

‘We want Leeds to be a city that is fair and just, that recognises and embraces people’s different needs, situations and ambitions. The barriers that limit what people can do will be removed, and everyone will be enabled to be their best. For this to happen, we all need to take responsibility for our actions and behaviours and contribute positively to change. We recognise that Equality, Diversity and Inclusion is something that the council has legal responsibilities around however we want to lead on this agenda because it’s the right thing to do. Delivery of a successful programme around Equality, Diversity and Inclusion is essential to support our Best City Ambitions’.

#TeamLeeds is everyone coming together to play a part – people who live here, who work here, the council, its services and all partners.

It’s everyone’s business.

## What do we mean?

### Equality, Diversity and Inclusion

#### E (quality)

Of Opportunity. Our obligation to eliminate unlawful discrimination and prejudice

#### D (iversity)

Understanding, respecting, valuing and embracing difference and applying this to our employment and service delivery

#### I (nclusion)

The work we do to achieve equality whilst respecting diversity. Including everyone so that they can make a positive and active contribution to life in the city

## Stepping Up a Gear

“Our **Equality Improvement Priorities Plan 2021 to 2025** sets out the agreed approach taken to embed equality and diversity and the specific actions taken to remove barriers that prevent people from fully participating in the social, cultural, political and economic life of the city.

However, there has been a notable societal shift with the events over the past two years, not least the impact of the Black Lives Matter movement, the increasing awareness of violence against women and girls and the inequalities exacerbated and exposed by the Coronavirus pandemic and the cost of living crisis. This has raised expectations, with strong calls for bigger and faster change. We see this shift as a positive opportunity, and we are keen to step up a gear.

As an important next step, we have set out in an action plan accompanying this vision **three areas for action** covering the council’s role as:

- **An employer** driving the workforce agenda based on the council’s values.
- **A service deliver/provider**, including commissioning and contracting, based on the council’s values.
- **A partner in supporting communities to thrive**, based on the Best City Team Leeds approach.

By building on the good work we already do and using the insight from a broad range of stakeholders, we aim to target our actions and resources in the right areas. The views of Leeds communities, local people, our partners, council teams and employees are crucially important to success. These views have shaped this new delivery plan, and will continue to do so in the future, with our Equality Assembly, Equality Hubs and Staff Networks playing a key role alongside the many valuable and varied engagement channels that we have in Leeds.

We will keep the action plan under regular review and make sure it stays relevant to the changing times we live in. We will reflect progress against it every year via our Equality, Diversity and Inclusion Annual Report. By working together, we can change and adjust our approach as needed.

More details around each of the three actions are found in the accompanying action plan. We set out priorities and activities, as well as governance, accountabilities, responsibilities and reporting.



## Working Together as Team Leeds

The Ambition outlines the **Team Leeds** approach which will help us to achieve our shared goals – and ensure everyone can play their part.

This includes a focus on fostering mutual respect and understanding, building community capacity, tackling systemic inequalities and being optimistic about our future.

## Leeds Best City Ambition

The Best City Ambition is our vision for the future of Leeds.

At its heart is our mission to tackle poverty and inequality and improve quality of life for everyone who calls Leeds home. It describes our shared goals through the three pillars of the Ambition.

In 2030, Leeds will:

Be a healthy and caring city for everyone: where those who are most likely to experience poverty improve their mental and physical health the fastest, people are living healthy lives for longer, and are supported to thrive from early years to later life.

Health and Wellbeing

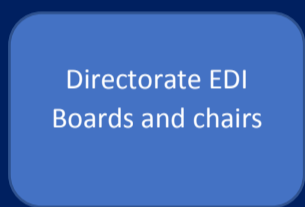
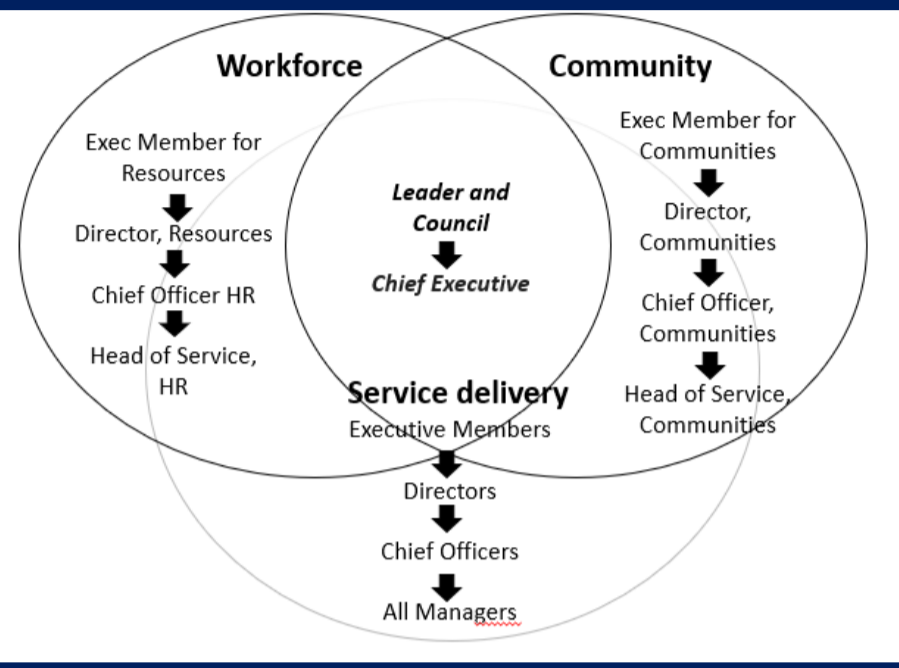
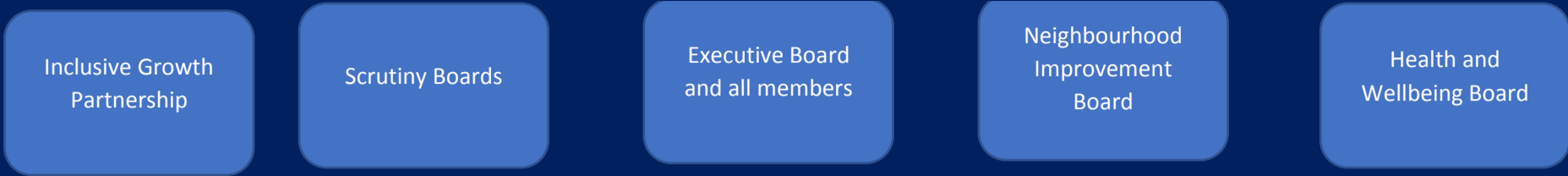
Have an economy that works for everyone, where we work to tackle poverty and ensure that the benefits of economic growth are fairly distributed across the city, creating opportunities for all.

Inclusive Growth

Have made rapid progress towards carbon neutrality, reducing our impact on the planet and doing so in a fair way which improves standards of living in all the city’s communities.

Zero Carbon

Personal responsibility – citizens and community leaders



Shared accountability

Personal responsibility – all council colleagues, teams and procured services

EDI embedded in everyday governance

Reporting



Evidence, progress and impact

