

# Leeds City Region

Draft Inclusive Growth Framework

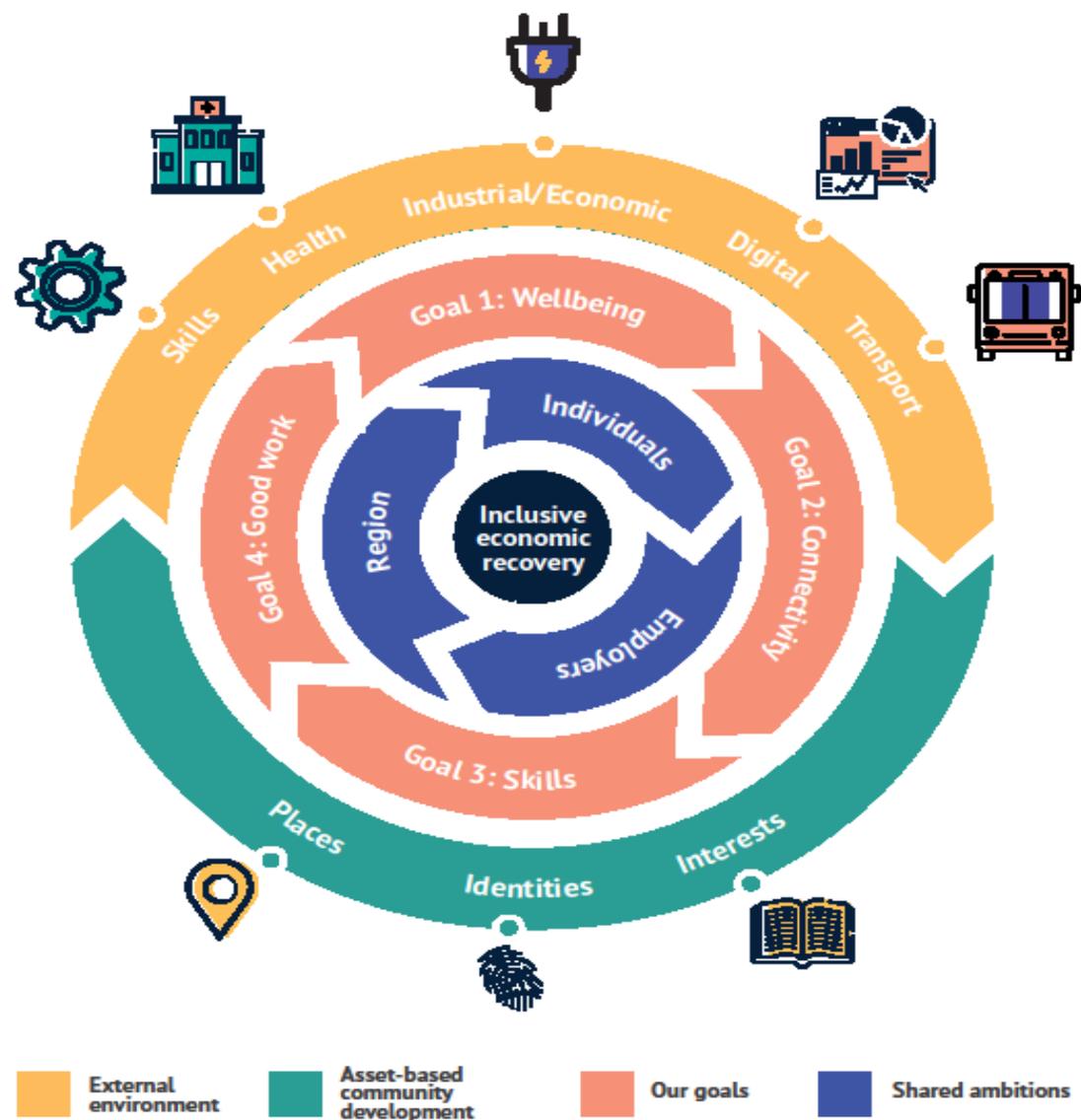
# Definition

The widely recognised RSA definition of inclusive growth is applied throughout:

- *Enabling as many people as possible **to contribute to, and benefit from,** economic growth.*
- This definition of inclusive growth embeds the following key perspectives:
  - of individuals that face barriers to securing good work, including those with protected characteristics (see below); and
  - of our communities facing deprivation, inequality, and exclusion, as defined by *either **specific places,** or groups through their **shared interests,** or **collective identities.***

Protected Characteristics are defined as: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief and sex.

# Leeds City Region framework for an inclusive economic recovery



# An inclusive External environment

***A framework which directly shapes and influences national, regional, and local context and policies and funding programmes*** – covering e.g.:

- Industrial/economic policy such as a WY Economic Recovery Plan which supports the third sector, including social enterprise, to deliver an inclusive economic recovery
- Ambitions for a net zero WY economy and related good work opportunities which will be created
- Healthcare strategies and systems as drivers and enablers of an inclusive economy
- Skills and employment policy providing our most excluded communities with relevant and transferable skills
- Digital eg the LCR Digital Framework addressing digital exclusion as a barrier to accessing good work and skills
- All feeding into and supporting...

# Asset Based Community Development (ABCD)

- **Thriving and inclusive Communities** - as defined either by:
  - **Place** - with a focus on our most disadvantaged communities;
  - **Identity** - such as BAME or faith groups; or
  - **Collective interests** - such as regeneration, sport, learning etc.
- **Third Sector Organisations (TSOs)** and public sector organisations located on the ground are pivotal to:
  - Empowering and enabling communities to understand, connect and utilise their innate skills, gifts, and knowledge of local people, indoor and outdoor physical spaces/assets, and local networks and relationships to deliver social change and improvements.
  - The often hidden value of TSOs was recently seen in their flexible, enabling and rapid response to the first Lockdown
  - Trusted delivery arm of key sectors eg Local Authorities and Healthcare

# Inclusive Growth Goals

To deliver inclusive growth, and eliminate inequalities, the external environment of policies and thriving communities must be focussed around delivering the following, broadly sequential, Strategic Goals:

- **Wellbeing** - where an individual faces multiple barriers such as poverty, poor health and inequality, their journey to good work starts with foundational steps such as building confidence and trust as a route to robust physical and mental health.
- **Connectivity and Accessibility** – building on personal wellbeing, an individual currently not in work, eg recently made unemployed, may face barriers in accessing employment or learning/retraining opportunities through a lack of reliable and affordable public transport and digital exclusion.
- **Transferable and Relevant Skills** - where the individual is closer to the labour market (eg because they have good physical and mental health and connectivity to opportunities) or is in work and looking to progress in their career, the journey may then focus on developing and acquiring specific skills, eg foundational digital skills.
- **Good Work** - the healthy, connected, and skilled individual enters sustainable high-quality employment that enables career progression and increases income levels as well as providing a fair and inclusive working environment. This in turn further promotes wellbeing and good health outcomes, creating a virtuous cycle.

# Mission/ambitions

- ***Our Individuals* and communities become **Socially Mobile**** because they are inspired, confident, and engaged
- ***Our Employers* provide **Good Work**** because they: value and benefit from diversity (at all levels); actively promote employee welfare; and invest in their workforce.
- ***The region delivers an Inclusive Economic Recovery, for both regional and national benefit*** because delivery of our IG Goals (Wellbeing, Connectivity, Skills and Good Work for all) ensures that economic and social disparities are not just reduced, but eliminated.

# Performance Measurement - Issues

- Better understanding needed of the value of our communities' Assets ("what's strong not what's wrong"), eg value of volunteer time, and overall contribution of the third sector in WY.
- Measuring progress against our IG Goals – a draft dashboard of Indicators has informed both the WY ERP and SEF monitoring framework (see Appendix 2).
- Each proposed indicator is (as far as possible) WY level and needs be developed further to compare (a) the most and least deprived areas and (b) protected characteristics with the general population.
- Over time, indicators also need to become more asset (vs deficit) focused.
- Evaluating project and programme level impacts and effectiveness is a challenge – to understand specific contributions to IG – ie the overall 'prize' in economic terms. Early assessments suggest a modest reduction in income inequality would deliver a significant GDP uplift over a period of time.

# Working Draft IG Dashboard

## Dashboard of Possible LCR Inclusive Growth Indicators

### Goal 1: Wellbeing

1. Number of days lost to sickness
2. % of the workforce with a chronic health condition
3. Number of households in fuel poverty
4. Physical activity levels (>30 minutes per week)
5. Household access to green space

### Goal 3: Transferable & Relevant Skills

1. Working age population without any qualifications
2. Skills shortages and gaps
3. Economic activity rate
4. NEET rate
5. Social mobility - Attainment at KS4 by FSM eligibility and access to HE by social status
6. Employers engaging with schools

### Goal 2: Connectivity & Accessibility

1. Hard to fill vacancies
2. Proportion of jobs accessible by bus within 30 minutes
3. Access to internet and ICT (basic digital skills, broadband coverage)
4. Air quality (poor air quality indicates low active travel/ public transport use/ high car usage)
5. Number of households in transport poverty

### Goal 4: Good Work

1. % Employees in Good Work
2. Pay ratios (CEO/director to median employee)
3. Pay gaps (gender, etc)
4. Workforce diversity (at all levels)
5. % employers providing flexible working – eg incidence of home-based working