Equality Improvement Priorities
2018 - 2022
Tackling poverty and reducing inequalities

Full list of priorities and performance indicators/measures

Update August 2019
Equality Improvement Priorities 2018 – 2022

Introduction

The following information lists Leeds City Councils Equality Improvement Priorities and performance indicators/ measures for 2018 – 2022, updated August 2019. These are aligned to the following three Best Council Plan priority areas:

- Compassionate City – Living safely and well, living at home and valuing communities
- Compassionate City – Enjoying culture and sport, inclusive access and language access
- Strong economy - Achieving potential and improving representation

Best Council plan priority area:
Compassionate City – Living safely and well, living at home and valuing communities

Equality improvement priority
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.

Key indicator/measure

- 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:
  - Individuals and communities are better connected
  - Communities identify and work to bring about the changes they want to see
  - People have good friends

Equality improvement priority
To improve access to social care services for LGBT people through training, quality assurance and redesign of policies and processes.

Key indicator/measure

- 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.
### Equality improvement priority

To improve health outcomes for Leeds Migrant Communities.

#### Key indicator/measure

#### Measure 1
- Year on year increase in proportion of service users identifying as migrant who access relevant public health commissioned lifestyle and community development services. Monitored through asking 'UK citizen or other' question

**Baseline to be collected year 2 - starting 1st April 2019**

#### Measure 2
- Increase identification and treatment of Latent TB by screening using criteria
  - 16 to 35 years old - Lived, born or visited for 6 months the WHO high incidence countries

**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'

#### Measure 3
- 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%.

**Baseline figure** 70% of children immunised

**Target improvement** 90% of children immunised

#### Measure 4
- Review progress of Migrant Health Board Action Plan

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.

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### Equality improvement priority

Improve the approach to migration in Leeds:

- Improve access to services;
- Change attitudes and behaviours;
- Increase awareness and understanding;
- Strengthen resilience and build capacity;
- Strong partnership approaches.

#### Key indicator/measure

- Year 1 – Develop measures
- Year 2 – Establish baseline information
- Year 3 – Undertake measures analysis
<table>
<thead>
<tr>
<th>Equality improvement priority</th>
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<tbody>
<tr>
<td><strong>Improve equality outcomes across the six priority neighbourhoods with a focus on addressing inequality and poverty.</strong></td>
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**Key indicator/measure**
- Year 1 – Develop measures
- Year 2 – Establish baseline information
- Year 3 – Undertake measures analysis

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<thead>
<tr>
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<tbody>
<tr>
<td><strong>Keeping people safe from harm</strong></td>
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</table>

**Key indicator/measure**
- Number of self-reported domestic violence and abuse incidents

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<tbody>
<tr>
<td><strong>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.</strong></td>
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</tbody>
</table>

**Key indicator/measure**
- 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

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<thead>
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<tr>
<td><strong>Ensure fair and equal access to taxi and private hire services for disabled people.</strong></td>
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**Key indicator/measure**
- Compliance with mystery shopping and test purchases
- Reduction in equality based complaints

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<tr>
<td><strong>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.</strong></td>
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</table>
### Key indicator/measure
- 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.

### Equality improvement priority
To inform and improve the equality and diversity aspects of Environmental Health Service delivery.

### Key indicator/measure
- 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-focused to customers, particularly those from minority communities.

### Equality improvement priority
Where appropriate Electoral Services will actively promote anonymous registration for electors experiencing violence and harassment.

### Key indicator/measure
- Increase number of people registered anonymously

### Equality improvement priority
To focus on changing how the Environmental Action Service is seen by communities both in terms of being a service provider and potential employer.

### Key indicator/measure
- 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.
### Equality improvement priority

**Improve the well-being of young people that identify as Lesbian Gay Bisexual and Transsexual across the city.**

**Key indicator/measure**
- Improvement in score against Stonewall Education Equality Index compared to previous submission scores.

### Equality improvement priority

- Reducing Fuel Poverty and improving energy efficiency.
- Working to improve properties and assist tenants living in fuel poverty over the next four years.

**Key indicator/measure**
- Reduce the number of households in fuel poverty
- Improve thermal comfort to our properties

### Equality improvement priority

Reducing child poverty in Leeds by improving housing conditions and meeting specialist needs.

**Key indicator/measure**
- 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.

### Equality improvement priority

Increase the satisfaction of younger residents by improving digital access and engagement opportunities.
### Key indicator/measure

- 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

### Equality improvement priority

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.

### Key indicator/measure

- 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 equality improvement priority linked to reducing Fuel Poverty across the city
- To support the Housing Leeds equality improvement priority to reduce child poverty by improving housing conditions across the city
<table>
<thead>
<tr>
<th>Priority Area</th>
<th>Key Indicator/Measure</th>
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<tbody>
<tr>
<td>Compassionate City – Enjoying culture and sport, inclusive access and language access</td>
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<tr>
<td>Equality improvement priority</td>
<td>Improve the customer experience for Deaf people.</td>
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<tr>
<td>Key indicator/measure</td>
<td></td>
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<tr>
<td>- Increase the number of Deaf residents who use the British Sign Language video interpreting service</td>
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<td>- Reduce the Councils spend on interpreting services</td>
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<tr>
<td>Equality improvement priority</td>
<td>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.</td>
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<tr>
<td>Key indicator/measure</td>
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<tr>
<td>- To increase the percentage of Parks and Countryside community parks which meet the Leeds’s Quality Park standards</td>
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<td>Equality improvement priority</td>
<td>Working to ensure equality groups are fully involved in Leeds 2023.</td>
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<tr>
<td>Key indicator/measure</td>
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<tr>
<td>- Continue to consult and engage with equality and social groups in developing the Leeds 2023 project</td>
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<td>- To ensure it reflects the diversity and voices of the city’s population</td>
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<td>- To have a meaningful presence as part of events, experiences and opportunities that are accessible to different audiences</td>
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<tr>
<td>Equality improvement priority</td>
<td>Improve inclusion and diversity across the built environment:</td>
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<tr>
<td>Key indicator/measure</td>
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<tr>
<td>- 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.</td>
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<tr>
<td>Key indicator/measure</td>
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<tr>
<td>- No. buildings where an inclusion and diversity audit has been undertaken</td>
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</table>
- No. buildings which meet key inclusion and diversity in the built environment aspects
- Investment made on inclusion and diversity improvements

### Equality improvement priority
**To Improve inclusion and diversity across Active Leeds Services.**

#### Key indicator/measure
- An increase in the numbers of people from protected characteristics that attend our sessions and facilities

### Equality improvement priority
**Deliver well designed streets and transport infrastructure that is inclusive, people focused and accessible to all.**

#### Key indicator/measure
- 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

### Equality improvement priority
**Improve access to Leeds city centre pavements by making Leeds City Centre more user friendly and accessible by all communities.**

#### Key indicator/measure
- 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
Equality improvement priority
To deliver accessibility standards policy as part of the Core Strategy Selective Review and adoption via the examination process.

Key indicator/measure
- Authority Monitoring Report
- Local Development Scheme (the work programme and milestones for development plan preparation)
**Best Council Plan priority area:**
Strong economy – Achieving potential and improving representation

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<td>Helping people out of financial hardship; Tackling the financial challenges of poverty, deprivation and inequality.</td>
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**Key indicator/measure**
- 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

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<td>Increase digital inclusion particularly for those in poverty to provide greater access to jobs, skills and learning to reduce poverty</td>
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**Key indicator/measure**
- 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
- 98% of homes and business will have access to superfast broadband (at least 24 Mbps) by 2021

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<td>Improve access to apprenticeships, particularly for young people and BAME communities.</td>
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**Key indicator/measure**
- Increase the number of apprenticeship starts by BAME young people from 10% to 15% over the three years from 2017

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<td>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.</td>
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</table>
### Key indicator/measure
- Increase the number of people moving into work who are/ have experienced mild to moderate mental ill health

### Equality improvement priority
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.

### Key indicator/measure
- 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

### Equality improvement priority
A skilled and diverse council workforce – achieving potential and improving representation:
- 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

### Key indicator/measure
- 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
“Our vision is 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. We want Leeds to be a city that is fair and sustainable, ambitious, fun and creative for all with a council that its residents can be proud of: the best council in the country.”

Cllr Judith Blake, Leader of Leeds City Council
Tom Riordan, Chief Executive of Leeds City Council
(Best Council Plan 2018 - 2021)