

Equality Improvement Priorities 2018 – 2022: update 2019

Of the 32 equality improvement priorities published in 2018, 19 priorities and their performance indicators/measures will remain the same.

The rest are either: completed; subsumed within mainstream work or have been amended and an additional 4 priorities with performance indicators/measures have been developed as indicated in the following tables.

Best Council plan priority area:

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

Equality priorities and key indicators/ measures	Status
<p>Equality improvement priority</p> <p>To ensure that the move to strength based social care (including Asset Based Community Development) has a strong focus on tackling inequalities and that implementation of new ways of working take into account the needs of individuals and communities from protected characteristics.</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • ASCOF 3D1: The proportion of people who use services who find it easy to find information about support • For the work on Asset Based Community Development being tested in specific neighbourhoods we will be monitoring information to identify if: <ul style="list-style-type: none"> - Individuals and communities are better connected - Communities identify and work to bring about the changes they want to see - People have good friends 	<p>Amended indicator/measure</p>
<p>Equality improvement priority</p> <p>To improve access to social care services for LGBT people through training, quality assurance and redesign of policies and processes.</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Delivering effective training to in-house and independent sector services on LGBT awareness. • Implementing a charter mark to quality assure that services are LGBT inclusive. 	<p>Amended priority and indicator/measure</p>
<p>Equality improvement priority</p> <p>To improve health outcomes for Leeds Migrant Communities</p> <p>Key indicator/measure</p> <p>Measure 1</p> <ul style="list-style-type: none"> • Year on year increase in proportion of service users identifying as migrant who access relevant public health commissioned lifestyle and 	<p>Amended indicator/measure</p>

Equality priorities and key indicators/ measures	Status
<p>community development services. Monitored through asking 'UK citizen or other' question Baseline to be collected year 2- starting 1st April 2019</p> <p>Measure 2</p> <ul style="list-style-type: none"> • Increase identification and treatment of Latent TB by screening using criteria <ul style="list-style-type: none"> ○ 16 to 35 years old - Lived, born or visited for 6 months the WHO high incidence countries <p>Baseline 2018- 536 tested with 88 positive results (16.4% success rate) Target 'Year on year increase in the number of latent TB cases identified as a proportion of individuals tested'</p> <p>Measure 3</p> <ul style="list-style-type: none"> • Year on year increase in proportion of children receiving childhood vaccinations including MMR in areas of high migrant population (Leeds 8 and 9) currently the approximate uptake across this locality is 70%. <p>Baseline figure 70% of children immunised Target improvement 90% of children immunised</p> <p>Measure 4</p> <ul style="list-style-type: none"> • Review progress of Migrant Health Board Action Plan <p>By 31st March 2020-aim is to have made progress on at least 75% of Migrant Health Board action plan. Action plan refresh by 1st April 2021.</p>	
<p>Equality improvement priority</p> <p>Improve the approach to migration in Leeds:</p> <ul style="list-style-type: none"> - Improve access to services; - Change attitudes and behaviours; - Increase awareness and understanding; - Strengthen resilience and build capacity; - Strong partnership approaches. <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Year 1 – Develop measures • Year 2 – Establish baseline information • Year 3 – Undertake measures analysis 	Amended priority
<p>Equality improvement priority</p> <p>Keeping people safe from harm</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Number of self-reported domestic violence and abuse incidents 	Amended indicator/measure

Equality priorities and key indicators/ measures	Status
<p>Equality improvement priority</p> <p>Improving housing options for young people:</p> <ul style="list-style-type: none"> • reduce homelessness for 16 to 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 <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Minimum of 400 successful mediation cases where young people return home every year • Improved sustainment of young people's council tenancies • Increase number of young tenants benefitting from free Wi-Fi installations • Increase number of engaged young people across formal involvement and wider engagement activity of Housing Leeds 	Subsumed within mainstream work
<p>Equality improvement priority</p> <p>To enable older and disabled people to remain in their homes as long as they wish</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • To have a wider range of support choice available to better meet the needs of older people in Leeds • Increased availability of housing choice and provision including Extra Care and Sheltered Schemes across Leeds for older people • Accessibility and the physical appearance of sheltered schemes is improved • The service better meets the long term needs and sustainability of sheltered housing for older people in Leeds 	Subsumed within mainstream work
<p>Equality improvement priority</p> <p>Reducing child poverty in Leeds by improving housing conditions and meeting specialist needs.</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Improve access and support for families in unaffordable and/or poor quality private rented accommodation • Increase the number of inspections of private rented accommodation • Increase the number of referrals to the Rogue Landlord Unit from Leeds Housing Options • Continued delivery of the multi-agency private rented sector focussed Leeds Neighbourhood Approach in Holbeck, and (subject to approval) the proposed selective licensing in the Harehills and Beeston. • To maximise household income by supporting tenants moving to Universal Credit and other relevant benefits. 	New priority and performance indicators/ measures

Equality priorities and key indicators/ measures	Status
<p>Equality improvement priority</p> <p>Increase the satisfaction of younger residents by improving digital access and engagement opportunities.</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Increase the percentage of residents who are fairly or very satisfied with the services provided by Housing Leeds as a whole (in the age groups 16-24, 25-34, 35-44, 45-54) • Increase the number of customers using the Housing Leeds Self Service Portal • Increase local and citywide social media following • Increase the number of younger tenants engaged through digital means such as emails and electronic surveys 	<p>New priority and performance indicators/ measures</p>
<p>Equality improvement priority</p> <p>To deliver a Housing Growth Programme that provides housing of the right quality, type, tenure and affordability in the right places to meet the needs of our customers.</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • To increase the amount of new council homes to meet identified housing needs across the city with a target of delivering 1,500 homes over the next 5 years. • To increase the provision of Extra Care homes across Leeds for older people, with a target to deliver up to 440 Extra Care housing places by 2022. • To support the Housing Leeds EIP linked to reducing Fuel Poverty across the city • To support the Housing Leeds EIP to reduce child poverty by improving housing conditions across the city 	<p>New priority and performance indicators/ measures</p>

Best Council Plan priority area:

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

Equality priorities and key indicators/ measures	Status
<p>Equality improvement priority</p> <p>To increase our understanding of focus communities to allow for future financial investment into supporting people to become more physical active, enabling the development of targeted physical activity programmes to these areas</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Report produced • Successful funding bid to Sport England to enable targeted physical activity work in the area • Appointment of 2 officers to deliver the physical activity programme to target areas in the east of Leeds 	Completed
<p>Equality improvement priority</p> <p>To Improve inclusion and diversity across Active Leeds Services</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • An increase in the numbers of people from protected characteristics that attend our sessions and facilities 	New priority and performance indicators/ measures
<p>Equality improvement priority</p> <p>Improve access to Leeds city centre pavements by making Leeds City Centre more user friendly and accessible by all communities</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Total take up of paper maps at the Visitor Information Centre and other outlets. • Up to date downloadable maps available online including through our on-line partner Walkit.com/Leeds • Support secured from the Business Improvement District company, retailers and other businesses through paper map sponsorship, funding contributions and other measures • Feedback from access groups 	Amended priority and indicator/measure

Best Council Plan priority area:

Strong economy – Achieving potential and improving representation

Equality priorities and key indicators/ measures	Status
<p>Equality improvement priority</p> <p>Increase digital inclusion particularly for those in poverty to provide greater access to jobs, skills and learning to reduce poverty</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • The percentage of adults in Leeds who have not been online within the last 3 months • The percentage of adults in Leeds who have all five Basic Digital Skills • A stronger digital infrastructure that provides greater choice 	<p>These two priorities to be brought together for performance monitoring</p>
<p>Equality improvement priority</p> <p>Ensuring digital inclusion to provide greater access to jobs, skills and learning to reduce poverty</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • 98% of homes and business will have access to superfast broadband (at least 24 Mbps) by 2021 	
<p>Equality improvement priority</p> <p>Improve access to apprenticeships, particularly for young people and BAME communities</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Increase the number of apprenticeship starts by BAME young people from 10% to 15% over the three years from 2017 	<p>Amended indicator/measure</p>
<p>Equality improvement priority</p> <p>Provide effective support to disabled people and people with long term health conditions with a focus on those with poor mental health to access the labour market and sustain employment</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Increase the number of people moving into work who are/ have experienced mild to moderate mental ill health 	<p>Amended indicator/measure</p>
<p>Equality improvement priority</p> <p>Increase Board representation and representation in major projects</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Reduce the gap in representation between % of Board membership and resident population of specific identified boards 	<p>Subsumed within mainstream work</p>