



Progress Report 2019-20

Purpose of this report

The purpose of the report is to provide a summary and snapshot of delivery and learning in the first year of the Bradford For Everyone programme. In March 2018 Bradford became one of five integration areas funded by the Ministry of Housing, Communities and Local Government (MHCLG) to test and learn from a range of projects to understand what works in integration.

Our world has quickly changed in the last few months with the outbreak of the pandemic. As a result we've had to significantly change our delivery approach for activities, for example, moving our engagement online as well as in some cases pausing activities altogether. We know there is more work to do, especially as we see the impact covid-19 has had on communities.

The next couple of years will continue to be challenging for many people due to increased economic insecurity and poverty, social isolation and the need for digital inclusion and to engage and reassure communities. In our second year, we need to make sure that we not only continue with our delivery but also adapt, taking into account our changed environment.



Our vision

“

Our vision is of a place where everyone feels that they belong, are understood, feel safe, and are able to fully participate in the opportunities the district offers.

”

Joint statement

from Bishop Toby, chair of
Stronger Communities Partnership
and the Portfolio Holder of
Neighbourhoods and Community
Safety, Cllr Abdul Jabar



Councillor Abdul Jabar
Bradford Council's Executive
Member for Neighbourhoods



The Rt Revd Dr Toby Howarth
Chair of Bradford Stronger
Communities Partnership

Over the past year much fantastic work has been done towards the achievement of the Bradford for Everyone vision. This has included the design and delivery of an enormous amount of innovative, and well-evidenced, initiatives which bring people and communities together in meaningful and sustainable ways. These 40+ 'test and learn' style projects, which will have engaged with over 38,000 people in the district, have ranged from a small-scale project bringing children of different ethnic, religious or socio-economic backgrounds together through the medium of collective game design, to a large-scale systemic piece of work which is enabling employers to become truly 'inclusive'.

We began our programme with the recruitment and induction of a passionate, diverse and representative group of 'Ambassadors' with ideas, decision-making power and community connections. Since then the enthusiasm and creativity of this group of volunteers has helped to propel our work forward, whilst their knowledge of communities and experience as residents have ensured that our work is appropriate, focused and grounded.

This progress report highlights just some of the fantastic and innovative work that has been done so far and its impact. Thank you to all of our delivery partners, Ambassadors, Board Members and Network Members who have worked so hard to help make the Bradford for Everyone vision for the district a reality, even in the face of unprecedented challenges. As we continue to deal with the impacts of Covid-19, discrimination, inequality and Climate Change on both individuals and communities, we will need to work together with renewed enthusiasm, innovation and dedication. For it is by supporting our fellow human beings during times of crisis and adversity that we emerge stronger and even more united than before.



Our priorities

Our priorities have been developed with an understanding of our data and evidence and by talking to people about what is important to them. We know that having integrated communities is key to living a fulfilling life and to be able to achieve this we need to be holistic and inclusive as well as brave and bold in our approach. We will do this by prioritising four areas in our work:

1

GETTING ON:

Equality of opportunity - addressing factors affecting economic participation and poverty including language skills and educational attainment.

More people will have improved their quality of life, feel happier about the future, be able to fully participate and be better equipped to engage in the economy.

3

GETTING INVOLVED:

Generating and connecting people to opportunities to participate in community and civic life and strengthening leadership.

More people from all backgrounds will connect with others, participate in civic life and get involved in their communities.

2

GETTING ALONG:

Promoting greater interaction, dialogue and understanding between people from different backgrounds given the diversity of the population and the extent of residential and educational segregation; ensuring that people understand fully their rights and freedoms and their responsibilities.

More people will have an increased understanding and respect for other people's view and cultures, and will have increased sense of community and belonging.

4

FEELING SAFE:

Tackling crime and the fear of crime so that everyone feels safe.

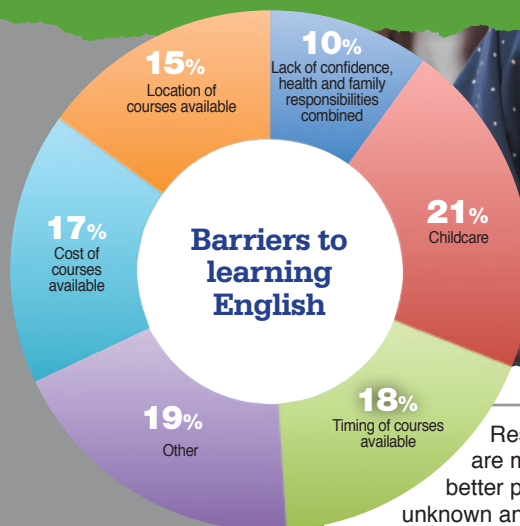
More people will say they feel satisfied with their neighbourhoods and feel safer across the district outcomes.



Our Impact Measurement Framework

How are we measuring the impact of our work





Research shows that those with multi-lingual skills are more likely to do well in school, resulting in better problem solving, creativity and dealing with unknown and unfamiliar situations. Those who learn other languages tend to develop a more positive attitude towards both the language and culture of that country.

OUR OBJECTIVES

- **Assessing barriers to learning English**
- **Mapping out learning to provision across the district**

200
needs
assessments
completed



24

focus groups conducted
with 190 people across
the district



ESOL Stepping Stones

The Good Shepherd Centre Keighley is providing a combined English Language and Childcare course to parents who might be isolated at home because of limited knowledge and application of English.

The participants mentioned they enjoy sharing experiences. They come from different countries but they have found that they have a lot in common and they support each other. The more proficient English speakers of the group are extending their vocabulary as well as helping others in the group who are less proficient in English to explain and ask lots of questions.



English Language Advice Hub

A younger member of the Rohingya community was concerned that members of his community could still not speak English even after 10 years of being in the country. He felt even after attending English classes, his community had made very little progress.

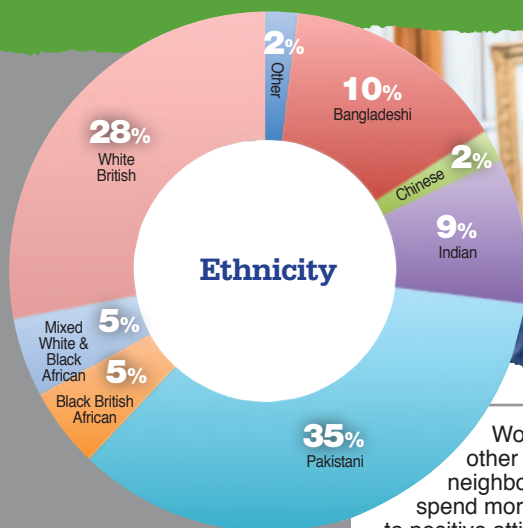
The Rohingya group were referred to the Talk English Volunteer Tutor and Friends training and then a group was set up for members at Bradford Broadcasting Community. .

12 learners enrolled (men and women). When the learners attend they share issues affecting them in class and they are signposted to relevant organisations and services based on their specific need.



Getting
on

Employment



Work places tend to be more diverse than any other areas of our lives, more than our neighbourhoods, social circles or networks. We tend to spend more time at work than anywhere else and can lead to positive attitudes and friendships.

OUR OBJECTIVES

- **Improve employability skills of those who are further away from the labour market**
- **Increase confidence in applying for jobs**

269
participants
started



73%



completed
course or
training

27%

reported getting
jobs with
actively

17% seeking jobs



CASE STUDY

Graduate 2 Work Project

'I came to the course after my Universal Credit work coach recommended it to me, looking for anything that might help me find work. The programme provided much higher-quality and more detailed information than I had expected, giving me a genuine perspective on graduate employment. I now have a much more realistic vision of what kind of work I want to do, and more importantly of how to get there. My confidence skyrocketed thanks to the project, knowing what I do now about how things work on the other side of the interview desk.'

Graduate2Work participant.

CASE STUDY

Sector Based Academy – KAWACC

B, aged 54, suffered from breast cancer and she couldn't go out of her house for 5 years. She didn't have any communication with anybody which resulted in her low confidence and low self-esteem. She is very keen in learning English as she needs to attend appointments with her husband. After attending 8 weeks of the course, she was confident to express herself. She mentioned that her spellings had improved a lot. She has progressed a lot over the period of 8 weeks. She has started 'Routes into work' which will be helpful to her in the future. She is looking forward to start other courses, if any opportunity is given to her.



OUR OBJECTIVES

- **Assess and improve local employers' workforce diversity and social mobility**
- **Establish Employers' Network for sharing good practice**

15
employers across the
district participated in
the Employers' Network



More than

90%

positively agreed that
inclusive leadership is a
key to success in their
organisation



1,463

employees
completed a
perception
survey
across two
organisations



Workplace diversity is linked to higher levels of social interaction between people of different backgrounds, thus creating greater positivity about difference, reduction in prejudice and increased friendship. Diversity in work places also leads to increased creativity, productivity and innovation.



Inclusive Employers

Tracey Newton, Director of Colleague Experience at Yorkshire Building Society, said: "Bradford plays a significant role in the history of Yorkshire Building Society. We have had a presence in the city since the Bradford Self Help Permanent Building Society - one of our forbearers - was established in St. George's Hall Coffee Tavern in 1885. Having our Head Office in Bradford is important to us, as is employing our local talent to reflect the community within which we work and serve.

The Inclusive Employers Network, of which we are proud to be a founding organisation, allows us to connect with like-minded employers to support positive interventions for creating inclusive environments for our colleagues and customers. Providing engaging and sustainable employment opportunities to local residents is a key objective for Yorkshire Building Society and the network allows us to share best practice with other organisations on how we have, and continue to, support these opportunities.

The Inclusive Employer Network also allows us to discover new ways that we can better support communities across Bradford and our colleagues within the Society."



Social Networks and Relationships



OUR OBJECTIVES

- **More people including school children get chances to mix with other people**
- **More people build relationships and friendships with people from different backgrounds**

95

**primary schools
took part**



10

**secondary schools
also participated**



Diverse social networks are important for people to achieve their full economic and educational potential, and to build bonds and trust between different communities and build a strong feeling of community.



Game On

Game On! is our one of Innovation Fund Round 1 funded projects. The aim of this project was to help young people make computer games as a method to raise their aspirations, increase integration and healthy engagement with technology. 39 young people between the ages of 9-13 years successfully completed a seven week course where nearly all attended every session. Feedback shows that children made new friends, increased their confidence and had an opportunity to meet different people.

One young person said, "The best thing about coming here is that you can have fun and made new friends and learn at the same time"

A parent also commented that "It (this course) encouraged my child to interact with new people and develop new computer skills".

CASE STUDY

The Linking Network

5,550

**children/young people
engaged**



The Linking Network is a charity, rooted in Bradford where the first schools began linking together in 2002. We now support a national network of facilitators in 28 local areas across the country with training and classroom resources to run the Schools Linking Programme. This academic year 1,063 classes and over 30,000 children and young people are linking across the Network.

Since receiving the additional funding, we have been able to triple link reaching an additional 195 primary classes and 36 secondary groups.

This year, Eldwick and Girlington Primary School children enjoyed their very first visit to Kala Sangam and Bradford Cathedral. Activities during the day included exploration of identity through drama and making shared shields. One child commented, "I loved using teamwork with my new friend!"





Getting
along

Community and Neighbourhood



OUR OBJECTIVES

- **Enabling people across the district to take part in conversations within safe spaces**
- **Assessing readiness of communities for different issues**

300

**people from 14
different ethnic
backgrounds have been
engaged in community
conversations**



Bfd-as-1 (Streetlife)

A female from Somalia, whose family has recently been given Right to Remain in the UK, has no family here. Having been in the country for only six months and suffered with racial verbal abuse, she did not know any support groups for refugees/asylum seekers and any other activities in the local area. As part of this project, she was given Information gathered for the family about activities, clubs and support in their area. Her family was put in contact with BEAC (Bradford East African Community) and Refugee Action. Further, Information was given to her parents regarding benefits and other social support they may be eligible for as well as information about employment support in their area.

As a result, the family have begun engaging with a local church group that has both daytime and evening activities for the family. Dad is attending an employment workshop daily and has managed to find a part time position. The family has begun applying for benefits. They have all reported that they feel less isolated and more part of the local community.

10

**wards
are being assessed
against the Community
Readiness Model (a
method of assessing
if communities are
ready for specific
interventions).**



Getting
involved

Civic Participation and Volunteering



OUR OBJECTIVES

- **More people take part in decision making**
- **More people take part in volunteering**

3,436

people across
the district are
taking part in
volunteering



27

ambassadors living
across all five constituency
and diverse in age and
background took part in 220
decision making, consultation
and training activities



When people take part in civic life in order to influence or make decisions, they feel part of the society.



Bradford For Everyone Ambassadors

“As an Ambassador, I have learnt everyone has the same rights and freedom. It does not matter what background, religion, colour, age, gender or if someone has a disability we all can make difference in our communities – I am only 22 years old, I have a visual impairment and I am doing my bit. I really enjoyed the Great Get Together lunchtime event held in June 2019; Bradford Council worked with the Linking Network project to launch Bradford’s Great Get Togethers. Lots of different people came together sharing personal stories and what they thought about the place we share. It was a fun, relaxing and friendly atmosphere having tea and cake and just talking to people we did not know before - I laughed so much.”



Solidaritech

Solidaritech is a Community Interest Company that exists to help Refugees and Asylum Seekers get access to technology. The Open Tech Maker Space project aims to help people with their digital skills, their understanding of technology and also their confidence in working with other people of different communities.

One participant said “...this is different from my experience with my engineering degree; this is experience because people are volunteering with their passion and knowledge. I have made some friends, for example someone from Sudan, he is a person who I wouldn’t really meet outside Solidaritech. We would go different places to eat, watch different sports and watch different movies, but thankfully Solidaritech has been a meeting place for me to bond over technology.”



Feeling
safe

Trust and Safety



OUR OBJECTIVES

- **More people understand each other**
- **More people trust each other**

Consulted
with

215



51
individuals and
community
groups

for anti-rumour
key messages
work

15

organisations
involved in the
development of strategy



An integrated community is where people from different backgrounds, cultures and races respect each other and their views, trust each other and pull together to make their place a better and secure place to live.



Faith in our Communities

This project promotes dialogue and understanding between the leaders and congregations of places of worship and Lesbian, gay, bisexual, transgender and Queer communities. The aim is to gain national recognition for Bradford as a place of positive relationships between faith and LGBT communities.

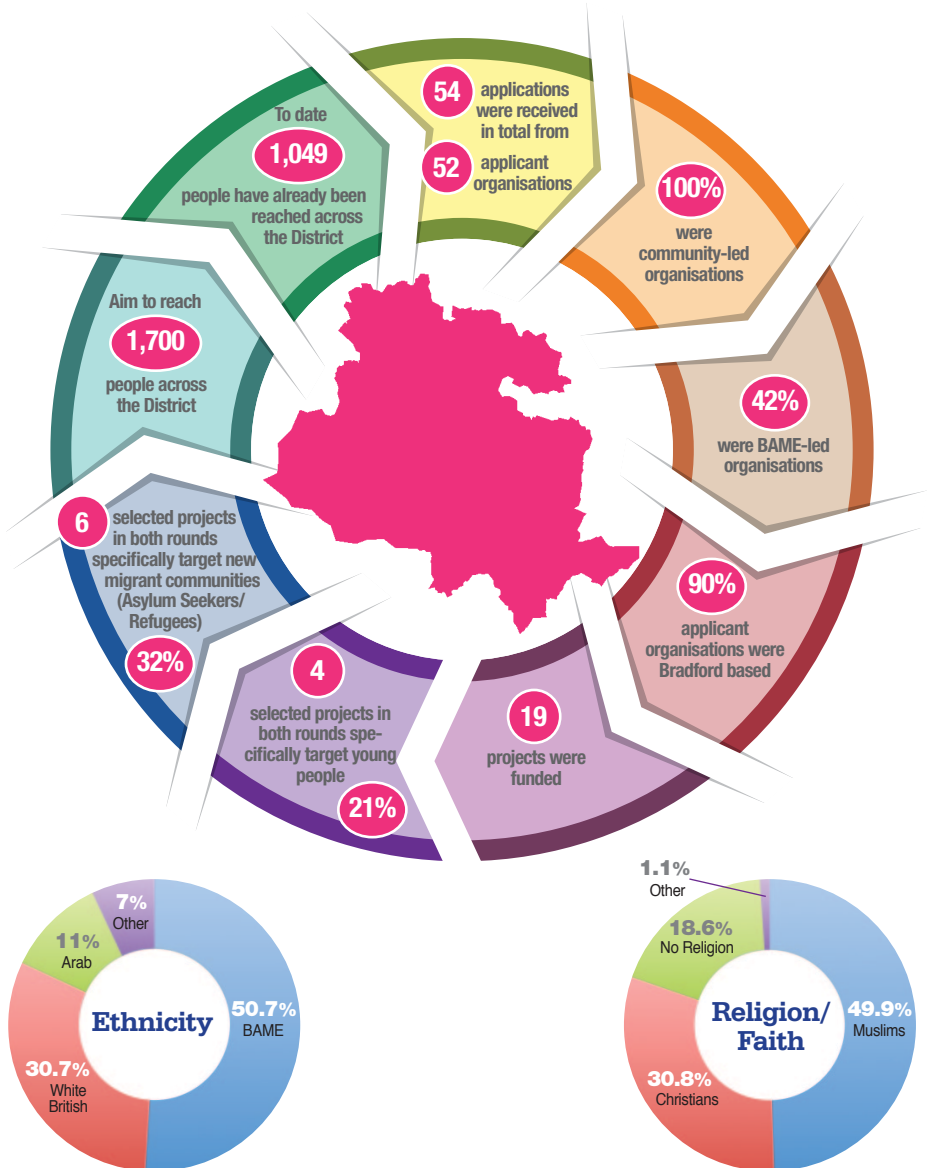
We organised an event called DevOUT. This was a panel discussion with three speakers who discussed their relationship with faith as a member of the LGBTQ+ community. These accounts were often deeply personal and discussed such things as growing up in an environment where their sexuality/gender identity was rejected by their faith and how the speakers reconciled this with their own beliefs.

We also heard from others who attended much more inclusive places of worship. After hearing the accounts, discussion opened to the rest of the group. Attendees came from a multitude of faiths: Pagan, Humanist, Christian and Muslim.

Feedback after the session was uniformly positive, with multiple attendees expressing how hearing these accounts helped with their own feelings about their faith. The session also led to the forming of a monthly multi-faith discussion group, so members could continue to work together, and discuss matters of faith on a regular basis.

Our small grants programme: Rounds 1 and 2

Our grants programme is about stimulating new thinking, building new partnerships, diving into unexplored areas and testing innovative approaches. The fund enables smaller voluntary and community organisations to undertake projects with support from our programme team to build capacity, learning, collaboration, design thinking and co-designing solutions in order to measure impact more effectively.



Our delivery team

Stronger
Communities
Together



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LG funded –
integrated communities
strategy



CBMDC funded
(VCS infrastructure)

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Movement,
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