

Appendix 2

Reviewed and Refreshed Equality Improvement Priorities 2018 – 2022

Best Council Plan Priority Area:

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

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<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 	New
<p>Equality Improvement Priority</p> <p>To develop a quality mark for (regulated) services to demonstrate their appropriateness of delivery to LGBT+ individuals and communities</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • The actual development and implementation of a charter mark regarding the appropriateness of regulated Adult Social Care services to all members of the LGBT+ community. • The uptake of any charter mark and the impact on service user perception in services using the charter mark. 	New
<p>Equality Improvement Priority</p> <p>To improve health outcomes for Leeds Migrant Communities</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Year 1 – identify appropriate or develop measures (where none are currently available). These will be based on key evidence based priorities which will be identified and agreed by June 2018. Performance measures and monitoring mechanisms will be developed and agreed by September 2018 • Year 2 – establish, collect and collate baseline information starting with 1st quarter end 2019 • Year 3 – undertake measures analysis. Review and progress assessment will be made by 31st March 2020-aim is to have made progress on at least 75% of action plan by 1st April 2020. Action plan refresh by 1st April 2020 	New

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<p>Equality Improvement Priority</p> <p>Improve the approach to migration in Leeds by</p> <ul style="list-style-type: none"> • Improving access to services; • Shifting attitudes and behaviours; • Increasing awareness and understanding; • Strengthening resilience and building capacity; • Building and creating cooperative partnerships. <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Year 1 – Develop measures • Year 2 – Establish baseline information • Year 3 – Undertake measures analysis 	New
<p>Equality Improvement Priority</p> <p>Improve equality outcomes across the six priority neighbourhoods with a focus on addressing inequality and poverty</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Year 1 – Develop measures • Year 2 – Establish baseline information • Year 3 – Undertake measures analysis 	New
<p>Equality Improvement Priority</p> <p>Keeping people safe from harm</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Reduce repeat incidence rate of domestic violence and abuse 	Refreshed
<p>Equality Improvement Priority</p> <p>Our ambition is to prevent and reduce levels of hate incidents by ensuring victims, witnesses and third parties of hate incidents are supported and offenders are brought to justice</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Preventing hate crime • Responding to hate crime in our communities • Increased reporting of hate crime incidents • Improving support for victims of hate crime • Building our understanding of hate crime incidents 	Refreshed

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<p>Equality Improvement Priority</p> <p>Ensure fair and equal access to taxi and private hire services for disabled people.</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Compliance with mystery shopping and test purchases • Reduction in equality based complaints 	New
<p>Equality Improvement Priority</p> <p>Taxi and Private Hire Licensing to work with key partners in Leeds and to make sure hate crime incidents are reported, action taken, and information fed back.</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Taxi and Private Hire Licensing to work with key partners in Leeds and to make sure hate crime incidents are reported, action taken, and information fed back. 	New
<p>Equality Improvement Priority</p> <p>To inform and improve the equality and diversity aspects of Environmental Health Service delivery</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Develop and implement a strategy for the Environmental Health service to contribute to reducing health inequalities and environmental nuisance in the Priority Neighbourhoods and the priority wards and estates in particular. • Develop analytical and reporting processes to better understand which areas and communities in Leeds are most affected by environmental issues including air quality, food safety, environmental nuisance, health and safety in the workplace. • Make Environmental Health services more accessible, easier to understand and more outcome-focussed to customers, particularly those from minority communities 	New

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<p>Equality Improvement Priority</p> <p>Where appropriate Electoral Services will actively promote anonymous registration for electors experiencing violence and harassment</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Increase number of people registered anonymously 	New
<p>Equality Improvement Priority</p> <p>To focus on changing how the Environmental Action Service is seen by communities both in terms of being a service provider and potential employer.</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Actively champion equality and inclusion within the service. • Build and sustain a workforce that understands values, embraces and implements the Council's diversity and inclusion priorities • Increase in interest shown in job adverts and compliments received in priority neighbourhoods where a significant amount of our target communities live 	New
<p>Equality Improvement Priority</p> <p>Improve the well-being of young people that identify as Lesbian Gay Bisexual and Transsexual across the city.</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Improvement in score against Stonewall Education Equality Index compared to previous submission scores. 	New
<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 indicators/measures</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 	Refreshed

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<ul style="list-style-type: none"> • 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 	
<p>Equality Improvement Priority Reducing Fuel Poverty and improving energy efficiency</p> <p>Working to improve properties and assist tenants living in fuel poverty over the next four years</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Reduce the number of households in fuel poverty • Improve thermal comfort to our properties 	Refreshed
<p>Equality Improvement Priority To enable older and disabled people to remain in their homes as long as they wish</p> <p>Key indicators/measures</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 	Refreshed

Best Council Plan Priority Area:

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

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<p>Equality improvement priority Improve the customer experience for Deaf people</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Increase the number of Deaf residents who use the British Sign Language video interpreting service • Reduce the Councils spend on interpreting services 	Refreshed

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<p>Equality Improvement Priority</p> <p>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 BAME, people of faith, young and old, disabled people.</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • To increase the percentage of Parks and Countryside community parks which meet the Leeds's Quality Park standards 	Refreshed
<p>Equality Improvement Priority</p> <p>Working to ensure equality groups are fully involved in Leeds 2023</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Continue to consult and engage with equality and social groups in developing the Leeds 2023 project • To ensure it reflects the diversity and voices of the city's population • To have a meaningful presence as part of events, experiences and opportunities that are accessible to different audiences 	Refreshed
<p>Equality improvement priority</p> <p>Improve inclusion and diversity across the built environment</p> <ul style="list-style-type: none"> - Make our operational estate as inclusive and accessible as possible to our diverse range of customers, staff and visitors, within limitations of individual buildings (e.g. those listed) and available resources. <p>Key indicator/measure</p> <ul style="list-style-type: none"> • No. buildings where an inclusion and diversity audit has been undertaken • No. buildings which meet key inclusion and diversity in the built environment aspects • Investment made on inclusion and diversity improvements 	Refreshed

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<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 indicators/measures</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 	Refreshed
<p>Equality Improvement Priority</p> <p>Deliver well designed streets and transport infrastructure that is inclusive, people focused and accessible to all</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Updated “Street Design Guide” Supplementary Planning Document and full adoption of the new guidance by March 2019. • 100% EIA on all street design and transport infrastructure • Liaison with Equality Hubs in relation to public realm and LPTIP (Leeds Public Transport Infrastructure Programme) schemes – Demonstrate on a scheme by scheme basis how consultation with identified groups has been undertaken to inform better outcomes 	Refreshed
<p>Equality Improvement Priority</p> <p>Improve the walkability and accessibility of Leeds City Centre by developing and expanding a user friendly wayfinding system</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Number of signs on street • Total take up of paper maps at the Visitor Information Centre and other outlets; • Total number of maps downloaded; • Feedback from access groups, businesses and partner organisations. 	Refreshed

Equality Priorities and Key Indicators/ Measures	Refreshed/ new priority
<p>Equality Improvement Priority To deliver accessibility standards policy as part of the Core Strategy Selective Review and adoption via the examination process</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Authority Monitoring Report • Local Development Scheme (the work programme and milestones for development plan preparation) 	Refreshed

Best Council Plan Priority Area:

Strong economy – Achieving potential and improving representation

Equality Priorities and Key Indicators/measures	Refreshed/ new priority
<p>Equality Improvement Priority Helping people out of financial hardship; Tackling the financial challenges of poverty, deprivation and inequality</p> <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Increase provision of welfare and debt advice • Growth in credit union membership • Frontline staff are aware of services and referral routes to assist with financial difficulties 	Refreshed
<p>Equality improvement Priority Increase digital inclusion particularly for those in poverty to provide greater access to jobs, skills and learning to reduce poverty</p> <p>Key indicators/measures</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 	New

Equality Priorities and Key Indicators/measures	Refreshed/ new priority
<p>Equality Improvement Priority 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 	Refreshed
<p>Equality Improvement Priority 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% by 2019 	Refreshed
<p>Equality Improvement Priority 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 experiencing mild to moderate mental health moving into work 	Refreshed
<p>Equality Improvement Priority 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 	Refreshed

Equality Priorities and Key Indicators/measures	Refreshed/ new priority
<p>Equality Improvement Priority</p> <p>Reduce the gaps in learning outcomes for vulnerable learners including Children Looked After and children and young people with Special Educational Needs and Disabilities including Social, Emotional and Mental Health</p> <p>Key indicator/measure</p> <ul style="list-style-type: none"> • Reduce educational achievement gaps • Educational achievement gaps at age 5, 11, 16 and 19 for those on free school meals, looked after children, special education needs or disability, and BME children 	<p>Refreshed</p>
<p>Equality Improvement Priority</p> <p>A skilled and diverse council workforce – achieving potential and improving representation:</p> <ul style="list-style-type: none"> • representative of the City • 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 • safe, well and at work <p>Key indicators/measures</p> <ul style="list-style-type: none"> • Increasing the proportion of people with protected characteristics recruited into the Council • Increasing the representation of employees with protected characteristics at leadership and management levels in the Council • Increasing engagement scores • Appraisal rates of 100% • Reducing the gender pay gap • Maintaining ‘living wages’ across the council workforce 	<p>Refreshed</p>