

## Project Overview

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|-------------------------------------------|--------------------------------------------|
| Project Title                             | Inclusivity Champion                       |
| Date of Business Justification Submission | 1 April 2022                               |
| Scheme Location/ Address                  | West Yorkshire Region                      |
| Applicant Organisation                    | West Yorkshire Combined Authority          |
| Type of Organisation                      | Regional Government                        |
| Other Delivery Partners and Roles         | West Yorkshire Health and Care Partnership |

|                                                 |                                                       |
|-------------------------------------------------|-------------------------------------------------------|
| Main Funding Programme                          | Combined Authority Gainshare allocation               |
| Sub Funding Programme (if applicable)           | NA                                                    |
| Project cost stated at Activity 1               | £625,000                                              |
| Development cost allocated at Activity 1        | None                                                  |
| Project cost now                                | £625,000                                              |
| Funding Applied from the Combined Authority     | £400,000                                              |
| Other public sector funding amounts and sources | £225,000 - West Yorkshire Health and Care Partnership |
| Private sector funding amounts and sources      | None                                                  |

## Business Case Summary

### Scheme Description

This project will appoint and support an Inclusivity Champion who will:

- Provide our leaders with expert advice on inclusion and addressing regional disparities
- Shape an ambitious work programme, including the commissioning of targeted research and the preparation and delivery of action-based plans
- At all times add value to - and not duplicate - existing local and regional activities and plans

The scheme will be developed in two phases. Phase one will identify and appoint the person with the necessary skills and experience to fulfil the role of Inclusivity Champion. This person will shape an ambitious work programme, including the commissioning of specific pieces of research activities and the preparation and delivery of action-based plans.

The scheme will return to Committee for approval for phase two, which will cover the implementation of the inclusivity plan.

This project will be delivered in partnership with the West Yorkshire Health and Care Partnership.

### Strategic Case

Enabling inclusive growth is one of the Combined Authority's five key strategic areas. In March 2021, the Combined Authority endorsed and adopted the Inclusive Growth Framework as a part of the Strategic Economic Framework (SEF). The Inclusive Growth Framework aims to ensure that as many people as possible contribute to, and benefit from, economic growth.

The appointment of an Inclusivity Champion 'to work to ensure that the region's recovery benefits us all' was one of the Mayor's ten election pledges.

West Yorkshire underperforms against the national average on many of the measures of inclusive growth indicators, as shown in the Inclusive Growth Framework. More importantly, there is considerable inequality between population groups and areas within the region and there is a risk that the pandemic could undermine progress and make existing disadvantage and inequalities worse, as well as recent emerging issues of the cost-of-living crises. These are reported in the Combined Authority's State of the Region Report 2021 and include:

- Too many working aged people are not in work, we are below the national employment rate, and this gap is greater for ethnic minorities and people with disabilities
- Life expectancy is lower than the England average
- Too many people are working in poor quality jobs that do not meet the ONS definition of Good Work
- Too many people are not paid enough to make ends meet, 20% are paid less than the Real Living Wage rate, and some household incomes are way below the national average
- Too many people are suffering from poor mental health, we have a higher proportion of people suffering from depression and anxiety when compared to the national average.

The Inclusivity Champion will provide the skills and leadership needed to address the region's socio-economic inequalities.

### Economic Case

Appointing a strategic lead on inclusivity will identify and address the region's socio-economic and health disparities.

The economic case presents three options. Firstly, a do-nothing scenario where the disparate inclusivity initiatives remain embedded within the activity and programmes of public sector

organisations across the region. The second preferred option promotes the spend of £625,000 to appoint an Inclusivity Champion in partnership with the West Yorkshire Health Care Partnership (WYHCP) who have worked with the Combined Authority in developing the scope and potential of the Mayor's Inclusivity Champion. A third option proposed is to invest up to £825,000 on an Inclusivity Champion, support staff and more funding for the addition of increased capacity building in the community.

#### Commercial Case

This project will in part fund procurement of external suppliers where needed to deliver to the remit outlined as well as funding the external recruitment of the Inclusivity Champion.

The Inclusivity Champion role will be searched for and selected through a process procured in line with the Combined Authority's Contract Standing Orders and Procurement and Commercial Strategies and will be appointed as an independent contractor. Phase one activities will include to development of a comprehensive monitoring and evaluation for scheme outcomes and benefits.

#### Financial Case

Funding for the Inclusivity Champion and Inclusive Growth Pipeline was agreed in principle as a part of the Single Investment Fund, and the West Yorkshire Investment Strategy prioritised investments and gainshare allocation to enable progress to be made against Mayoral Pledges.

£400,000 was indicatively approved by the Combined Authority in July 2021 to appoint an Inclusivity Champion.

£225,000 (based on £75,000 p/a to 2024), has been allocated by the WYHCP as their contribution to supporting the remit of the Champion to include the wider health factors that caused by inequality.

#### Management Case

Oversight of the delivery of the Inclusivity Champion role will be provided by the Mayor and the chair of the West Yorkshire Integrated Care Board. They will be supported by the Director of Strategy, Communications and Policing, who is also the senior Equality, Diversity and Inclusion Champion of the Combined Authority.

Governance of the role will be primarily overseen by the Business, Economy and Innovation Committee Chair, Cllr Shabir Pandor, and a strong reciprocal relationship with the Inclusivity Leads from each of the six thematic committees will ensure governance from across the committees and boards.

The Inclusivity Champion, once appointed, and with the support the Senior Responsible Officer, the Director of Strategy Communications and Policing, will decide on the appropriate project support structure to deliver the agreed work programme.