



<b>Report to:</b>	Combined Authority
<b>Date:</b>	1 February 2024
<b>Subject:</b>	<b>Inclusivity Champion Workplan</b>
<b>Director:</b>	Sarah Eaton, Director Strategy, Communications and Intelligence
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Is this a key decision?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Is the decision eligible for call-in by Scrutiny?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does the report contain confidential or exempt information or appendices?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If relevant, state paragraph number of Schedule 12A, Local Government Act 1972, Part 1:	
Are there implications for equality and diversity?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

## 1. Purpose of this Report

- 1.1 To provide Combined Authority Members with an overview of the Mayor's Inclusivity Champion's Workplan.

## 2. Information

### Background

- 2.1 In her election manifesto, the West Yorkshire Mayor pledged to appoint an Inclusivity Champion for the region to lead and direct her flagship inclusion activity and ensure that economic recovery benefits everyone.
- 2.2 Following the election, the Chair Designate of the then newly created West Yorkshire Health and Care Partnership's Integrated Care Board (ICB) proposed that the Mayor's pledge to appoint an Inclusivity Champion for the region be progressed jointly, to enable the health and wellbeing agenda around prevention and narrowing disparities to be more fully addressed.
- 2.3 This type of joint working across health and local government is groundbreaking and shows how committed leaders in West Yorkshire are to identifying and addressing the

region's socio-economic and health disparities and celebrating and building on its many significant strengths including the diversity of its places, people and economy.

- 2.4 Following agreement of this unique proposal and a competitive recruitment process, Fatima Khan-Shah, commenced in the role of Inclusivity Champion (IC), a joint appointment between the Mayor and the Chair of the ICB, in May 2023.
- 2.5 The Inclusivity Champion, is part funded by the Integrated Care Board (ICB) and works closely and collaboratively with the Mayor, the Deputy Mayor, Leaders and the diverse communities which they serve, to provide advice on inclusion and addressing regional disparities. This is always to add value to - and not duplicate - existing local and regional activities and plans.
- 2.6 The West Yorkshire Combined Authority (CA) and ICB have strengthened partnership working, with the Inclusivity Champion forming a key shared resource, as part of the [partnership agreement](#).
- 2.7 Since her appointment, the Inclusivity Champion has shaped an ambitious work programme, that reflects the following areas of focus:
  1. **Build capability** to help deliver more inclusive outcomes.
  2. **Champion** inclusive leadership and supporting inclusion friendly employers.
  3. **Advocate** for a more inclusive West Yorkshire

This is being done through:

- Providing **advice** and **support** across the region including Leaders.
  - **Convening** networks to unlock West Yorkshire and amplify the lived experience of **seldom heard** voices.
  - **Developing partnerships and enabling joint working** that will support the work of the Mayor in addressing inequalities.
- 2.8 There are a number of areas of focus that support the objectives outlined above, including inclusive engagement interventions and the facilitation of equity, diversity and inclusion across the region, through the Women of West Yorkshire and other key groups.
  - 2.9 In addition, the Inclusivity Champion provides substantive benefits to the Combined Authority that align to Priority 5 of the organisation's EDI Plan – Championing EDI in the region, which also forms one of the three of the organisation's Public Sector Equality Duty, Equality Objectives. This directly benefits the organisation's work towards achieving the EDI vision and delivery of the EDI Plan.
  - 2.10 The Combined Authority and ICB Partnership Agreement sets out a set of shared commitments to working together on the factors that affect population health as follows:

- **Fair economic growth:** ensure the maximum benefits of health and wealth for our population.
- **Climate emergency:** mitigate the health impacts of the climate emergency and maximise our region's contributions to tackling climate change.
- **Tackling inequality:** tackling discrimination and removing structural inequality in our joint work.
- **Determinants of health:** using the principles of this agreement, we will ensure that every joint endeavour meets subsidiarity, is value for money and adds value to our respective work.

2.11 The agreement codifies the existing strong relationships between the two bodies at West Yorkshire level, describes the relationship more formally and sets out the framework for greater partnership working.

### **Related Work Programmes and Roles**

2.12 The IC works alongside other key leaders and officers within the Combined Authority and the ICB to deliver this agenda and to contribute to the delivery of the Partnership Agreement.

2.13 This alignment of joint working includes the Associate Director for Improving Population Health, who is working to strengthen joint work between the Combined Authority and the ICB, and to embed a Health in all Policies approach across the Combined Authority. This approach enables us to further deliver on addressing health inequalities for our region, as we know that around 80% of the things that generate and sustain good health, are things outside of healthcare, recognising the Combined Authority's role in these factors.

2.14 The work programme of the Associate Director for Improving Population Health supports policy and strategy development to further consider and address their impact on population health and on inequalities (either socio-economic; protected characteristics; geographical; or groups often excluded), further aligned to delivery of the ambition of the Inclusivity Champion.

2.15 The IC role also has linkages to the WY Business Board Diversity Champion, who champions diversity within business and the private sector. These roles are complimentary as the role of the IC is more focussed on the public sector, VCSE and communities.

### **Successes to Date**

2.16 The significant developments to the IC Workplan that have taken place to date, include:

- **Women of West Yorkshire (WOWY)** - as of writing this report there are approximately 400 unique members involved in WOWY, with two successful events



focusing on adding value by understanding the breadth of existing networks, and embedding into the work of Mayor e.g., climate chat and the economic strategy.

- **Supporting the work with the VCSE Sector** regarding the evolution of the West Yorkshire Health and Care Partnership (WY HCP) Independent Review and supporting the work with the VCSE Sector regarding a Memorandum of Understanding (MOU) with WYCA.
- **Upholding the Equality Act and Public Sector Equality Duty** and rights and responsibilities.
- Supported **the launch of the Fair Work Charter** across diverse organisations.
- Supported the **NHS Assembly task and finish group** to develop a report demonstrating the added value and benefits of EDI.
- Met with the Combined Authority to discuss **inclusive recruitment, fellowship, root out racism and working carers passport**.
- **A roundtable to support Carers Rights Day** and to explore how the CA can further support Unpaid Carers in partnership with the ICB.
- Supporting the launch of **Project Hope** focused on 16-25 year old care experienced young people access to career development.
- Supported a Wakefield Council round table event on supporting Disabled Colleagues access to the workforce and experiences in society.
- Support the **networked EDI team** across WYCA and Local Authorities to come together, collaborate and share good practice.
- Work with WYCA and ICB staff networks including on key events and activities.
- Supported the development of the approach towards the development of a **diverse and inclusive consultation and engagement strategy**.
- Working collaboratively with the communications and engagement team to ensure that the Mayor's Question Time events are accessible and inclusive.

2.17 Delivery of the IC workplan will continue over the coming months, with many ambitious projects and events planned.

### 3 Tackling the Climate Emergency Implications

3.1 The IC Workplan will also seek to tease out core EDI implications linked to the climate emergency, with the aim of exploring the types of interventions and mitigation needed in response to these challenges, for example, linkages between poor air quality and health that impact on deprived communities.

3.2 By strengthening EDI interventions and pace of mobilisation of the Inclusivity Champion's workplan, the CA and WY ICB will improve our collective understanding of the implications and overcoming tensions to achieve positive outcomes for people, place, region, and the environment.

#### **4. Inclusive Growth Implications**

- 4.1 Inclusive growth implications are linked to the nature of the report with the intention that inclusive growth and EDI is more effectively managed through an integrated lens to achieve social and inclusion outcomes that includes understanding health implications.
- 4.2 Related to the Inclusivity Champion's workplan, but directly linked to the nature of their role and relationship between the CA and West Yorkshire Integrated Care Board, the Mass Transit team are commencing work to pilot an integrated impact assessment that overlays health.
- 4.3 Finally, the Socio-Economic Duty has been introduced in the CA's EDI Ecosystem roles and responsibilities, which enable wider breadth of analysing people and experiences in the West Yorkshire economy.

#### **5. Equality and Diversity Implications**

- 5.1 The Inclusivity Champion's Work Plan 2023/2024 sets out key objectives as detailed at para 2.7.
- 5.2 The key objectives align to Priority 5 of the Combined Authority's EDI Plan – Championing EDI in the region, which also forms one of the three organisational Public Sector Equality Duty, Equality Objectives.
- 5.3 The Inclusivity Champion workplan directly benefits the organisation's work towards achieving the Combined Authority's EDI vision, delivery of the EDI Plan and meeting the ambition to achieve excellent against the Equality Framework for Local Government by 2025.

#### **6. Financial Implications**

- 6.1 There are no financial implications directly arising from this report.

#### **7. Legal Implications**

- 7.1 There are no legal implications directly arising from this report.

#### **8. Staffing Implications**

- 8.1 There are no staffing implications directly arising from this report.

#### **9. External Consultees**

- 9.1 No external consultations have been undertaken.



## **10. Recommendation**

- 10.1 That Members note the content of the report and recent activity in support of the Inclusivity Champion's Workplan.

## **11. Background Documents**

There are no background documents referenced in this report.

## **12. Appendices**

None.