more widely understand where there may be any gaps in service provision. Once completed consideration will be

given to how these gaps can best be addressed. Additional resources have been allocated to this work to support and to work with the migrant third sector.

- **Consider and adopt appropriate models to strengthen communities working together** - The Stronger Communities Breakthrough programme aims to develop approaches that promote a common sense of belonging and respect across all the city's communities. The programme will seek to better understand the diversity of Leeds' communities, and identify barriers that can impact on establishing good community relations. A range of new ways of working will be developed to help foster a common sense of purpose and togetherness. It is hoped that this in turn will develop community capacity and activism.
- **Develop an approach to recognise and value difference** - Improving community cohesion and embedding mutual respect is a key strand of the new breakthrough programme. The Stronger Communities project will look to encourage greater dialogue between people of different backgrounds, faiths and gender. As an example, a programme of community conversations about the issues that matter to people the most will be established. Some of these issues may be sensitive, but through open and honest dialogue we will aim to find resolutions which help individuals and communities to move forward in a more unified and respectful way

The Refugee Welfare Fund has funded work that this is resulting in increased joint working between different migrant organisations, additional provision of services including English language provision, food parcels, and increased advice to refugees and asylum seekers.

The evolving Culture Strategy will broaden the definition of culture and reflect and represent the cultures celebrated by new migrant communities in the City.

The Migrant Access Project continues to understand the needs of migrant communities and to work together to develop community led solutions, such as the recent setting up of 'Roma Kitchen'.

There have been some increased tensions as a result of Leeds approach to migration and these have been addressed quickly within the communities where work has taken place to harness the generally positive community feelings. All questions received, both from members of the public and from the press have been responded to quickly and have been able to provide evidence to back up assertions in relation to the work which is taking place. This has prevented issues from escalating.

Improve the health of the most vulnerable people in Leeds:-

- **The Perinatal Education programme, which targets race, pregnancy and maternity**

Progress

Many disadvantaged parents-to-be, who are most likely to need support, are less likely to access perinatal education or support over and above their standard midwife care. These targeted programmes have been developed and commissioned to more specifically meet their needs and reduce inequalities in health and wider outcomes.

The Leeds targeted Perinatal Education programme was developed with the aim of improving birth outcomes and longer term development opportunities for babies from families with more complex needs. The service contributes to achieving key priorities, in particular:

- Help children to live in safe and supportive families
- Ensure that the most vulnerable are protected
- Support children to be ready for learning

The Leeds Maternity Health Needs assessment (2014) reports that 30% of births in Leeds occur to families living in the 10% most deprived Lower Super Output areas (approximately 3,150 births per annum) and sets out the considerable inequalities that exist with regard to maternal and infant health.

The Baby Steps and Preparation for Birth and Beyond at Choto Moni are targeted perinatal education programmes commissioned to improve services in this area.

Baby Steps is an innovative interactive perinatal education programme, which helps parents to prepare not only for the birth of their baby, but also their own transition to parenthood, including considering the impact of having a new baby on their relationship, and how best to support the development of positive parent infant relationships. Thus directly addressing the critical risks factors for poor health, parenting and maltreatment including;

- lack of knowledge of child development
- unrealistic expectations of babies/parenthood
- parental conflict

The National Society for Prevention of Cruelty to Children worked with Warwick University to develop the programme based on the Department of Health's Preparation for Birth and Beyond framework for antenatal education.

The group programme begins with a home visit, and then parents attend six weekly group sessions before the baby is born, followed by three more after the birth. A multi-disciplinary team consisting of children's services practitioners, social workers, midwives and health visitors deliver the Baby Steps Programme in children's centres across Leeds. Referrals are received from midwives, social workers and other professionals who work with mothers and fathers to be. The team review each referral; make contact with the referrer and then the pregnant woman and her partner.

Preparation for Birth and Beyond at Choto Moni has been established to increase the accessibility, quality and value of perinatal education classes to BME families with more complex needs including asylum seekers and refugees. It is offered on a rolling basis with families able to remain with the programme for up to a year giving them time to develop their skills and confidence to engage with mainstream services. The sessions are delivered by a National Childbirth Trust counsellor who has good links to the Refugee Council. It incorporates the content that would traditionally be included in an antenatal education programme, and other content based on the specific needs of the group, for example understanding and navigating the UK health and housing services.

While both programmes are based on the Preparation for Birth and Beyond resource pack, which underpins Leeds universal perinatal education programme, both programmes provide longer term support than the universal provision. Both are delivered by dedicated staff that have had more specialist training and experience to enable them to make home visits and build the relationships necessary to enable these families to engage. Both also have more capacity to provide practical support to families where this is considered beneficial; for example they offer an interpreter and provision of free transport. Both programmes also have the capacity to provide the families with longer term support once baby is born and to facilitate a structured transition into mainstream care

The Baby Steps programme has been running since June 2015. 87 adults have engaged with the Baby steps programmes that have been completed to date, of which 44 completed a minimum of 6 sessions. A further 6 programmes are currently underway. The programme is currently on course to achieve its target to engage 200 parents annually.

While it is early days feedback from the families and practitioners engaged in Baby steps has been very positive.

The Preparation for Birth and Beyond course at Choto Moni has been running for several years now and on average engages approximately 48 families per year. A local small scale qualitative evaluation of the programme was undertaken in December 2013 and highlighted the impact that being part of the group has had on the families attending and includes case study information.

Key benefits reported from clients include support to access safe affordable housing, increased feelings of self-confidence and self-esteem, reduction in social isolation, increased ability to navigate health care system, improved birth outcomes and satisfaction with the birth experience high breast feeding rates and opportunities to gain work experience and employment.

Identify and remove as many organisational barriers as possible to people who need access to adult social care services

Includes the revised four better lives themes:

- **Better Lives through Housing care and Support – we will promote achievement of agreed personal outcomes (including increasing access and the equity of access to service) across all equality characteristics to encompass all communities and citizens of Leeds**
- **Better Lives through Enterprise – all citizens will have access to appropriate services and or support, with assistance to develop appropriate services from within the community**
- **Better Lives through Integration – all citizens of Leeds will have access to, and benefit from, joined up services provided by integrated health and social care**
- **Better Lives through a strength and asses based approach to individual and community support**

Progress Update One

The increasing financial pressures are having a severe impact on the funding of health and preventative services. As a result Adult Social Care are looking at new and alternative ways to provide services.

Adult Social Care is promoting strength or asset based approaches to providing support. This is being done to develop more appropriate and bespoke support packages based on the strengths and assets of individuals, their circle of support and the wider community, leading to improved outcomes. This approach, which is to be incorporated into the Better Lives strategy, enhances the quality of social care by enhancing the quality of the conversation with service users to identify what support they need. Such a conversation is based upon what they can do and what is available within their communities, leading to individualised support and hence more individually appropriate outcomes for service users. This will build on individual strengths and passions to develop new innovative and more stimulating support.

This is backed with implementing an Asset Based Community Development model with Third Sector delivery using Community Organisers, Community Connectors, Citizen Led Asset Mapping and 'small sparks' funding.

Several examples of the application of this new way of thinking have been identified.

Action for Gipton Elderly, one of Leeds neighbourhood networks, has now adopted the asset based way of working across the whole organisation. This involves encouraging members to share their skills and take the lead in setting up new groups and activities to pursue their passions. It has enabled the organisation to reach out to a greater number of older people in the area, whilst focusing their staff time on supporting the most vulnerable.

One tangible result of this approach has been a member of the Middleton Neighbourhood Networks who has skills in whittling walking sticks discovered after a conversation with a member of staff. As a result of the conversation the individual offered to share his skills with others who may be interested in sharing a new skill and he was supported to access a small grant to set up the group. The group now

organises walks to collect appropriate material and also continues to meet socially, addressing both health and social isolation issues.

This approach has been particularly successful in projects and activities set up by the Migrant Access Project which is embracing the asset based approach in developing community strengths to provide solutions to problems, for example:-

- Association of Independent Women in Action have developed the Eat What You Grow project to develop good eating habits, promoting health and developing confidence, thus supporting mental health.
- The Syrian Community of Leeds has developed the Syrian Kitchen and the Keep Fit Boot Camp to promote healthy eating, fitness, community engagement, develop employment skills and to promote confidence.

In a recent consultation regarding BME day services most service users reported a positive experience of using the current services. Some also commented that the Centre's programs were not stimulating enough and failed to meet peoples support needs. Additionally individuals are encouraging Adult Social Care to support the development of new day opportunities for individuals and more effective ways of delivering services through stronger engagement with BME Community Groups.

This information is being used to inform a report on the future of the service to Executive Board in November 2016.

Progress Update Two

Adult Social Care has recently undertaken a review of Non-residential service charges and an equality impact assessment was completed that looked at potential barriers and concerns. From the assessment it became clear that many individuals were concerned, partly because they did not understand charging, they were unclear as to what charges would be levied, or how great the impact would be, some being afraid they would be unable to afford services to meet identified need. This gave rise to a sense of anxiety for some individuals who did not have relevant support in understanding whether they would be required to pay a charge or not and the impact on them.

A series of actions were developed which included:-

- Sharing updated information about what support was available for those experiencing financial difficulties. This outlined the options and sources of support, including the use of the Leeds Directory. Changes to accessibility for the Leeds Directory have also been made;
- Ensuring that services are available to support people facing potential financial difficulties, including developing or commissioning services if required. This has resulted in additional services being commissioned to provide more advocacy support.
- A proposal to increase rather than remove the maximum weekly charge and amending the proposal relating to housing costs.

- Using simple easily understood language to communicate with people, allowing people the time and space to absorb and process information and asks questions.
- Developing new and innovative ways of providing services through the use of community resources, such as, local luncheon or coffee clubs or grouping service users together to provide more bespoke services to address social Isolation. This is being moved forward as part of the asset based community development work
- Analysing the profile of services available across Leeds to identify which areas have high levels of support and which do not, for example areas which are covered by neighbourhood networks, credit unions, advice and advocacy networks. This is to be considered as part of the commissioning process for new services.
- Providing clear information regarding who receives what social care services and how what they are asked to contribute is calculated. Explain the Council's legal duties to provide care and support for people from all communities.

To support the implementation work for this change in charging which will take effect from October, a number of mitigating actions have been taken. Adult Social Care has written to everyone receiving their services and who will be affected by the change explaining how they will be affected. As part of the implementation of the changes a face to face assessment for all users prior to any increase will be carried out. This is so they can be re assured and if necessary supported to access the enhanced advocacy support. At this assessment they will be given an advice booklet and at visit if any concerns are raised a referral to the face to face service will be made.

All documentation has been discussed with the service user reference group and a general booklet produced received positive feedback. Consideration of these issues also informed the Market Position statement which is produced by Adult Social Care.

It is too early to ascertain the full impact of the changes. However, comparing this charging review with previous charging reviews responses to the initial letter and feedback from face to face financial re-assessments have been considerably less.

Progress Update Three

Under representation of black and minority ethnic (BME) and especially those from new and emerging communities who use Adult Social Care services and Safeguarding has been highlighted as a concern. These groups are underrepresented when compared with the whole population profile

Work by the Migrant Access Project has identified a number of barriers to new and emerging communities accessing Adult Social Care services and Safeguarding.

New migrant communities hold a number of pre- conceptions about Adult Social Care ranging from 'I don't know what Adult Social Care do' to 'Adult Social Care will take away your children, stay away from them.' The Migrant Access Point has been working on understanding what these barriers are. It is recognised that these issues affect all BME groups but new migrant communities have a range of additional issues and barriers that require a greater degree of understanding. As a result

additional work was needed to breakdown these barriers and to develop and deliver appropriate and useful services.

This links into the development across Adult Social Care of the asset based community development model based on the strengths and abilities of individuals and communities to develop services that are appropriate to the needs of that community.

Based around the asset based community development model the Migrant Access Point developed a training programme that included 5 key areas including, health, education, housing and social care. Under Social Care the areas that were looked at included carers, disabilities, residential, older people and day centres to ensure that Migrant Community Networks could take accurate and relevant information back to their communities.

One undertaking was the use of a buffer organisation where individuals or groups from the community could go and discuss issues around Safeguarding or other concerns. Such buffer organisations allow open discussion before or instead recourse to formal government bodies something many communities feel uncomfortable about due to previous experiences. The body who undertook this buffer role is VAL (Voluntary Action Leeds).

A number of the Migrant Community Networks members attended the council's safeguarding training. The Migrant Access Project is also working in partnership with Voluntary Action Leeds to tailor the training for communities to support the work of the Safeguarding Boards who do not have the resources to visit all of the communities. This work has been completed with the Children's Safeguarding Board and the Migrant Access Project is working with representatives of the Adult Safeguarding Board to use this model.

In the case of safeguarding and the work around health and social care the aim is to continue enhancing the understanding and trust in the communities to breakdown Identified barriers.

One example of services being developed to promote health and care is the discussions currently taking place with Leeds Women's Therapy and Counselling Services. The intention is to help women in communities to work with their groups providing peer support to help with mental health wellbeing. Particularly, for those that have left war torn countries, fleeing violence, rape, witnessing family and friends being murdered and not knowing where family members are.

Work with Adult Social Care and Safeguarding must be taken at a pace that is acceptable to the community otherwise there is a risk they will disengage.

Also Initial work around Safeguarding and introducing communities to Safeguarding via Level 1 training did not work for a variety of reasons. Communities did not understand Safeguarding as it was a totally new concept and does not exist in most countries. Also the moral, cultural and ethical issues needed to be addressed. To address this a pre level 1 course was developed and a range of the relevant issues was presented to mixed groups. In many cases this is a major step for many

communities in bringing both genders together. Part of the training is to ensure that everyone understands this is a moral responsibility and that religion and culture are to be put aside.

Compassionate City – enjoying culture and sport, inclusive access and language access

To improve the quality of parks in Leeds with a focus on community parks that provide and develop facilities and activities available for everyone who wishes to visit:-

- **particularly for BME, people of faith, young and old, disabled people**

Progress

Each year the Parks and Countryside service undertake a number of capital improvement schemes for the restoration/installation of recreational facilities, such as, children's playgrounds, sports courts and outdoor gym equipment.

Consultation is undertaken as part of the design process and this is usually undertaken using a variety of methods. However, it was recognised that these did not always reach across the whole community.

The survey of tenants and residents undertaken by Housing services asked respondents to state their preference for consultation mechanisms. This included areas of work that fell within the remit of Parks and Countryside (although not specifically the work relating to capital developments) It was clear from the analysis of responses that those in the under 30 age ranges had an expectation of being able to engage with the council using social media.

As a result the consultation approach used by the service has been broadened to include the use of Twitter and Facebook as a method of consultation.

This approach has increased the opportunities for residents and stakeholders to comment on proposals and to directly influence change. It also provided a response to the specific request to use social media as another route to engagement.

Also over the past 6 months, the Leeds Let's Get Active scheme was widened to delivery of free sport and physical activities in Armley Park, East End Park and Middleton Park. These sessions are available for all, however, in light of the need to improve women's participation in sport and physical activity, there are some women only beginners running groups, cycle rides and rounder's sessions which are taking place as part of the Leeds Let's Get Active in the Park and the Leeds Girls Can initiatives. Such programmes have been extremely positive in engaging inactive women with over 45% of all participants being inactive at baseline.

Improve recycling rates and quality of recycling from residents new to Leeds and/ or where English may not be the primary language

Progress

The council is looking to ensure that our approach to communication and activities recognise the barriers faced by residents new to Leeds and/or where English may not be the first language.

Monitoring data for quality of recyclables is received from our contractor who takes all the materials from the green wheeled bin service. This data is produced daily for every collection round. Therefore we can correlate which round was working in a particular area of Leeds and therefore know where recycling is poorest.

When implementing the new alternate weekly collection service a pictorial guide was devised to explain the service to those residents whose first language may not be English.

The council also liaised with colleagues in Locality and Housing to identify areas of the City where residents may find the new service difficult. Work then took place to target Waste Recycling Advisors in these areas to provide face to face advice.

Targeted work in the worst performing areas of the City which included placing information stickers on 95,000 green bins has been completed. These pictorial stickers aim to inform residents of what goes in the green bin, to try and increase the quality and quantity of materials collected. There is also a six months monitoring period to assess the level of improvement.

Most recently, the Spring Recycling Campaign has promoted the new “What goes where” interactive infographic. The “whatgoeswhere.com” link uses smart phone or tablet technology to provide one click referencing to what can be recycled and where.

Complementary, recycling awareness postcards have also been distributed along with Council Tax bills and during March 2016 there were 9 roadshows at key locations across the city all aimed at reminding residents of what can and cannot go in green bins.

To further enable citizens to engage through digital channels, work has progressed to finalise the ‘Leeds Bins App’ and ensure that data sources are correctly aligned with those of the popular “My Bin Day” web pages. It is expected that this will be launched during the summer.

The Recycling and Energy Recovery Facility in Leeds features a dedicated Visitor Centre for use by the Council, enabling educational visits, presentations and tours of the facility. With the facility now complete, the council’s contract management team are starting to organise visits, and have been working with Veolia and other partners to develop their format and content. It is intended that these visits will be made available to schools, and will provide an important opportunity to communicate wider environmental messages, such as the importance of recycling at home through interactive games and activities.

The schools mini waste advisors programme was launched over the summer 2015 and is being offered to all schools in Leeds. Currently ten schools are actively engaging with this project.

A learning package outlining the benefits of recycling has been developed with the council's training partner QA, and is available to Council staff. The council also works closely with the Universities especially at the beginning and end of the academic year. At the beginning of the year the council also attends fresher's fairs to provide support and information on how students can manage their waste and how refuse collections work in Leeds.

At the end of the academic year when students are leaving the council provide extra refuse collection and bulky waste crews and put extra temporary textile banks out in the main student areas. We have also worked with the third sector reuse groups where drop off point were set up for large items.

Information is also provided for Housing Officers to talk about waste when visiting tenants and work is targeted at young tenants aged 16 – 35 when they take on a tenancy for the first time.

Improve access to cultural opportunities and sport

Includes:

- **Working to ensure equality groups are fully involved in the European Capital of Culture bid development and engagement**
- **Make all aspects of our activities as fully accessible as our resources allow, including access to buildings, collections, events, exhibitions, learning and to our staff and volunteers as well as visitors**
- **Improve access to sports and leisure facilities – particularly increasing participation of women and disabled people**

Progress Update One

The Leeds European Capital of Culture bid team is currently focusing on 'Who is Leeds' as part of the development of the vision for the 2023 Capital of Culture bid. The council wants to develop an understanding of the range of people in the City. This will help to inform how the City can be better and how 2023 Capital of Culture can be something for everyone. The European Capital of Culture is about everyone in the City, everyone needs to be involved.

Many people see culture as something that benefits other people not them. This could be because of perceptions about educational attainment or income levels. Culture is not often thought of as something that could be related to hobbies, food, family and beliefs. The Capital of Culture Bid Engagement Group wants to challenge a common misunderstanding that "culture isn't for me" and send out the message that 'Culture sits on our doorsteps! It's ours!'

In order to do this the council is engaging with different people in the City in a variety

of ways. The Leeds 2023 Engagement Activity is engaging with local networks that represent many communities in Leeds. These include the LS14 Trust, Black Health Initiative, music groups, peace activists; young artists and performers; the City of Sanctuary, neighbourhood groups, faith groups, school networks, older people and disabled peoples forums.

Specific work is taking place with young people. **THINK** (The Heart Imagination Narrative Knowledge) is a group of young people who are passionate about Leeds and keen to get involved in the Leeds 2023 Capital of Culture bid. In July 2015 a public call out was put out for 18-25 year olds to be involved with the Leeds 2023 project. 4 applicants were selected, not on the basis of cultural knowledge or qualifications but as representative of a variety of backgrounds and areas and experiences that are all passionate about Leeds. The THINK group meets regularly and the Leeds 2023 Advisory Group for Engagement works with them as an initial sounding board for engaging with young people.

The THINK group has just visited Aarhus in Denmark (ECOC 2017) to learn from Aarhus 2017 about becoming a European Capital of Culture. They met a representative from the OFFTRACK2017 group, which is a network in Aarhus of about 1000 young people, to learn about their involvement in Aarhus2017. Next year the THINK group will use this experience to lead engagement activities with young people and help to grow the number of young people involved from all parts of the city. The THINK group has a Facebook and an active Twitter profile and led the Leeds 2023 social media pages, reporting their findings in Aarhus(9-11 June).

Progress Update Two

In March 2016 Leeds City Council received the gold award of Attitude is Everything's Charter of Best Practice for showing continuing commitment to venue access to customers and performers for the council's outdoor venue Victoria Gardens. Victoria Gardens hosts a number of events throughout the year including the annual Leeds Lights Switch On. Victoria Gardens is the first permanent local authority run events space to receive the Gold award in the country.

The events team in City Development will continue to work with Attitude is Everything to ensure its venues and events are as accessible and usable as possible for as many people, striving to improve disabled customers experience year on year, exceeding expectations, removing barriers which may prevent people from participating in/ experiencing events, and actively promoting an inclusive approach.

Progress Update Three

Women and disabled people have been under represented in sport participation for many years. This is a national trend but also a local issue. Women do participate in health and fitness activities at local leisure centres. Disabled people continue to be under represented across all activities and sport and only account for 1.6% of visits to the leisure centre's.

The council's Sport and Active Lifestyles have been working with Adult Social Care to embed bases for people with learning disabilities within leisure centres, providing

facilities within their own communities and introducing people to new activities. Adult Social care bases are integrated into ten leisure centres, including multiple services at Holt Park Active.

Disability sport opportunities exist across the City run by the council, professional clubs, voluntary clubs, disability charities, health partners and other key providers. These opportunities are co-ordinated by the Disability Sports Officer for the Sport and Active Lifestyles Service and cover all ages, all impairment groups, all ability levels and are held city-wide. This programme is widely acknowledged as one of the most comprehensive in the country.

There were nearly 5,000 visits per month by disabled people and in total there were 59,754 visits to the leisure centres in 2015/2016. The total number of visits has increased year on year. There are 973 council leisure centre visits per month by disabled children/young people. (0-19 years) which equates to 11,676 visits per year.

The split is 41% female and 59% male and 753 individual disabled children and young people have accessed provision. There is a 100% increase in the uptake of disabled swimming lessons at leisure centres.

There are short breaks funded through disability sport activity (ages 0-18) and 562 disabled children and young people have accessed disability sport opportunities through short breaks provision in the period 2015/16. This equates to a total of 8946 hours of delivery with between 16 to 18 different clubs, sessions and providers accessed this funding. Sessions were held in a leisure centre, community and club setting.

In addition the council's Sport and Active Lifestyles service were "Local authority of the year" winners at Yorkshire Disability Sport Awards 2016. The Leeds Disability Tennis Network were winners at the Yorkshire LTA awards 2015. Also in November 2015 Leeds Disability Sport Youth Panel members visited Lille in France, one of Leeds twin cities, to develop and progress disability sport programmes with their youth council. A great example of partnership working with young disabled people influencing and shaping decisions.

Sport and Active Lifestyles have also been working to help remove some of the barriers which prevent women from being active. Women have been enjoying a variety of sporting/physical activities as part of a Sport England project called Leeds Girls Can. This is an offshoot of the national Sport England Campaign 'This Girl Can'. The project aims to engage women/girls from across Leeds back into informal sport/physical activity through weekly social and fun multi-activity sessions. Activities are currently taking place across the city, such as running clubs, cycling, and rounder's. As these activities are relatively new numbers are starting to build with some running sessions with up to 25 participants each week. Work is taking place with Leeds Beckett University to help promote and market the scheme, with website and social media platforms dedicated to the scheme to help drive up participation rates.

Leeds Let's Get Active was launched to explore barriers to physical activity and support the most inactive to participate in 30 minutes of moderate intensity physical

activity per week. This is aimed at reducing health inequalities across the City. Inactivity costs the City around £10.4M annually. The project is funded by Sport England (£500k) and Leeds City Council Public Health (£500k) with in kind and staffing support from the council's Sport and Active Lifestyles. The project has been developed and is managed by the council's Sport and Active Lifestyles Team and sees a universal free offer of gym, swim, classes, walking, running and family activities in 17 leisure centres and a variety of community venues and parks across the city. Leeds Let's Get Active works in partnership with a variety of organisations. As a result of the project:-

- Nearly 75,000 people have registered to take part in Leeds Let's Get Active
- 48% of registered individuals were classed as inactive at baseline (less than 30 minutes per week)
- 86.9% did not meet the Chief Medical Officers recommendations of 150 minutes of physical activity per week
- There have been 348,128 visits to Leeds Let's Get Active sessions. 45% of these visits were made by participants classified as inactive at baseline and 85% of visits were made by participants reporting lifestyle risk factors in combination (2 or more)
- 17.9% of participants that have registered since April 2015 have been diagnosed with a Long-term condition in the last 12 months
- 16194 registered participants are from deprived areas
- At follow up 80% of inactive participants base-lined as inactive were now classed as active (more than 30 minutes per week)

Produce and adopt a supplementary planning document on inclusive design and access

Progress

There was a lack of guidance for developers applying for planning permission in terms of access for disabled people, inclusive design, and how they can satisfy Leeds City Councils Core Strategy Policy P10 DESIGN, in particular, the requirement that the development is accessible to all users.

Queries which came into the council's City Development Department, via Planning Officers and the Access Officer highlighted that some planning applications did not understand how to adequately address issues of access for disabled people and create an inclusive development.

As a result the Supplementary Planning Guidance "Accessible Leeds" was drafted and was subject to public consultation in 2016. It is due to be published in the summer of 2016. Its aim is to assist planning applicants in creating inclusive environments which are suitable for the diverse population of Leeds including disabled people. :-

The Accessible Leeds Supplementary Planning Document is a draft planning document (supplementary to the Leeds Core Strategy) which should be taken into

account when considering non-residential planning applications in Leeds. It aims to provide additional guidance for planning applicants on the council's expectations for inclusive design and access for disabled people. It recognises the importance of creating a high quality inclusive and accessible environment, and eliminating physical barriers for disabled people in Leeds.

The guidance is intended for use by anyone applying for planning permission including developers, architects, and design teams. It should ensure that an inclusive design approach is adopted, and that developments: can be used safely, easily and with dignity by all, regardless of disability or impairment ; are convenient and welcoming with no disabling barriers, so everyone can use them independently without undue effort, separation or 'special treatment'; are flexible and responsive taking account of the varying needs of people; adopting a pan-disability/ impairment approach

Improve provision of information so everyone can find their way around the city centre

Progress

It is recognised that for people to be fully involved in everyday life in Leeds and to access services they need to be able to find their way around the City centre.

Feedback received by the council tells us that :

- Pedestrians with mobility impairments generally prefer to know the average length of time it takes to walk to a destination
- Pedestrians with limited knowledge of written English or with visual impairments need information in a different format supported with universally understood symbols and large, uncluttered maps without clashing logos styles. Pictograms (illustrated buildings) are highlighted as destinations but also act as landmarks for users to locate themselves by
- Paper based information is important for pedestrians without access to digital technology such as international visitors, or those lacking in digital skills.

Also feedback from visitors to the City centre and the outcome independent research resulted in:-

- The design of a new City centre map in a more accessible format
- The design of an on-street way-finding system for the whole of the City centre including the South Bank
- Carrying out detailed consultation using questionnaires and working with a focus group consisting of disabled users of the City centre to inform the design of the mapping and signs to ensure accessibility for all.

As a result people have found it easier to find their way around the City centre and now know the average walking time it will take them to reach their chosen destination and what else is on their chosen route. This reduces stress, allows those with mobility issues to better plan their route and pace themselves, helps people to

leave time to get to the train station/appointments and raises awareness of what the City centre has to offer.

Work will now take place to extend the on-street system to other areas on the City centre including the extended retail area (Victoria Gate), business district and South Bank. This is now scheduled for September 2016.

Improve access to Leeds city centre pavements and disabled parking:-

- **Improve the accessibility of pavements by tackling physical obstructions and seasonal hazards**

Progress

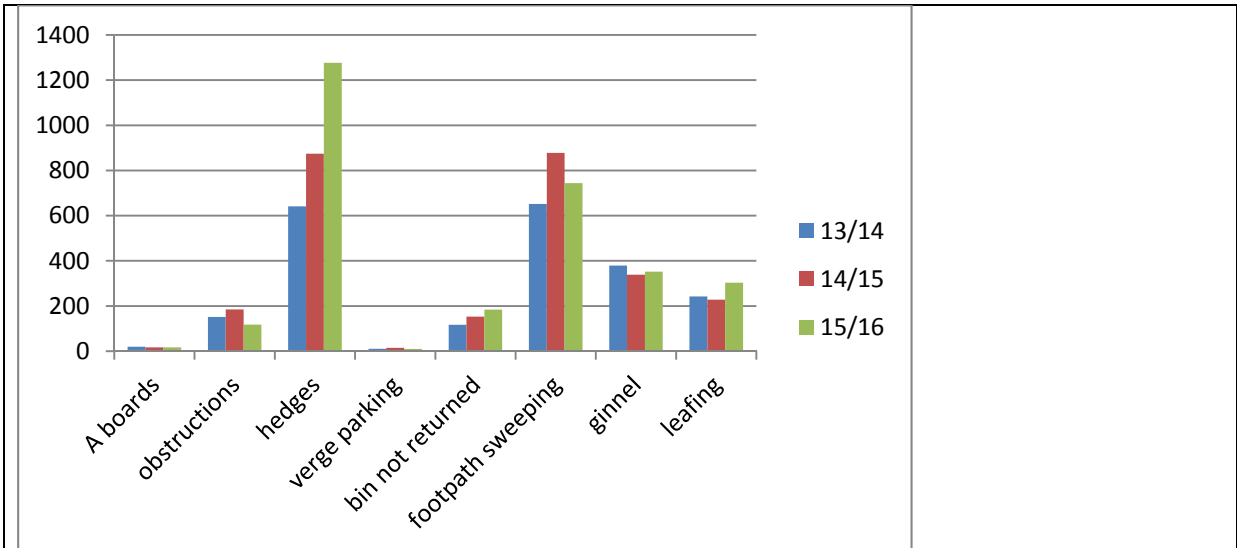
There are many hazards on pavements for those who are elderly or who are disabled, including seasonal, such as, ice and the accumulation of leaves. Other hazards include overgrown vegetation that restricts the width of pavements for wheelchairs, vegetation that encroaches onto the path and can be a slip or trip hazard or which overhangs the path at head height and can be a hazard to those with visual impairments. Other movable obstacles, such as, advertising boards and wheelie bins can restrict pavement accessibility by making paths narrow and inaccessible.

The areas of work identified account for a significant number of service requests from the public each year and prioritising them will improve the general neighbourhood for all.

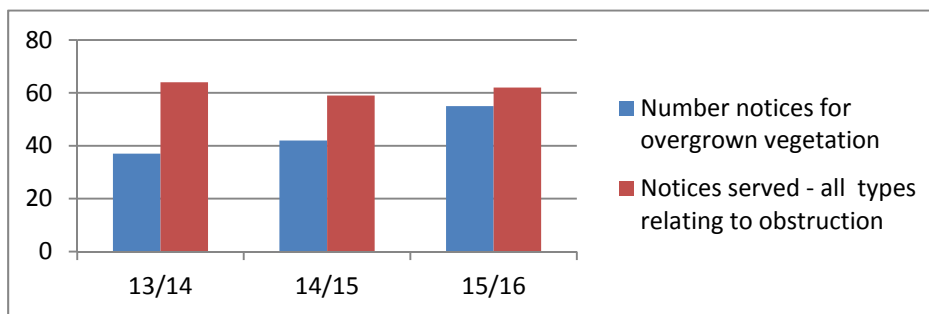
The council has taken action against residents/businesses that are causing access problems on public pathways through such issues as overgrown hedges, wheelie bins left out well after/before collection day and illegal/unauthorised advertising, particularly, with the use of advertising boards.

During the autumn/early winter a programme of leaf clearance focused on those paths/streets where leaf fall is historically known to cause the most problems. The council also responds promptly to requests for service from the public.

The number of reports received relating to obstacles / slippery footways over the last three years is shown below:



Formal Notices served in relation to the main obstruction reported to the Council (overgrown vegetation) in 15/16 are shown below:



In addition, one locality team has worked with the local guide dogs group and has undertaken project work within some business districts and student areas to improve pavement access as part of a 'Pavements are for People' scheme.

The scheme has involved identifying 3 routes around the Arndale Centre in Headingley and tackling all aspects of accessibility including cars parked on pavements, A-boards and bins left out on streets.

The teams have addressed over 3,000 situations where an obstacle or a slippery footway was reported to the Council. In doing so, hazards at these locations were removed, freeing up the safe passage of pedestrians here.

Improve access to Leeds city centre pavements and disabled parking:-

- **Ensure proper use of disabled parking facilities in Leeds**

Progress

Access to parking has a significant impact on the ability of disabled people to participate in everyday life. The council is committed to taking steps to make sure

that disabled parking facilities are available for disabled people.

The council has undertaken specific projects to tackle blue badge abuse since 2012. This does not cover routine enforcement of blue badges, such as, staying for too long or parking in the wrong place; it concentrates on the deliberate misuse of a badge by someone who is not entitled to use it.

The focus is solely on the misuse of a badge once issued. There are various rules relating to the use of blue badges but the basic condition is that the badge holder must be present in the vehicle for the relevant journey.

Initially Parking Services concentrated on issuing parking penalties for the offence with a follow up warning letter and 449 offences were detected in the first year. However this did not seem to be particularly effective in reducing offence levels. With parking in City Centre spaces costing up to £8 a day the payment of one £35 ticket was not a particular deterrent. People who had been caught once took steps to avoid being caught a second time and therefore a more robust approach was required

In 2013 the service began to start prosecuting offenders in the first instance provided sufficient evidence was secured. With experience we have developed this into a routine part of parking enforcement.

In 2014/ 15 179 people were prosecuted and all were convicted. In 2015/16 there were 215 cases prosecuted with 213 convicted.

It is difficult to quantify the effect of this activity on the availability of blue badge spaces as we do not monitor the availability of spaces and even if we did there are many variables that could influence this measure. Although offence levels rose in 2015/16 the overall figure is less than half the number in 2012.

The scheme is popular with blue badge holders and Parking Services have received a number of compliments from people who have witnessed enforcement action taking place. There have also been 12 comments posted on newspaper articles all of which supported our approach.

Ensure that simplified street space is safe:-

- **Develop an approach to the city centre and district centres around simplified street space**

Progress

Many people and businesses want more simplified street spaces, often called 'shared spaces' with less clutter, more even surfaces, less dominance of traffic with greater priority for pedestrians. However, those who are visually and hearing impaired are concerned about the potential lack of kerbs and clear demarcation of areas for pedestrians and those for vehicles and bicycles. Therefore, an approach was required to ensure shared street space is designed to be safe and is recognised as safe for all.

This work is on-going work as each street will need to be designed on a case-by case basis. To date, officers have met with representatives of access groups and arranged a site visit to schemes in York. Further visits and consultations are planned.

Access groups have welcomed the consultative and collaborative approach the council is taking which has started to help allay some fears and concerns.

Continue to improve awareness of availability of ESOL classes and improve BSL interpretation:-

- **Use of the new video interpreter service**
- **Promotion of the learn English website**

Progress Update One

When a deaf or hard of hearing customer wanted to contact the council, they had to request a face to face British Sign Language interpreter to communicate. The council needed approximately two weeks or longer to book a face to face Interpreter due to the high demand and availability of interpreters. This meant that customer enquiries could not be resolved at first point of contact and they had to return on another date

The Interpreting and Translation Team met with the Deaf Forum which has representatives of the deaf and hard of hearing community to gather their views on how to improve the service. As a result research was undertaken to explore what options were available to allow deaf or hard of hearing customers to communicate immediately with council staff. The options looked at included the recruitment of an in house Interpreter or find ways of providing British Sign Language Video Interpreting.

It was established that recruiting an in house interpreter would reduce the waiting time for an appointment. However, this would not enable deaf or hard of hearing customers to speak with an officer immediately. It was, therefore, agreed that the provision of British Sign Language video interpreting was the most appropriate option.

The service was set up initially at The Compton Centre, LS9 and 2 Great George Street, LS1 for face to face contact and British Sign Language live on the council's website.

A deaf or hard of hearing customer can go to any of the two One Stop Centres where they are able to advise staff that they require a British Sign Language Interpreter via video phone. Alternatively they can also contact the council from their own computer or mobile device by clicking on a link for British Sign Language Live on www.leeds.gov.uk/ContactUs .

Further work has taken place to find out which areas of Leeds would also benefit

from having the British Sign Language video interpreting service. As a result this service is now available at The Reginald Centre (LS7), Armley One Stop Centre (LS12) and Dewsbury Road One Stop Centre (LS11).

The introduction of this service now enables deaf or hard of hearing customers to contact the council immediately either face to face or at the One Stop Centres who have the British Sign Language Video Interpreter service or via the Corporate Contact Centre using British Sign Language Live. This reduces avoidable contact and improves services for Deaf or hard of hearing customers. Deaf or hard of hearing customers can stay independent and do not have to rely on bringing a hearing person with them or have to wait for an appointment.

There has been positive feedback from customers and comments made include:-

- A customer attended The Compton Centre told staff he was very happy to use the video interpreting service and said he had been given a voice;
- The session was positive to meet the customer's needs on the day;
- I think it is fantastic to be able to use British Sign Language video interpreting; and
- A member of staff fed back - I used the video interpreting for first time today at Great George Street. I've no idea what the interpreter's name was but she seemed very good. At the end of the appointment the client pointed to the phone and put her thumbs up!

The Interpreting and Translation Team regularly attend the Deaf Forum to feedback progress on the service.

Progress Update Two

In March 2010, the English for Speakers of Other Languages (ESOL) Working Group at Leeds City Council identified the need for research to investigate the match, or mismatch, between ESOL need and ESOL provision in Leeds. This would help enable the council to meet the responsibilities it has for the co-ordination of local.

As a result in 2010/11, the Harehills ESOL Needs Neighbourhood Audit (**HENNA**) was undertaken by researchers from the University of Leeds and the Refugee Education Training Advice Service (RETAS). The Harehills area was chosen as it is a highly diverse area of inner-city Leeds, to the east of the city centre. It is an area with significant new and more established migrant and Black and Minority Ethnic communities.

The study found that patterns of ESOL provision, funding and attendance were complex and went beyond the neighbourhood boundaries and impacted the whole City. The general picture was one of fragmented ESOL provision locally and City wide.

The HENNA study made a series of recommendations and in 2013 a group from the University of Leeds, Leeds City Council and RETAS formed the Migrant English Support Hub (MESH). As a result of their work the Learning English in Leeds (LEL) with web development support from the council was developed and launched.

The LEL website provides an accessible and comprehensive online directory of ESOL provision in Leeds: a 'one stop shop' for adult migrants wanting to develop their English language skills, and for advisers. LEL assists new arrivals in finding the most appropriate ESOL classes and planning their progression across provision in Leeds. It also provides a space for the ESOL sector in Leeds to develop practice and plan strategically to meet the language education needs of learners. The resource also supports a range of services across the council.

Strong Economy – achieving potential and improving representation

Increase access to apprenticeships, particularly for young people and BME communities

Progress

The number of apprenticeship starts by Black and Minority Ethnic (BME) residents of Leeds stood at just over 10% of all starts in the 2013/14 academic year. This does not compare favorably with BME participation rates across adult learning programmes in England as a whole which is 19%. Locally the Leeds Community Learning programme (15,000 learners) has a BME participation rate of 34% and there is a school BME population of 21.2%.

The Skills Funding Agency released Local Education Authority ethnicity data for the first time which evidenced the under-representation of BME apprenticeship starts. As a result the council's Employment and Skills Service has proposed a range of potential measures, underpinned by a commissioned programme of research with young people in BME communities. Agreement was also sought to co-commission research with Bradford Council in April 2016.

In addition there are a range of activities that have been undertaken or are underway which include:-

- A promotional campaign to raise awareness through specific media channels (Fever FM which is now commissioned for a 12 month period)
- Promoting apprenticeships to key contacts in the BME community (youth groups, sports clubs etc) through the distribution of vacancy information
- Promoting the Leeds Apprenticeship Recruitment Fair (March 2106) to BME communities

Quantitative data on BME apprenticeship starts in the 2016/17 academic year will be released by the Skills Funding Agency in September 2017. The Employment and Skills service intervention may only account for a small element of any change. Also any positive change that has been achieved could be outweighed by negative impacts in the wider labour market.

Further work will be carried out including research with the BME community. It should be noted that the Leeds Apprenticeship Hub, that has lead responsibility in the council for this priority, has been funded through the City Deal apprenticeship

programme which expired in March 2016. Alternative funding sources are being sought through European Structural Investment Funds but limited resource constrains the scope for delivery of activity and currently relies on the use of an influencing model with city partners.

Increase access to employment particularly for those people with mental health issues

Progress

Data available from Job Centre Plus (JCP) indicates that of those people claiming a health related out-of-work benefit , Employment Support Allowance (ESA) over 40% of them report mental ill health as a single diagnosis alongside a physical one. In the City this equates to approximately 15,000 claimants with the highest concentrations living in the wards with the highest rates of deprivation.

Although levels of unemployment have been falling significantly amongst people claiming Job Seekers Allowance the number of people claiming ESA has remained static over time.

For those with severe or significantly moderate mental health needs there are a range of health interventions available. However, for claimants who have mild to moderate mental ill health the city's picture can be fragmented and lack coherence.

Anecdotally, managers and frontline Job Shop staff report an increasing number of customers presenting with what may be termed as low level mental ill health, for example, low mood, poor self -confidence etc. This is a significant barrier to effective job seeking and impacts their employability potential in a competitive market. Elected members have also reported a changing and increasing profile of residents actively seeking support with or presenting mental ill health.

Mental health issues are regularly cited as a key barrier by a range of delivery partners engaged in employability and job search support and feature in the city's Employment and Skills Board priority plans.

JCP has evolved its services to more effectively meet the needs of this customer group which takes into account the number of people affected and the enduring nature of the issue.

There are a number of services offering support to those experiencing low level mental ill health and those looking to gain employment which compliments the services available from JCP. However, there are few examples of effective integration.

The Employment and Skills Service explored a variety of possible delivery models to pilot an effective response to these needs. This was during an extended period of consultation with stakeholders including mental health specialists.

In line with the city's longer term ambition, the direction of travel from the Clinical

Commissioning Groups the council has selected a model which integrates mental health support into existing services, particularly, Job Shops in Community Hubs. The Employment and Skills Service procured specialists with a track record of supporting those with mental ill health back into employment to deliver services within Job Shops.

This model also includes an extensive staff development programme for Job Shop staff in the first instance initially and ultimately the wider Hub staff resource. This will enable us to build the capacity of Hubs to continue to develop the provision sustainably, beyond the pilot which commenced on 4 April 2016.

Reduce the gaps in learning outcomes particularly for child in care, those on free school meals and disabled children

Progress

Nationally, children who have experienced care do not do as well in their learning as their non-looked after peers and this is the case at all stages of learning from the early years to higher education.

Leeds has the highest aspirations for children and young people who are looked after and addressing this 'gap' in attainment and achievement is a key priority in the Children and Young People's Plan and is an integral aspect to our ambition to become the best city for children to live and grow up.

Although in Leeds, 13% of care leavers are in higher education compared to about 11% of care leavers nationally, this compares to about 38% of the general population. Care leavers are more likely to not make successful transitions into education, employment and training and this is impacted on as they are less likely to achieve five good GCSE passes.

Leeds has a statutory duty to promote the educational achievement of children looked after and these duties are discharged through our Corporate Parenting responsibilities. These duties are discharged strategically through the Corporate Parenting Board, the Multi-Agency Looked After Partnership and the Virtual School. All of these partnerships contribute to continuous improvements in outcomes for children looked after and care leavers and include services such as Learning Improvement, Educational Psychologists and Complex Needs Services, Youth Offending Service and Health.

There is a robust training offer through the Workforce Development service and the Virtual School provide a comprehensive programme of training and development across all corporate parenting roles including designated teachers and governors, social workers, foster carers and other services who contribute to the educational achievement of children looked after and care leavers.

All first time entrants to care have their very first Personal Education Plan and first review quality assured by the Virtual School to ensure that there are SMART targets and the pupil premium is being spent effectively and is impacting positively on

children's progress in their learning.

Across the whole partnership, some of the key outcomes include:

- Increased number of children with an up-to-date quality personal education plan
- Reduced a number of potential permanent exclusions
- Supported a number of young people to remain in mainstream education
- Supported the highest levels of attendance ever seen in Leeds, with children at primary school having better attendance than their looked after peers
- Increased the number of children looked after in education settings that are deemed good or outstanding by Ofsted
- In a range of primary education performance measures, closed the gap more quickly than other local authorities
- Directly increased the number of young people in education, employment and training through the "Ready to Work" scheme
- Increased the number of children in stable placements

Work will continue to develop the ability of the Virtual School to use timely information about the progress looked after learners and care leavers are making at all stages of their learning journey. This will help the council to celebrate where young people are doing well and if they are not, ensure schools and services intervene quickly.

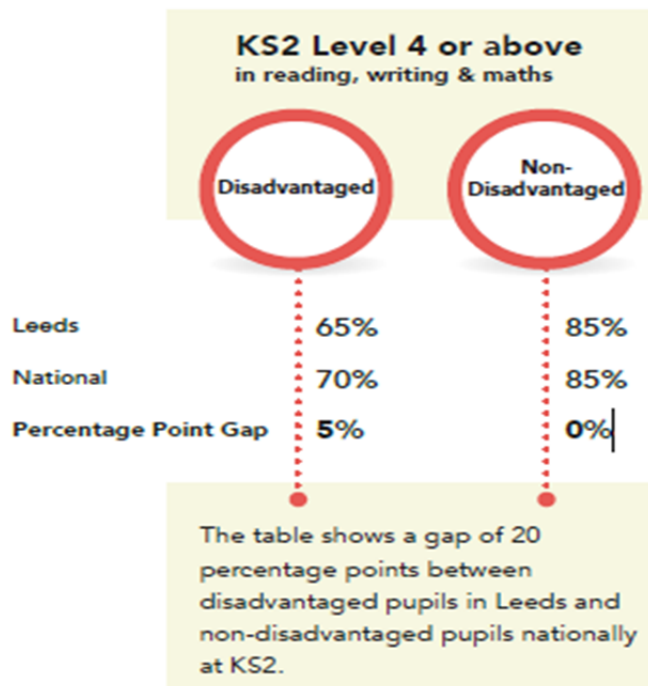
This will help to ensure corporate parenting responsibilities are proactively understood across the council and its partnerships so that young people in care and care leavers have access to the best opportunities that Leeds has to offer in terms of learning and employment.

Free School Meals/ Pupil Premium

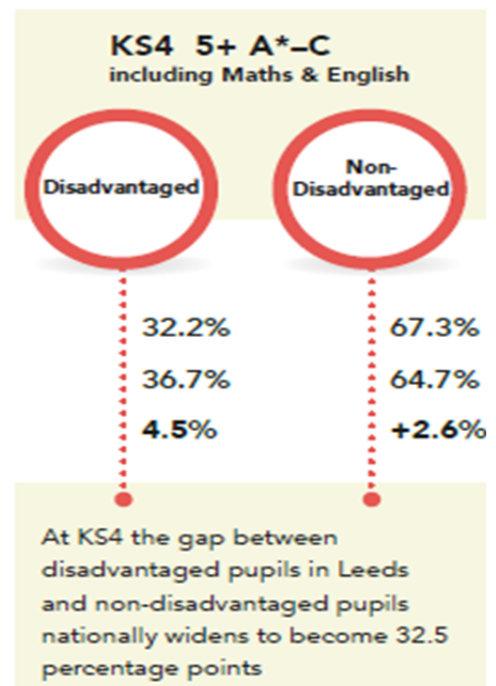
Over the last decade, whilst overall attainment has risen in schools, the performance gap between pupils from more and less advantaged backgrounds in the UK has remained prevalent. The picture in Leeds reflects the national picture, with attainment gaps for children who are from less advantaged backgrounds. Analysis of Local Authority data shows that poverty is a key factor in gaps at all key stages and phases, and it also impacts health, educational achievement, longevity and job opportunities.

Whilst the changing demography of Leeds presents challenges and a context within which performance should be viewed, this does not fully explain the extent of the gap in outcomes for our vulnerable and deprived children and young people. Analysis from the Department of Education indicates that the outcome gaps in Leeds are larger than in comparable Local Authorities

Percentage of pupils achieving level 4 or above in reading, writing and maths at KS2 (2015)



Percentage of pupils achieving 5+A* C GCSEs (or equivalent) including English and maths GCSEs (2015)



Narrowing the gap in these learning outcomes is a key priority for Children’s Services and Learning Improvement. Leeds is striving to ensure education in Leeds is equitable. In education, equality is used to provide the same opportunities for all, regardless of background. However equity of education acknowledges that not every child starts at the same point, so extra support is provided to ensure children who are disadvantaged have the same outcomes as their peers.

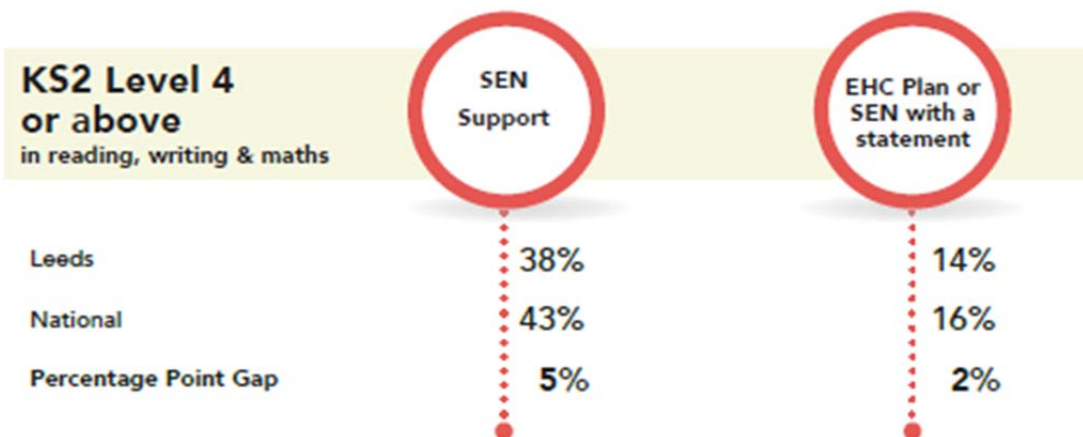
In partnership with schools, partner head teachers and third sector groups, Children’s Services have utilised a variety of bespoke projects and programmes to narrow the gap in Leeds.

Pupil Premium is additional funding that is given to publicly funded schools in England to raise the attainment of disadvantaged pupils. It is available to all schools. The pupil premium is paid directly to schools as it is thought that they are best placed to assess what additional provision their pupils need.

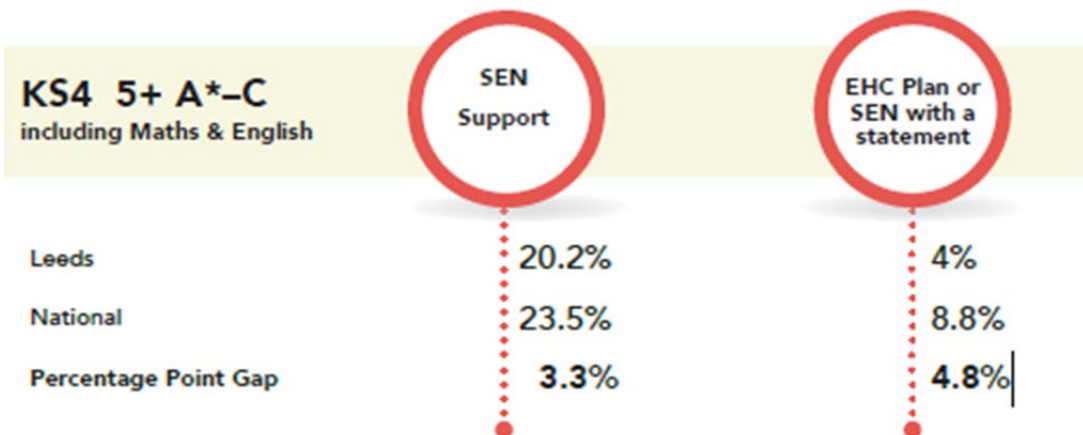
Special Educational Needs and Disabilities

In Leeds primary schools there are 10,168 pupils who receive Special Educational Needs (SEN) related support and 515 pupils who have a statement/ Education and Health Care (EHC) plan. In secondary schools 5337 pupils receive SEN support and 498 have a statement or an Education, Health and Care plan. Data shows that there is a gap in educational attainment for some less advantaged groups in comparison to their peers.

In 2014-15 at KS2 the percentage of pupils achieving level 4 or above in reading, writing and maths is as follows:



At KS4 the percentage of pupils achieving 5+ A*-C grades including mathematics and English is as follows:



Embedded planning for Special Educational Needs (SEN) provision in Children's Services 'Good Learning Places' Board to ensure all new developments and expansions give regard to the needs of those with Special Educational Needs and Disability (SEND)

Following an expansion of the generic Specialist Inclusive Learning Centre (SILCs) 200 new specialist places have been provided. There was a first year intake of 75. A new provision for deaf and Hearing Impaired children was also opened at Moor Allerton.

Over the past year Children's Services have been working on developing a vision to radically improve the provision for pupils with Social Emotional and Mental Health (SEMH) needs. The aim is to bring the current Behavioural, Emotional and Social Difficulty Specialist Inclusive Learning Centre (BESD SILC) at Elmete Wood and the Pupil Referral Units together. This will form one unified, multi-site SEMH provision, under the leadership and governance of single academy trust with a record of excellence in this area of work.

The vision includes: new sites to improve the spread of provision across the City; reducing travel for many learners; and a new build and significant refurbishment of existing buildings to improve current facilities. We will also extend the age range, which currently ceases at 16 years of age, to 19 years of age.

In addition Children's Services are consulting on a proposal to bring the primary Social Emotional and Mental Health (SEMH) provision at West Oaks SEN Specialist School and College (North East SILC) into the new academy provision, creating a single 'through school' provision. This would create multiple sites for learners aged 4-19, under one leadership and governance. This 'through school' will create greater consistency across practice and ethos in the provisions, as well as smoother transitions between the sites when learners need to move from one setting to another.

These developments will reduce the numbers of pupils travelling each day to costly placements outside of Leeds; necessary due to the limitations of our current offer. It will improve equity for this vulnerable group of learners and give them a better chance of achieving the outcomes we want for all our children and young people in the city.

Support people out of financial hardship:-

- **Helping people out of financial hardship**
- **Tackling the financial challenges of poverty, deprivation and inequality**

Progress

Access to affordable financial services which taken for granted by the vast majority of citizens, is not generally available to people on low incomes and those who live in the more deprived parts of our major cities. It is well known that the poorest members of our society often turn to alternative sources of finance such as doorstep lender and payday lenders, pawn brokers and rent to buy options, or in the worst case scenarios illegal lenders. This effectively means that the lowest earners pay a 'poverty premium' for basic goods and services, which reinforces low pay and offers little options for improving financial circumstances.

This situation has been exacerbated in recent years following the recession, slow economic recovery and welfare changes. These have impacted disproportionately on the poorest people, and have led to increased problems of financial hardship and distress.

Poverty is recognised as an issue that impacts on equality and financial exclusion as a barrier to an equal society. Poverty and financial exclusion disproportionately affect people within specific equality groups, particularly single parents (typically women), and people with mental health issues.

For several years the council and partners have developed many initiatives to tackle financial exclusion by; increasing access to affordable credit, increasing the

availability of free debt advice, and improving levels of financial capability.

The council became aware of anecdotal evidence of the detrimental effect on people without access to mainstream financial services. Research was undertaken in 2003 and 2010 and the scale of the issue was uncovered. The research found high levels of people living in the most deprived areas of the city did not have access to mainstream financial services; used credit for day to day living expenses; and were turning to high cost financial services.

Findings from this study highlighted that due to the worsening economic climate and increase in high cost lending (particularly online payday lending) financial exclusion was spreading to the most economically average areas of the city. Of particular concern in terms of equality groups was the finding that lone parents (38%) were far more likely than the average (22%) survey sample to use high cost sources of credit. Lone parents are also more likely to:-

- Have less savings
- Have financial difficulties
- Have difficulties paying fuel bills
- Be concerned about getting in debt
- Be falling behind with payments and getting into debt
- Use sub-prime credit
- Use credit to pay for day to day living expenses

These findings are backed further supported by evidence from StepChange debt charity. They reported in April 2016 that the number of single parents approaching the charity for help has risen rapidly and doubled over the last four years and they are now the fastest growing group among its clients. Single parents are hugely over-represented among their clients compared to the national population. They now represent 19.6% of the charity's clients, but just 7% of UK households. The charity says this is the fourth increase in as many years, from 15.3% in 2011, and that single parents are the only type of household that is increasing as a proportion of its clients every year.

Single parents are significantly more likely to be struggling with high cost credit taken out with catalogues and doorstep lenders. Compared to the average StepChange Debt Charity client, they are 33% more likely to have catalogue debt and 42% more likely to have home credit. These types of borrowing can compound someone's financial vulnerability as they can be long term and expensive commitments, which act as an even further drain on budgets that are already very tight.

In recent years the link between debt and mental health issues has been well documented:-

- In December 2015 The Picker Institute Europe published a briefing; *Debt and Health: A Briefing*, which focused on the relationship between debt and health. Including the health related consequences of debt, the impact it can have on individual mental health and recommendations for implication prevention. It shows that people in debt are between 2.5 and four times more likely to have a mental health problem.

- On 6 April 2016 a YouGov survey, commissioned by Mind, revealed that almost half (46%) of people with mental health problems have considered or attempted to end their own lives as a result of social factors such as debt, housing and welfare problems. The survey, of over 1,500 people who had used mental health services in the last two years, found that of those who had considered or attempted suicide: 41 per cent cited financial and/or housing pressures; 29 per cent cited the fear of losing, or the loss of welfare benefits.

The council's Financial Inclusion team produces the 'Leeds Poverty Fact Book', which is a compilation of data, information and analysis for the city. The Fact Book covers poverty levels, incomes, welfare reforms, food and fuel poverty and levels of debt. This information enables effective monitoring of poverty in the city.

The council works in partnership with key organisations in the City. The Financial Inclusion Steering Group co-ordinate the activities of partners and to develop specific proposals aimed at bringing about financial inclusion. Smaller more focused working groups have been formed to work specifically on key issues and projects including credit union development, debt advice provision and financial capability. More recently partnership working groups have been established to work on welfare reforms, food poverty, and the implementation of Universal Credit.

Examples of the most recent projects and developments are as follows;-

- **Local Welfare Support Scheme** - Leeds City Council has used its funding from central government to design a unique scheme to help those in the most desperate need and require emergency assistance. The scheme provides basic household good and emergency food provision. Since 2013, 20,261 awards have been made to vulnerable residents of Leeds.
- **FareShare** - FareShare Yorkshire launched FareShare in Leeds (FiL) in August 2014 in partnership with Leeds City Council, Leeds Food Aid Network and St Georges Crypt. They support food aid providers in the City who are engaged in feeding vulnerable people alongside providing support to help people out of crisis. Food parcels were previously provided directly by ASDA, however, since April 2015 Fareshare Yorkshire and the Food Aid have provided the food parcel service. This has resulted in a reduction in the costs to the scheme associated with supplying food but also allowed continued food supply to those people in the most immediate need.

In January 2015 FareShare also started supplying cereal to school breakfast clubs and Children's Centres. Initially the areas of highest deprivation were targeted and the scheme supplied 12 school clusters totaling 102 schools – the scheme will be rolled out across further clusters during 2016/17. The cereal is also used to support families over the school holidays.

- **Advice provision** - The provision of the city's advice contract is delivered collectively by three advice agencies (Citizens Advice Leeds, Chapeltown Citizens Advice Bureau and Better Leeds Communities). Over the past year;
 - 32% more people than in the previous year were helped across the services.
 - 42% more telephone calls were answered.

- 26,414 people were assisted with free and independent advice.
- 2,448 clients were helped at over 40 outreach locations across Leeds, including GP surgeries, children’s centres, OSCs and libraries.
- Increased client’s incomes by £4.3 million.
- **Leeds City Credit Union** - With the support of the council Leeds City Credit Union has almost trebled its membership from 11,000 in 2005 to 31,000 today. The credit union has an ambition to build its loan book to £20m by 2020 (currently £8m, up from £7m in 2013). Current projects include;
 - Launching an online schools savings scheme with primary schools across Leeds. Under the scheme, all pupils entering key stage two have been offered a £10 contribution towards opening a credit union account. This is only be available to pupils in schools that have agreed to establish a school savings club and is designed to incentivise schools and pupils to become involved in managing their own credit union account, alongside the work of schools to provide greater education to pupils about the importance of saving and financial matters. School savings clubs are also an excellent way to engage with parents to join the credit union and help them with their own financial awareness.
 - Housing Leeds fund LCCU to deliver a citywide Money Management and Budgeting Service. The service is primarily focused at Housing tenants who are in arrears and struggling to pay their rent due to low incomes or poor money management. The support service is delivered by three Leeds City Credit Union staff members and aims to provide timely intervention to avoid court proceedings. 14 surgeries are held across the city on a weekly basis, residents are signposted to specialist partners if required, and also conduct income and expenditure reviews as well as setting up payments through the bill paying and budget accounts.
 - Launching a web based Pay Day loan product charging credit union rates.
 - Expanding the credit unions successful “Your Loan Shop” which started trading last year and is now being set up and supported in the Councils Community Hub at the Compton Centre in Harehills.

Year on year the projects and initiatives outlined above have enabled more individuals and families to access the support and advice to assist them with their finances and improve their quality of life.

Increase digital inclusion particularly for those in poverty to provide greater access to jobs, skills and learning to reduce poverty

Progress

A lack of connectivity impacts on people’s ability to easily and readily access services and opportunities which add to financial and rural exclusion.

Analysis of the 2010 Index of Multiple Deprivation showed that 23% of premises in West Yorkshire with the poorest connectivity (no superfast provision) are in the 20% most deprived areas in the country. Lower income levels and lower rates of take up mean that there is less incentive for the market to extend into these areas.

For some people the costs of having a home broadband connection (which all rely on having a landline telephone contract) are prohibitive

A range of actions/projects were developed to address this issue. These included:-

- Delivery of the Superfast West Yorkshire Phase II programme to increase the coverage of superfast broadband provision across the district - Phase 1 of Superfast West Yorkshire is complete. As at 31st March 2016, 67,500 premises in West Yorkshire now have access to fibre broadband. This gives West Yorkshire over 95% coverage for 'superfast' fibre broadband. Phase 2 is under way with a target of another 33,000 premises to have broadband by the end of June 2018. Current take-up on Phase 1 is 24,74% (that is, the proportion of households with access to fibre broadband, who subscribe to it). The target is 30% and above.
- Delivery of enhanced connectivity to priority locations by encouraging the development of wireless networks across the City using council owned tall residential buildings, and encouraging providers to make free residential Wi-Fi provision available to residents in the blocks concerned
- Continue to maintain free public Wi-Fi provision in council owned public buildings - Wi-Fi has been provided in 106 public buildings in Leeds, such as libraries and Children's Centres as part of the Superconnected Cities scheme. Wi-Fi has also been provided on buses (the service which runs between Leeds and Bradford and the Airport buses) and on trains on the Airedale/Wharfedale lines.
- Working with the delivery partner on the council's free city wireless concession agreement to encourage the roll out of free public Wi-Fi – The council is working with one of its delivery partners to provide free Wi-Fi in public areas. So far free Wi-Fi has been deployed in Beeston, with further areas to follow in due course.

The actions are helping to increase the availability of free Wi-Fi in public buildings, public spaces and public transport and superfast broadband in domestic premises

Increase board representation and major projects (including City Developments extended management team)

Progress

It was recognised that work needed to be undertaken to improve representation at a senior level in the council's City Development directorate and on the city's major boards and projects.

In City Development 44% of staff are female and only 29% hold senior management positions. This does not compare favorably to the City population of 51%.

A number of pieces of work have been undertaken and actions to date include:

- The Sustainable Economy and Culture Board have increased membership of women. This includes the Leader of the Council, a representative from and

the Chair of the newly formed Millennials Group. This ensures not just more women attend but there is a more representative age profile as well. Also a representative of the Asian Business Network has also been invited unfortunately he has been unable to attend to date so other avenues are being explored. All organisations that attend the meeting are encouraged to send a representative that would help to improve the diversity of the Board whenever possible.

- A more inclusive approach has been adopted in creating the European Capital of Culture Board by ensuring membership was selected using more inclusive criteria.
- Work has started on a pilot project in City Development to understand what, if anything, holds women back from applying for more senior posts and what measures would encourage more women in the Directorate to apply for senior posts. Two workshops have been held so far attended by over 65 women. A series of recommendations will be made to agree a way forward.
- City Development have also created Equality Champions in every service to:
 - monitor and report on progress on the Equality Improvement Priorities;
 - provide appropriate challenge including review and refresh of the Equality Improvement Priorities and annual progress reports;
 - receive and disseminate information from the corporate Equality Board to relevant colleagues in their service;
 - champion equality issues and provide representation at relevant equality related meetings;
 - A graduate trainee has been commissioned to research how City Development is viewed as an employer of people with protected characteristics by those on the graduate and apprenticeship programmes. This will help inform senior management to take any necessary steps to ensure that the Directorate is seen as an employer of choice by people with protected characteristics.

There has been a review of the membership of the Directorate senior leadership team and membership of the extended management team has been broadened to ensure a greater diversity which is more representative of both the City's population and the directorate's workforce. Also putting in place measures, such as, ensuring that at least one senior woman is involved in shortlist/interviewing for senior posts in the Directorate

City Development continues to support other organisations to encourage greater diversity in the City, for example, supporting the Balanced Business Forum to hold an event in Leeds Town Hall in November 2016. The Balanced Business Forum (formerly known as The Women's Business Forum) is the World's first gender balanced leadership conference: 'We challenge, debate and deliver effective leadership and organisational performance via the delivery of progressive and sustainable talent management solutions'.

There has been an increase in board representation but for some initiatives it will take time for a noticeable difference to be made.

Develop a skilled and diverse council workforce which is:

- **representative of the City and citizens feel that the City is theirs**
- **a safe , inclusive and welcoming workforce where everyone is treated with respect and dignity and people say “I feel like I count“**
- **one where every person who works for the Council will have an appraisal and development plan which gives them the opportunity to develop their careers with the Council**
- **inclusive at all levels of the organisation**
- **engaged, empowered and motivated to take personal responsibility for creating an inclusive and diverse workforce**

Progress

Over the last year there has been a focus on embedding Inclusion and Diversity across the council. A variety of different themes have been followed to focus the attention of the organisation on the benefits of being an inclusive employer.

In 2013 an analysis of the council workforce profile against the 2011 census information showed that the council was not representative of the City across a range of characteristics.

There has been significant work undertaken to raise awareness across the council workforce. A Member Steering Group was established in early 2015 and this has continued to provide strategic direction and challenge to directorates.

All Directors and Chief Officers now have an inclusion and diversity objective. Directors are being actively challenged to demonstrate how they are delivering against these objectives and update the Members Steering Group at regular intervals.

The People and Culture Strategy has been refreshed for 2015-2020. This has a number of themes which sees inclusion and diversity running throughout. At the 2015 Leadership Conference a “Call to Action” was given by Tom Riordan Chief Executive to all for Inclusion and Diversity to be a priority. This sits at the centre of the delivery approach which shows clear links across the thematic areas and the need to embed inclusion and diversity across the organisation.

In addition each strand of the People and Culture Strategy is led by a Head of Human Resources who is ‘buddied’ with a colleague from Citizens and Communities. Work is also taking place to ensure that inclusion and diversity is embedded into the key work streams around Culture, Leadership, Management, Valuing People, Talent Management and Workforce Planning.

Work has taken place to raise awareness with staff and to promote events, such as, National Inclusion Week, introduction of the Trans Awareness Policy, Deaf Awareness Week, Pride, and International Women’s Day.

The council have sponsored the Excellence in Equality Awards and joined the national Employers Network for Equality and Inclusion which sends a positive message around our commitment to inclusion.

Further work is taking place to look at the digital divide and how we use social media more effectively to reach our front line staff and remote workers.

During 2015 a team from HR have worked on improving disclosure within our workforce. The introduction of Employee Self-Serve in November 2015 has provided a secure platform for ICT users to amend their personal details. At this point it is still too early to see if Employee Self-Serve has had a significant impact on the base line workforce figures. Going forward the work must focus on how we can provide the same secure environment for front line employee to disclose their personal information. There is also further work to be done to build trust with the workforce so they understand why we want their information and what it will be used for.

Appraisal rates have continued to improve year on year showing that our appraisal process is embedded across the council with 93.7% of staff receiving an appraisal first time on time (June 2015) and 97.6% (mid year December 2015). Work continues to ensure the focus remains on quality appraisals.

In the full year appraisal cycle managers are required to rate employee's performance in terms of how well they are performing against the council's values in the way they carry out their work, and their overall performance. Future focus will remain on ensuring all staff receive quality appraisals.

The engagement survey for 2015 saw real significance in the results as they gave our first progress report since the baseline figures where established in 2014 and gives insight in to the impact of the manager challenge. The survey continues to show a high level of response with the overall engagement score for the council increasing from 7.2 to 7.52. This was based on answers to the question "if a friend asked you to give a score from 1 to 10 working for Leeds City Council what would it be.?"

The survey shows that over 80% of employees said:-

- We all take our responsibilities seriously for promoting diversity and inclusion in the workplace
- My training and development helps me to do a better job
- I have opportunities to use my skills at work
- Colleagues in my team are open and honest. They treat me with respect

This survey has provided some great data that reveals the different experiences of different groups of staff, for example, disabled staff. Further work is being taken by Directorates/Services who will take local actions around "what I say counts" and "my ideas are heard" as these were the lowest area performance across the council.

Section 4

What Next

Additional/Locality Focussed Work

In addition to the work that is taking place to progress the Equality Improvement Priorities there is also other complimentary work that is taking place across the council. Details of some of this work are outlined below.

Civic Enterprise Leeds

Progress Update One

Independent Travel Training is an initiative originally developed in Children's Services which transferred to Civic Enterprise Leeds in July 2015

The service aims to train disabled people to use public transport independently. A team of assessors meet with the young person and their family to assess whether they are suitable for the initiative.

Leeds Alternative Travel then provide travel buddies who are matched to a young person. Training takes place over a 4-6 week period. As part of this work the training buddy:-

- Goes to the young person's home;
- Accompanies them getting onto the bus, travelling on the bus and getting off at the correct bus stop; and
- Accompanying them from the bus to college.

The work also includes road safety training, keeping safe, and which bus to catch from where and to

An average of 130 – 140 students are trained each year. Previously these young people would have been travelling on booked transport. The service was initially aimed at young people, 16+ who attend college. In October 2015 the service was extended to adults with learning difficulties. 30 adults have already been trained and for one 50 year old this is the first time in 30 years that they have been able to travel independently.

Growing from strength to strength the service is looking at extending its access to much younger children using the service.

In April 2016 two of the assessors visited Transport for London to share good practice and a celebration event is being organised for July 2016.

Progress Update Two

Presto has been developed to help older people who need a helping hand to maintain their independence but who are not eligible for mainstream services. The service was initially launched in the Moortown and Alwoodley areas of Leeds during April 2015. Following its successful implementation the service was rolled out City wide in June 2015.

Presto offers a range of services, including, companionship, housekeeping, home and garden maintenance, social support and transport facilities through the council's Passenger Transport service. Customers are already benefiting from the services provided although it is too early to evaluate the overall impact.

Every week between 30 to 40 people access the service for companionship, someone to talk to; help with shopping and help with putting shopping away.

There has also been a growth in the number of people using the service for cleaning with between 30 to 40 people using the service every week.

A recent development has seen a local firm of solicitors using Presto who have responsibility for their client's finances. They have engaged Presto on behalf of families whose older relatives need extra support.

There are currently four companions providing this service and, in response to increased demand on the service two further posts have been created. A Business Manager is to be recruited to both manage and further develop the initiative.

Benefits of this initiative include:

- Enabling older people to carry on living as they would have done 30 to 40 years ago;
- Building existing and new relationships;
- Enabling older people to remain living independently in their own homes and interacting in their local communities;
- Tackling social isolation; and
- Creating an opportunity to carry out welfare checks

Locality Focussed Equality Work

East North East

It became clear that tackling Domestic Violence and Abuse should be a local priority following discussions at the East North East Locality Safety Partnership (LSP) and both Inner East and Inner North East Community Committees

Statistics considered by the LSP and Community Committees highlighted domestic violence as a local priority for action. For example, between July 2014 to June 2015,

there were 4,583 incidents of domestic violence in East North East Leeds. This meant that there was a slightly higher proportion of domestic violence reported in East North East Leeds compared to Leeds overall. The repeat victim rate is higher than the Leeds average.

Also three of the Inner East wards fall within the top four wards for incidences of domestic violence across the city. These are Gipton and Harehills, Burmantofts and Richmond Hill, Killingbeck and Seacroft with Chapel Allerton ward in Inner North East Community ranked at number nine. This indicated that there was a significant problem.

Discussions took place at the Inner North East and Inner East Community Committees in September 2015. These discussions acted as a catalyst for the formulation of an action plan at a local level primarily to raise awareness around domestic violence and the services that are available to victims. Many of these activities took place during the '16 Days of Action' campaign, which carried the tag line of 'Get Comfortable Talking About it'. However, some of the actions that were undertaken left a legacy beyond that particular campaign.

Between 25th November and 10th December 2015, the Inner East and Inner North East Community Committees supported a programme of activities in support of the national '16 Days of Action' campaign against domestic violence and abuse. As part of the campaign, a number of information boards were displayed in key Council buildings, including the Reginald Centre hub, Moor Allerton library and Oakwood library. In addition, a partnership walk took place from the Reginald Centre in Chapeltown to the Compton Centre in Harehills to raise awareness of domestic violence and abuse. White ribbons were tied around trees along the route of the walk, including, Potternewton Park, as a symbolic gesture of men taking a stand against domestic violence.

The activities that took place during the '16 Days of Action' helped raise awareness of domestic violence and abuse and promoted support mechanisms which are in place locally and in the City. Awareness of staff was also increased, so they are now better placed to support any victims presenting at the hubs.

South East

In 2015 concern was raised over issues with young women taking place in the Halton Moor area. The matter was being addressed through appropriate Police and support channels.

The Halton Moor estate largely depends upon public sector providers to stage events for young people. Research showed that a lack of opportunities for teenage girls was echoed by young women from the area. The girls said they would like to do stuff without boys and suggested a mixture of arts, crafts, pamper stuff and beauty, sports, fitness and cooking. The young women said it will be good to have somewhere to be with friends and talk about issues. It was felt that there is a need for new opportunities for young women in the area to build confidence, bring together young women from different backgrounds with a chance to try new activities and

have fun,

Getaway Girls enables vulnerable young women aged 11-25 from Leeds to build confidence, develop new skills and take positive risks in an environment which offers co-operation and support. Following discussions with Getaway Girls the South East the Girls' Zone project was developed.

Girls Zone is a new project in Halton Moor for girls aged 13 to 16. It gives young women a chance to build confidence, develop new skills, build friendships and have fun. By trying loads of activities including graffiti art, music, photography, dance, pamper sessions, games and a chance to talk about lots of things that matter to girls and make new friends and have fun.

Getaway Girls developed the projects and identified potential participants by advertising with and liaising with Breeze, local schools via the Temple Newsam Learning Partnership and other groups and support networks operating in the area.

Two groups per week were run after school from September 2015 to the end of March 2016 which helped young women to integrate with groups, including, Eastern European and African young women.

Developing confidence and providing ongoing support networks the project identified and supported 3 teenagers from the area to be Peer Educators. Peer Educators act as positive role models in groups. They can take on a leadership role with this work. They act as mentors or Buddies and support vulnerable young women and encourage them to participate with the project.

In addition, they provide more general support for any girls who could benefit from the scheme and two sessions per week were delivered and evaluated throughout the Summer holidays and half term offering a range of advice through fun activities. The Girls Zone programme has been running since July 2015 and 50 teenage girls participated in the project,

Young girls are now more involved in community activity and some regularly attend the community forums to discuss ideas to provide on-going improvements.

West North West

The Hyde Park area of the City is a priority neighbourhood with high levels of obesity and poverty especially amongst the BME community living here.

It was identified that there was a need to engage better with the local community and develop a specific project and promoting health and wellbeing messages amongst the female BME community. The work that was developed was to provide women with the means to access education, training and support relating to health and wellbeing. In particular, it aimed to provide a safe environment for women to attend courses that they could enjoy and to access physical activity sessions on a weekly basis.

A local organisation called the Behno Group were running trips to the local swimming pool, to encourage exercise amongst the female BME community in Hyde Park. The group was approached by Public Health and the council's Communities team to explore opportunities to expand their work to cover more people and more activities.

The organisation has been supported to provide activities, such as, healthy cookery courses, information sessions with the Police and Public Health, run relaxation classes including massage and aromatherapy, light exercise classes and weekly swimming trips that are culturally sensitive.

Benho has expanded its membership from 20 people to around 150 people with an age range of 18 to 75. Swimming sessions can attract around 18 members and exercise classes around 10 members.

The project has helped to attract new people into exercise and has provided an opportunity for the council to get health and other messages out to members of the female BME community in the Hyde Park area.

What Next

During 2016/2017 further work will take place on reporting progress of the Equality Improvement Priorities. This work will seek to identify and improve ways to report equality progress, demonstrate outcomes and impact on inequality.

In addition the council has identified eight key "breakthrough projects". The aim of the breakthrough projects is to bring council directorates, partner organisations, communities and individuals together in new way to tackle issues that will have the biggest impact on the people of Leeds. Six of the projects are explicitly linked to equality:

- Tackling domestic violence and abuse;
- Housing growth and high standards in all sectors;
- Making Leeds the best place to grow old in;
- Early intervention and reducing health inequalities;
- More jobs, better jobs;
- World class events and a vibrant city centre that all can benefit from; and
- Stronger communities benefitting from a strong economy

Work will continue during 2016/2017 to ensure that there continues to be an equality focus to the work of the Breakthrough Projects.

Equalities and specifically tackling inequalities is also integral to the council's Best Council Plan 2016 - 2017 objectives. Progress against the Equality Improvement Priorities will continue to support the City's vision for Leeds to be the best city in the UK: one that is compassionate with a strong economy, which tackles poverty and reduces the inequalities that still exist.