

Bradford Council

Equality Diversity and Inclusion Plan 2022-25



Easy Read Version



This is a summary of the foreword by Councillor Jabar, Portfolio Holder for Neighbourhoods and Community Safety.



This plan is about the Districts People.

It is about making sure that each and every one of them get the opportunities and support they need to be their best regardless of their background.



Equality, diversity and inclusion are critical factors in making sure that Bradford Council and Bradford District are the best they possibly can be.



The original plan was developed in the middle of the Covid-19 pandemic.

This made the inequalities that people face worse.



We have emerged from the pandemic with a cost-of-living crisis that we haven't seen for years.

This threatens to deepen inequalities and its associated costs at a time when public finances are under huge pressure.



So this is the right time to look again at our approach and review our objectives and actions.



We are making progress but must keep going and deepen our focus.

Achieving our goals for equality, diversity and inclusion is everyone's business.

Introduction



Bradford District is one of the most diverse places in the UK.

There are lots of different people from all backgrounds and cultures that live here.

We value our diversity as it makes us more interesting, creative and able to come up with new ideas.



Inequality and discrimination continue to hold people back though.

Inequality is when people don't have the same chances as others.

Discrimination is when people are treated differently because of their race, gender, sexual identity and others.



There are lots of people living in poor areas, many children are living in poverty and lots of people have low paying jobs.

People living in poorer areas die earlier than people living in richer areas of the district.



Bradford was hit worse by the Covid-19 pandemic than other places in the country.

Certain groups were affected more than others.

These groups included our Black and Asian communities, our young people, people with disabilities, migrants and people on low incomes.



We must now make sure that everyone is included and able to join in and contribute towards their communities, society and the economy.

We will make sure that nobody faces barriers or discrimination when accessing services.

This means treating everyone fairly to achieve equality for all.

Our Plan



Bradford Councils plan recognises that we need to put equalities at the forefront of everything we do.

It includes commitments to:

- Put equalities at the heart of all we do. This means everyone can access services no matter who they are, where they are from or how much money they have
- Work together with communities to involve them in designing ways to get better outcomes



- Support people to stop their needs from getting worse and to improve their life chances
- Make sure everyone has opportunities to be included
- Make it easier for everyone to have healthier lifestyles and the same chances of good health as others



- Support people into work
- Provide access to specialist housing
- Improve social mobility for children especially in the most deprived parts of the district



- Work hard to reduce health inequalities. This is everyone having the same chance of good health
- Increase awareness and reporting of hate crime
- Build a workforce that represents the communities we serve.



Equalities is everyone's business.

Our Equality Objectives are there to make sure that equality is understood throughout the council and in all that we do.



The objectives and actions in this plan build on the good work that we are already doing.

We know, however, that we need to do more.

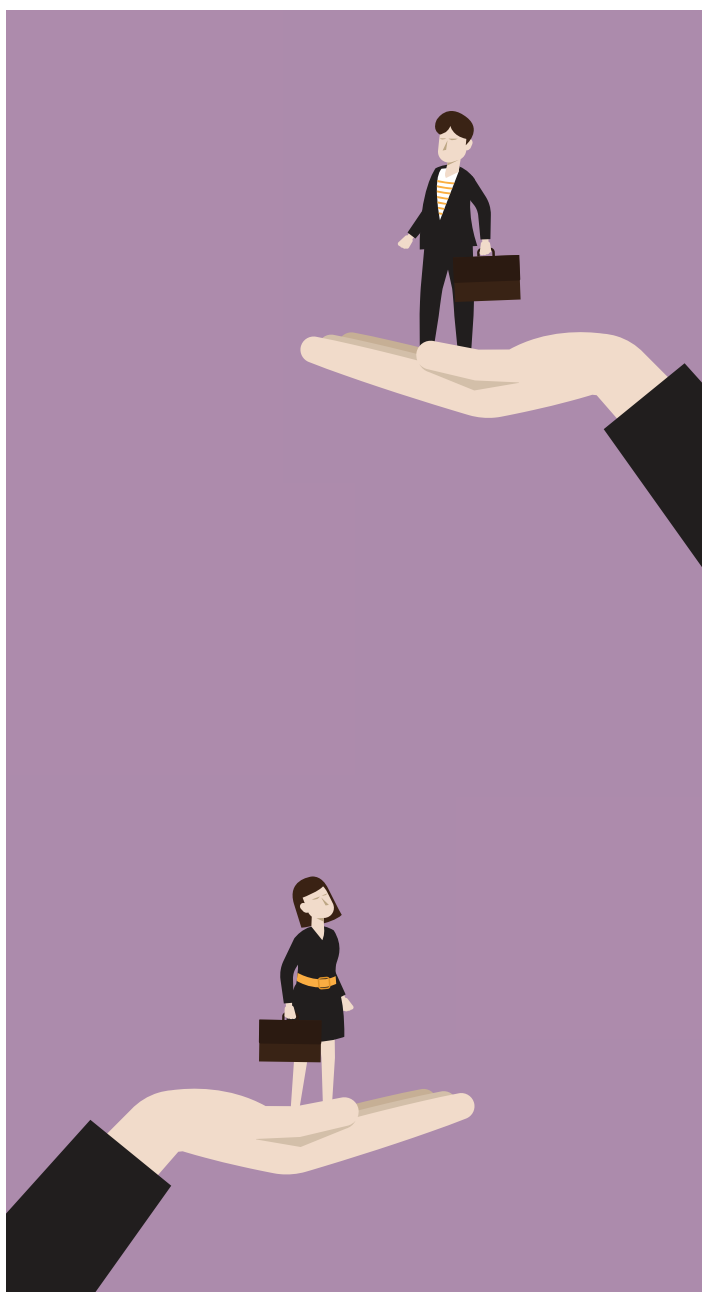
Meeting our Public Sector Equality Duties (PSED)



The council has a statutory duty under section 149 of the Equality Act 2010.

It requires us to think about the needs of everyone in their day-to-day work.

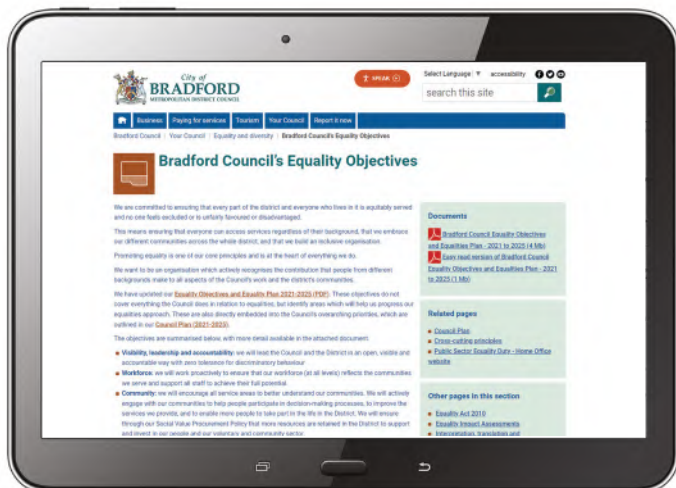
It covers shaping policies, delivering services and equality in relation to people who work for us.



We have to:

- Publish gender pay gap information. Gender pay gap is the difference in wages for men and women
- Publish information to show we are complying with general equality duty
- Prepare and publish one or more equality objectives that we believe we need to further any aims of the general equality duty. We must do this at least once every 4 years.

Bradford Councils Equality Objectives



Bradford Council delivers its Public Sector Equalities Duty (PSED) through its Equality Objectives.

These are in our Equality, Diversity and Inclusion Plan (EDI Plan) which is on our website.



The objectives are set out in 4 key areas.

These are the things we aim to do:

Objective 1 – An equal diverse and objective workplace

Objective 2 – Inclusive and accessible services

Objective 3 – An inclusive economy

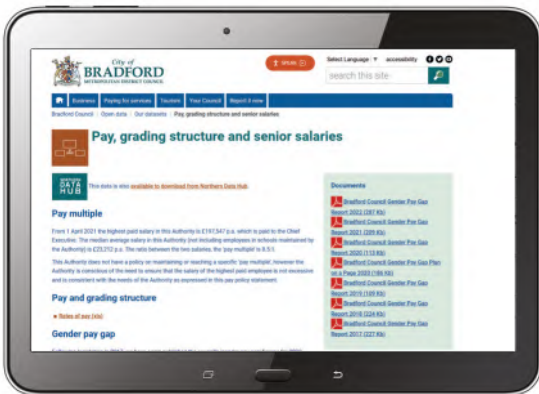
Objective 4 – Inclusive communities.

Publishing data and information



Information about our equality objectives and how we are doing is produced and talked about every month with the Councils Leader and Portfolio Holder.

You can find out more by clicking on this link <https://www.bradford.gov.uk/open-data/our-datasets/the-councils-workforce-profile/>



We publish information about the gender pay gap every year.

You can find out more by clicking on this link <https://www.bradford.gov.uk/open-data/our-datasets/pay-grading-structure-and-senior-salaries/>

Engagement



There are lots of different ways and opportunities in place to engage with staff and partners about equality.

This includes staff networks, an allyship programme, an advocacy scheme and the equalities working group.



Our Stronger Communities team work closely with community leaders and others to engage with people across the district.

Developing Policy and Services



We use our equality impact assessment process to check the impact of policy and service changes, our budget proposals and others on all our residents.

Procurement



Procurement is buying goods and services. Equality is at the heart of procurement at Bradford Council.

We aim to make sure that our money is delivering high quality and promoting equality of opportunity.



We expect suppliers to provide services on our behalf to promote equality within their businesses.

This helps us to deliver more responsive, accessible and appropriate services that meet the needs of the districts residents.

Governance, Monitoring and Evaluation



The Executive of the Council is responsible for approving our Equality Objectives and our EDI plan.

Our Council Management Team (CMT) is responsible for delivering the plan.

Whilst the plan and its targets are led by Bradford Council, our objectives are shared with our stakeholders and partners.

You can find more information on our website at www.bradford.gov.uk



Case Studies



Whilst this plan sets out our objectives for 2022-2025 and what we will do to achieve them, the case studies show some of the progress we have made so far.

Staff networks



Over the last 2 years we have supported the creation of 5 staff networks. They are staff directed and each has a director from CMT.

They provide safe spaces for staff to share their experiences and use their lived experiences to shape the work of the council.

RESPECT Allyship Programme



This was launched as a key part of the wider RESPECT campaign.

Within 10 weeks 407 allies had committed to the programme.

It provides a powerful and valuable opportunity for staff to develop their knowledge and skills and become allies to colleagues.

RESPECT campaign



The RESPECT campaign started as a suggestion from a colleague in our Department of Health and Wellbeing.

RESPECT stands for rights, equality, speak up, person-centred, education, champion and think first.

The campaign includes e-learning and it has been completed by over 500 members of staff so far.

It has led to many staff reporting feeling confident to challenge inequality and to share their stories and lives with colleagues.



Celebrating Diversity

There have been lots of campaigns, celebrations and awareness-raising events during the past year.

These include the Root Out Racism event in City Park, and the Pride Celebrations.



Make Sure It Adds Up



Bradford for Everyone has led lots of inclusive programmes focusing on equality and cohesion.

Cohesion is sticking together and being in agreement about things.



The Make Sure It Adds Up campaign involved working with partners to reduce rumours and prejudice.

It supported people to practice critical thinking when receiving and sharing uncertain information.

Critical thinking is when you question and analyse information about things.



The campaign worked with people from Muslim, LGBTQ+, working class and migrant communities to cut down on hate crime.

It also increased understanding around these diverse areas.

LGBTQ+ Staff Network App

The network has worked with the University of Bradford to develop a mobile app.

It has a number of features including useful links, contacts, information on support and others.



Citizen Coin

The Bradford for Everyone team developed the Citizen Coin app.

It lets people earn virtual coins for things like volunteering.

People can spend their earned coins at lots of local businesses to get discounts for goods and services.



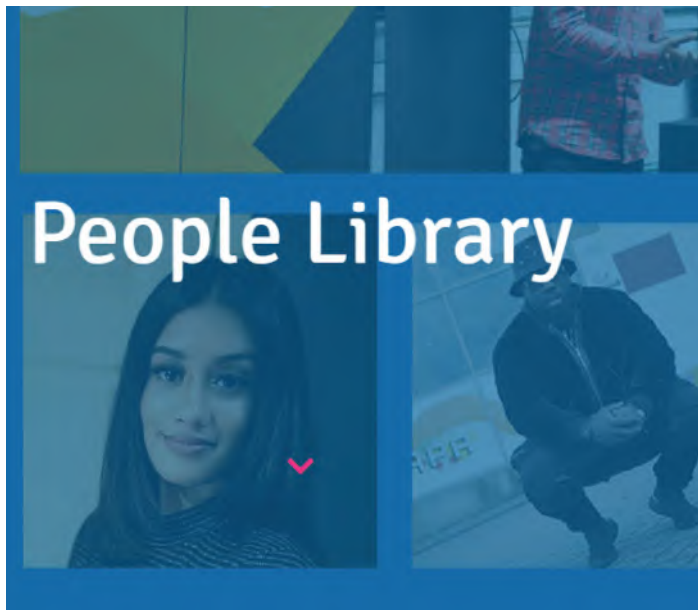
Shared Values Campaign

Bradford District Shared Values are to respect, share, care and protect.

It is a people-led campaign to get all communities and organisations in the district to live and celebrate the values.



People Library



This was created as a collection of 'human books'. It highlights the many things we have in common and celebrates our differences.

The library showcases inspiring stories from people who were born and bred in Bradford and those who are new to the area.

UniformSavers



This is a co-designed partnership between Public Health Bradford and the Bradford District Credit Union to tackle the cost of living crisis.

It is to help single parents save for the cost of school uniforms.



Supporting our communities through the pandemic and in pandemic recovery.

Our partnerships supporting diverse and vulnerable communities over the pandemic have been a strong part of the work we have done across the district.



Some examples are:

- Work by the Holiday and Activity Food project
- Funding of the Race Equality Network
- Supporting the needs of diverse and vulnerable groups through the Inclusion Health programme.

Equality Objectives



Objective 1

An equal, diverse and inclusive workplace

Some of our outcomes are:

- More people from diverse backgrounds in senior roles
- Council managers and staff have a full understanding of equalities issues in the workplace
- Access to safe places are available for all staff.



Objective 2

Inclusive and accessible services

Some of our outcomes are:

- Policies support the equality objectives of the organisation
- A diverse range of service users and communities are engaged and involved in co-creation of services and outcomes
- Make sure new services are designed with equality as one of the most important things.



Objective 3

An inclusive economy

Some of our outcomes are:

- More of the councils money is spent with local organisations
- Support is available to stop people falling into poverty or to help them out of it
- Everyone has access to decent housing that meets their needs.



Objective 4

Inclusive communities

Some of our outcomes are:

- Promote a zero tolerance of discrimination
- People are more aware of hate crime and more confident to report it
- People from different backgrounds get on with each other better.