

# The Equality Improvement Priorities 2011 - 2015

“An equal society protects and promotes equal, real freedom and substantive opportunity to live in the ways people value and would choose, so that everyone can flourish.

An equal society recognises different people’s different needs, situations and goals and removes the barriers that limit what people can do and can be”

As a council, we are committed to promoting equality and diversity in terms of the people we serve, our workforce, the partners we work with and the services we deliver. Our ambition is to be the best City in the UK. We will only achieve our ambition if as a city we work to reduce disadvantage, discrimination, and inequalities of opportunity. Failure to tackle discrimination and to provide equality of opportunity can have a negative impact on people, undermines society and costs our economy.

We want to inspire pride in our city and all our communities. No one in Leeds should be held back from reaching their potential because of who they are, or where they come from. It is all our

responsibility to tackle the causes of inequality and build a stronger, fairer and more cohesive society.

The Equality Improvement Priorities have been developed from the priorities outlined in the City Priority Plan and the Council Business Plan. They provide a summary of our strategic equality analysis and our strategic equality objectives which are supported by specific work across the council. Progress against the Equality Improvement Priorities 2011 – 2015 will be reported on an annual basis.

# Council Business Plan

The Council Business Plan draws together aspects of the City Priority Plan with those areas and priorities specific to the council itself. There are a number of cross cutting equality objectives included in the Council Business Plan which provide the building blocks for ensuring that equality is embedded in all our service delivery and as an employer. They are outlined here:

Council Value

## Working with communities

Leeds communities are changing and it is vital that we have a clear understanding of who our citizens are in order to provide appropriate services in the most appropriate way.

### Equality focus (objective)

There is good evidence of the equalities profile of Leeds, based on national and local data, which is regularly reviewed.

### Equality Performance Area -

Understanding our communities

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Council Values

## Being open, honest and trusted

## Treating people fairly

We will give due consideration to equality and diversity when we develop policies and make decisions. We will ensure that we fully understand the impacts of changed funding on different communities, and take this into account when making decisions

### Equality focus (objective)

Councillors and Officers have a reputation for championing equality issues and ensure that the equality issues relevant to Leeds are taken into account when making major decisions

**Equality Performance Area -** Showing leadership and working in partnership

Council Value

## Working with communities

We will ensure communities are effectively able to influence what we do

### Equality focus (objective)

Equality groups are integrally involved in consultation and engagement activities

### Equality Performance Area -

Involving our communities

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Council Value

## Treating people fairly

We will understand the make up of our workforce and work to ensure it is representative of the population of Leeds

### Equality focus (objective)

- To make the council an 'employer of choice' for people from groups in our communities whose diverse backgrounds are not yet fully represented in our workforce
- To demonstrate increased engagement, year on year, for staff from groups whose diversity is not yet fully represented in our workforce.
- To improve opportunities for progression to senior levels in the organisation particularly for black, and minority ethnic and disabled staff

### Equality Performance Area -

A modern and diverse workforce

# The Equality Improvement Priorities are a key part of the family of strategies and plans.



## City Priority Plan - **Best city...for communities**

**Priority** - Reduce crime levels and their impact across Leeds

Equality focus (objective)	Equality analysis
Address the impact of burglary on Vulnerable Communities	There is an identified need to better assess the impact of burglary on emerging communities.
Tackle domestic violence and protect and support the most vulnerable young people	The overwhelming majority of domestic violence is perpetrated by men against women and children.
Improve citywide approaches to dealing with hate crime	Disability, race, homophobic and transphobic hate crime is experienced by many people.

**Priority** - Increase a sense of belonging that builds cohesive and harmonious communities

Equality focus (objective)	Equality analysis
There is a sense of belonging that builds cohesive and harmonious communities	In 2010/11 a small but concerning trend in youth related anti-social behaviour and damage which suggest deliberate targeting of vulnerable victims (adults with learning disabilities, BME residents in predominantly White British neighbourhoods, gay or lesbian couples) was recognised.



## City Priority Plan - **Best city...for children and young people**

**Priority** - Do well at all levels of learning and have the skills for life  
(taken from the Children and Young People's Plan)

### **Equality focus (objective)**

Support children from all equality communities to be ready for learning

### **Equality analysis**

There are lower levels of attainment for some BME communities, people with special educational needs and those from poorer areas.



## City Priority Plan - **Best city...to live**

**Priority** - Maximise regeneration investment to increase housing choice and affordability within sustainable neighbourhoods

### **Equality focus (objective)**

Ensure that housing and regeneration investment meets the changing needs of individuals and communities

### **Equality analysis**

Households headed by women with children, BME groups and those living in the social rented sector are more likely to live in overcrowded or substandard housing. There are also significantly higher numbers of BME people and people with disabilities who are unemployed.

**Priority** - Improve housing conditions and energy efficiency

### **Equality focus (objective)**

Improve energy efficiency

### **Equality analysis**

Many households containing people recovering from long term illness, disabled people, and pensioners can not afford to heat their homes.

# City Priority Plan - Best city...for health and wellbeing

**Priority** - Give people choice and control over their health and social care services

## Equality focus (objective)

We will support individuals from all communities to access social care through personalised budgets and direct payments

## Equality analysis

The equality analysis of access to personalised budgets and direct payments is ongoing.

**Priority** - Support more people to live safely in their own homes

## Equality focus (objective)

To support adults whose circumstances make them vulnerable to live safe and independent lives

## Equality analysis

The group with the largest proportion of safeguarding investigations in 2010/2011 were service users with learning disabilities.

**Priority** - Make sure that people who are the poorest improve their health the fastest

## Equality focus (objective)

All universal social care services are equally accessible to members of all communities

## Equality analysis

The equality analysis of access to universal social care services is ongoing.

To commission targeted adult social care services for specific equality communities and to ensure these services are effective

Equality analysis from specific reviews is used to inform future commissioning (or de-commissioning) of services at both a service and sector wide level.

New migrant communities effectively access appropriate health and social care services

Some groups eg Eritrean women, and people whose cultures prevent mental health issues being explicitly recognized, do not effectively access health and social care.





## City Priority Plan - **Best city...for business**

**Priority** - Create more jobs and Improve skills

### **Equality focus (objective)**

Increase access to employment opportunities and up-skill the workforce

### **Equality analysis**

There are lower levels of skills and employment amongst some communities in particular some BME groups, and disabled people.

**Priority** - Support the sustainable growth of the Leeds' economy

### **Equality focus (objective)**

Improve financial inclusion

### **Equality analysis**

Lack of access to financial services disproportionately affects lone parents (typically female) disabled people, people with mental health illness, and those living in poorer areas.

**Priority** - Improve journey times and the reliability of public transport

### **Equality focus (objective)**

Enable access for all to local services, education and employment centres by public transport

### **Equality analysis**

Disabled and elderly people have specific concerns in accessing transport.

**Priority** - Get more people involved in the city's cultural opportunities

### **Equality focus (objective)**

Ensure the continuing development of the council's cultural offer, including the successful transition to the new arrangements for sport and libraries

### **Equality analysis**

People from poorer areas, BME people and disabled people do not access sport services as much as others. Low numbers of disabled people access libraries.

Enhance the quality of Leeds' Parks

Disabled people, those from a BME background, and men tend to visit parks less than other groups.

**Further detail is in supporting documentation which is available on the council website, and includes:**

**Consultation and Involvement in Developing Equality Objectives  
Equality and Diversity Position Statement 2011  
Equality Analysis, Objectives and Activities 2011 - 2015  
Equality and Diversity Policy 2011 - 2015  
Approach to Embedding Equality 2011 - 2015**

For enquiries about Leeds City Council's equality improvement priorities 2011 - 2015 please contact the Equality Team:

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