

**West Yorkshire
Combined Authority**

Local Needs Analysis



User Guidance

This report is based on the public datasets which are regularly updated within the Local Needs Dashboard. It is important to note that this Local Needs Analysis should not be viewed as an all-encompassing summary of the needs in an area. Instead, it provides information and insights about the area based on the selected data indicators included. This report should be used to inform decision-making around social value initiatives and activities that could be delivered by helping readers understand where the greatest impact can be made. It should also be used to inform discussions with local stakeholders who will be able to provide their own thoughts about the key needs and priorities locally.

The data indicators used in this Local Needs Analysis are selected on their basis to identify needs that align with the outcomes and measures in the National Social Value Measurement Framework (National TOMs) and to expand on IMD domains. This ensures that the recommendations arising from this report can be measured to evidence the social value they are creating.

Policy Review and Community Partners were last updated: March 2024.

Note for bidders:

Please use this report as a starting point for your bid submission. Your quantitative and qualitative responses should reflect an understanding of key findings and recommendations. Recommended measures and community partners have been signposted based on the priority needs of each local area. These are recommended measures, but not all inclusive. Additional measures and partnerships may be relevant to address these needs or better fit for purpose depending on the contract requirements.

When using the deprivation maps throughout the report, bidders should evidence an understanding of deprivation patterns within the relevant local area. For example, qualitative responses should demonstrate a targeted approach towards areas of high to severe deprivation within each Theme. Additionally, where health and crime measures are recommended, bidders should demonstrate an understanding of the specific contributing factors with the locality of the project.

Contents

<u>Executive Summary</u>	<u>4</u>
<u>1. Overview & Approach</u>	<u>6</u>
Policy Review Key Insights	7
Community Partners	9
<u>2. Local Impact Area</u>	<u>10</u>
Local Demographics	11
<u>3. Deprivation Analysis</u>	<u>14</u>
Jobs: Local skills & employment	17
Growth: Supporting responsible & regional business	24
Social: Healthier, safer & more resilient communities	33
Environment: Decarbonising & safeguarding our world	40
<u>Appendix 1: Policy Review</u>	<u>48</u>
<u>Appendix 2: Community Partners</u>	<u>65</u>
<u>Appendix 3: Definitions & Sources</u>	<u>74</u>

Executive Summary

The following measures have been selected based on the priority needs of each local area. These are recommended measures, but not all inclusive. Additional measures may be relevant to address these needs or better fit for purpose depending on the contract requirements.

Bradford	Calderdale	Kirklees	Leeds	Wakefield
NT1 Local people employed	NT5 Rehabilitating offenders	NT1 Local people employed	NT6 Jobs for people living with disabilities	NT1 Local people employed
NT3 Jobs for long-term unemployed	NT6 Jobs for people living with disabilities	NT9/NT10 Training and apprenticeships	NT8 School and college visits	NT8 School and college visits
NT9a/NT10a Training and apprenticeships for disadvantaged people	NT9a/NT10a Training and apprenticeships for disadvantaged people	NT6 Jobs for people living with disabilities	NT4 Jobs for NEETs	NT5 Rehabilitating offenders
NT15 Expert advice for MSMEs and VCSEs / NT19 Spend with MSMEs/VCSEs	NT15 Expert advice for MSMEs and VCSEs / NT19 Spend with MSMEs/VCSEs	NT40 Gender Pay Gap	NT15 Expert advice for MSMEs and VCSEs / NT19 Spend with MSMEs/VCSEs	NT20 Workplace wellbeing
NT20 Workplace wellbeing	NT41 Real living wage	NT21 Equality, diversity & inclusion training for staff	NT20 Workplace wellbeing	NT40 Gender Pay Gap
NT41 Real living wage	NT18 Local spend	NT18 Local spend	NT24 Crime is reduced	NT41 Real living wage
NT24 Crime is reduced	NT24 Crime is reduced	NT26 Health interventions	NT27 Supporting vulnerable people	NT26 Health interventions
NT26 Health interventions	NT27 Supporting vulnerable people	NT29 Supporting community projects	NT29 Supporting community projects	NT24 Crime is reduced
NT32 Green transport programmes	NT26 Health interventions	NT25 Tackling homelessness	NT32 Green transport programmes	NT25 Tackling homelessness
NT69 Circular economy solutions for MSMEs and VCSEs	NT32 Green transport programmes	NT69 Circular economy solutions for MSMEs and VCSEs	NT31 Savings in CO2e through de-carbonisation	NT31 Savings in CO2e through de-carbonisation

1

Overview & Approach

1.0

Overview & Approach

The TOM System

This report includes content that is aligned to the National Social Value Measurement Framework also known as the National TOMs as it is built around a set of Themes Outcomes and Measures.

This will allow the analysis to inform social value targets and ensures the recommendations arising from this report can be measured to evidence the social value they are creating.

Why?

The first step in delivering a place-based social value strategy is to recognise the importance of local context.

The purpose of this report is to provide an understanding of the key needs and opportunities when it comes to delivering social value in the local area.

This will help to identify where the new development can make a real and long-lasting difference

How?

To achieve this, three exercises have been carried out and are summarised in this report:

1. A Policy Review: A comprehensive review of relevant policy documents.

2. A Deprivation Analysis: Quantitative and qualitative deprivation analysis of economic, social and environmental research and data to understand the key needs and opportunities to inform the delivery of social value.

3. An Overview of the Support Ecosystem: Including the identification of potential Local Community Partners to collaborate with to achieve lasting change. Please note, this list is not comprehensive.

Five Key Themes:



Jobs



Growth



Social



Environment



Innovation

Policy Review: Key Insights

A detailed policy review has been carried out and priorities and objectives have been aligned to the Themes of the TOMs. Key insights are detailed below and the full review can be viewed in the [Appendix](#). The following page outlines TOMs alignment with the West Yorkshire Combined Authority Corporate Plan 2022-23.

Jobs

Promoting local skills
& employment

The Combined Authority outline a significant focus on improving skills throughout their policy documents with an ambitious commitment to create 35,700 net additional jobs in the region and to become a 'NEET-free' region by 2036. Across the policy documents, sustainable, inclusive growth was highlighted, with the transport industry playing a vital role in ensuring that growth in the region aids all those who live in WYCA. Inclusive growth should be achieved through increased levels of skill, good, well-paid jobs, and increased productivity. Future-proofing these jobs and skills is also imperative to the region.

Growth

Supporting growth of
responsible regional business

The Combined Authority aims to build an inclusive economy by boosting productivity and increasing economic output. The authority sights its economic expansion over the past 10 years with ambitious targets of creating £3.7 billion annual economic output by 2036. WYCA policies recognise the role of businesses in delivering good quality jobs for the diverse and varied communities around the authority. WYCA also acknowledges the need for good quality transport links to aid their plans for inclusive growth in the region.

Social

Healthier, safer & more resilient
communities

The Combined Authority highlights a need to improve wellbeing and quality of life as well as a need to address both physical and mental health issues. Health was consistently highlighted as a key indicator of improved quality of life with the positive impacts of physical activity and time outdoors prioritised. Digital inclusion was also highlighted as a key means of creating inclusive communities. A notable holistic view on building healthy and resilient communities was highlighted with positive relationships with work and environment being identified within WYCA policies. WYCA also identified the need for safe travel systems with differences in experiences of transport links and spaces being noted for people across age, race and gender markers.

Environment

Decarbonising & safeguarding
our world

The Combined Authority has set out an ambition to become Net Zero by 2038. To achieve this, they have set out an extensive program of works with transport at the forefront of the upcoming development. Alongside the creation of a nationally recognised, modern, sustainable transport network, supporting blue and green spaces to flourish and increasing efficiencies in industry and domestically are prioritised as means of delivering upon the authority's ambitious targets.

Policy Review

West Yorkshire Combined Authority Corporate Plan 2022 - 2023

Jobs

Promoting local skills & employment

Objective 7: Enabling a diverse, skilled workforce and accessible learning for all

Ensuring that our learners have the skills, confidence and connections to reach their full potential. Facilitating access to a diverse, confident and capable workforce for the region's employers, to support strong and sustainable economic growth.

- Lead work with the Green Jobs Taskforce to produce a delivery plan for the creation of 1,000 green jobs and skills transition to net zero.
- Implement the Employment and Skills Framework, including a Digital Skills Plan.
- Deliver and commission the Adult Education Budget to achieve better outcomes for adult learners, and those seeking changes mid-career.

Growth

Supporting growth of responsible regional business

Objective 6: Driving economic growth and innovation to enable good jobs

Supporting businesses to start up, scale up and invest in the region, in key sectors with growth and higher productivity potential. Promote resilience through leadership, innovation and digital transformation to drive sustainable economic growth and opportunities for all.

- Launch the £20 million Foresight West Yorkshire SME Investment Fund.
- Appoint a Mayoral Inclusivity Champion.
- Progress plans for a Fair Work Charter.
- Deliver innovation support projects for competitive advantage, innovation festival and Mayoral challenge competition.
- Deliver more business start-ups through entrepreneurship ladder of enterprise programme.

Social

Healthier, safer & more resilient communities

Objective 1: Empowering our communities, towns and cities to thrive

Enabling resilient, well-designed, healthy, accessible and connected communities with good quality homes, in places where people want to live. Enhancing the sustainable vitality of cities and towns, accelerating delivery of flood risk management and protecting businesses. This year we will:

- Work with partners to plan how we will continue to invest to achieve our 5,000 affordable sustainable homes target.
- Develop a West Yorkshire Housing Strategy.
- Strengthen our approach to equality, diversity and inclusion in this area, for example through the Dementia Ready Taskforce.
- Secure funding to accelerate delivery of digital infrastructure such as broadband.

Objective 4: Supporting community safety and accountable, proactive policing

Providing strong and transparent accountability of the police. Working with the police and partners to ensure people and communities feel safe. Putting the safety of women and girls at the heart of the Police and Crime Plan. This year we will:

- Publish the strategies and performance indicators that underpin our Police and Crime Plan, setting out a clear path to 2024.
- Publish an evidence-based Violence Reduction Strategy.
- Work across the partnership to improve outcomes for victims and survivors of Domestic and Sexual Abuse and Violence, including criminal justice outcomes.
- Commission targeted services to improve community safety and support victims.

Objective 5: Championing culture, sport and creativity

Ensuring that everyone has access to participate in and experience cultural and sporting opportunities in the region. Putting culture and sport at the heart of the region's recovery and economic growth. This year we will:

- Shape a pipeline of interventions for our Creative New Deal.
- Grow the Creative and Digital Sector through the Creative Digital Catalyst Programme.
- Work with partners to refresh the cultural framework to develop and prioritise the regional programme on culture, heritage and sport.
- Develop an approach to supporting festivals and events, including through 'years of culture' events across West Yorkshire.

Environment

Decarbonising & safeguarding our world

Objective 2: Building a sustainable, nature rich and carbon neutral region

Achieving net-zero carbon by 2038, promoting climate resilience and green recovery and ensuring that the transition to net zero carbon is fair and equitable. We are leading on this agenda, with our Mayor Tracy Brabin taking on the position of co-president of UK100 and plans to host the UK100 summit in July. This year we will:

- Deliver the early priorities of our Carbon and Environment Plan and build our longer-term plans into implementable projects to work towards our target of becoming net zero by 2030.
- Adopt our Carbon Impact Assessment tool to help ensure that all our investments contribute towards our net zero target.
- Produce the West Yorkshire Nature Recovery Strategy and Action Plan to drive the nature recovery in West Yorkshire.

Objective 3: Creating an accessible, clean and customer focused transport system

Connecting communities, making it easier to get to work, do business and connect with each other.

Reforming buses and creating a mass transit system to make the transport system easy to use so that sustainable travel becomes the natural choice. This year we will:

- Deliver our Bus Service Improvement Plan (BSIP) and progress bus reform to ensure communities are connected to opportunities and essential services.
- As part of BSIP, work in partnership with bus operators to create a simpler fare structure for West Yorkshire.
- Continue to develop our business case for a West Yorkshire mass transit system and form our new mass transit directorate.
- Make enhancements to the M Card app, roll out colour-coded network maps, and contactless capping on all buses.
- Publish our Rail Strategy to set out our future vision for rail in West Yorkshire and connect us nationally.
- Continue to deliver projects that benefit local communities through our Transport Fund and 'City Region Sustainable Transport Settlement'.



Community Partners

Engaging local partners is an important step to delivering social value. Several recommended partners related to each Theme have been signposted in Appendix 2. However, this list is not comprehensive and the following organisations should be used as primary resources when approaching VCSEs in each locality.

Bradford



VCS Alliance

Calderdale



Voluntary and
Community
Calderdale



VSI Alliance

Kirklees



Third Sector Kirklees

Leeds



Third Sector Leeds - Doing Good Leeds

Wakefield



Nova Wakefield



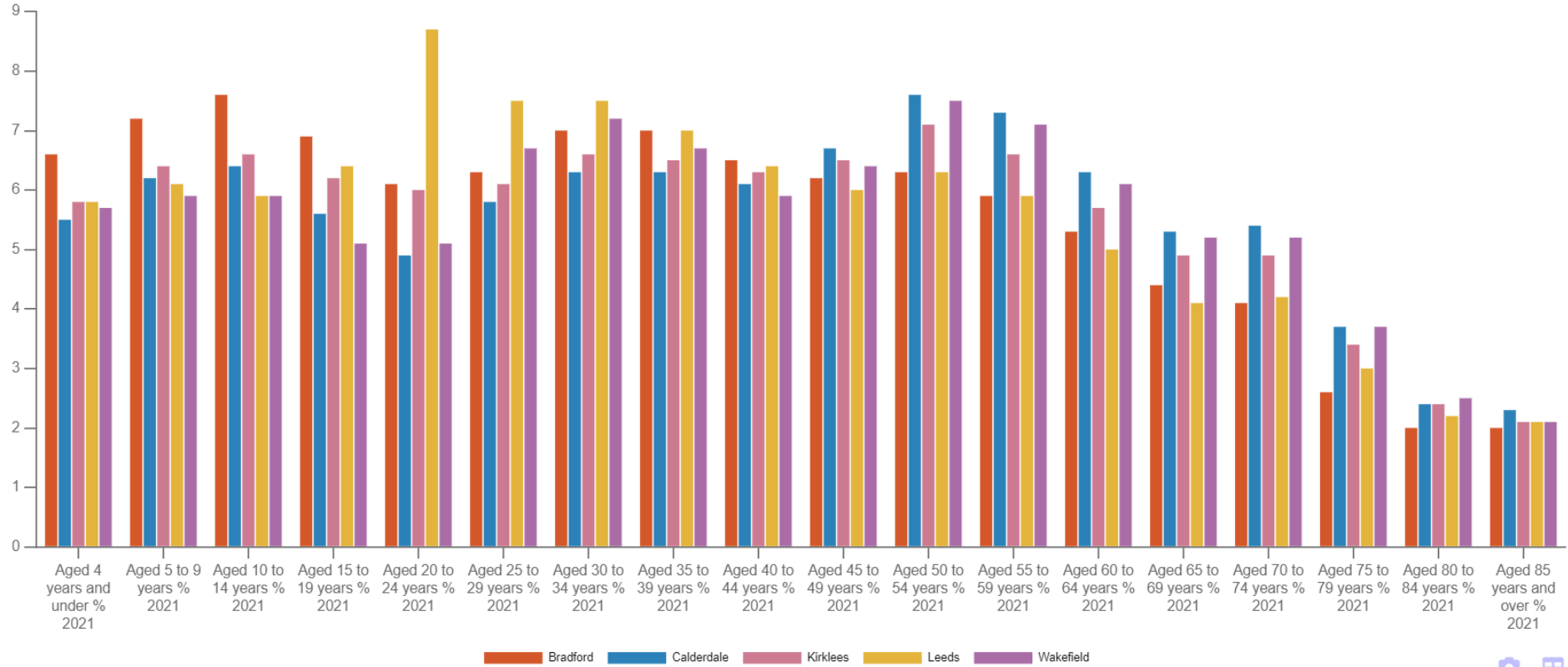
Community Foundation
Wakefield District

2

Local Impact Area

Local Demographics

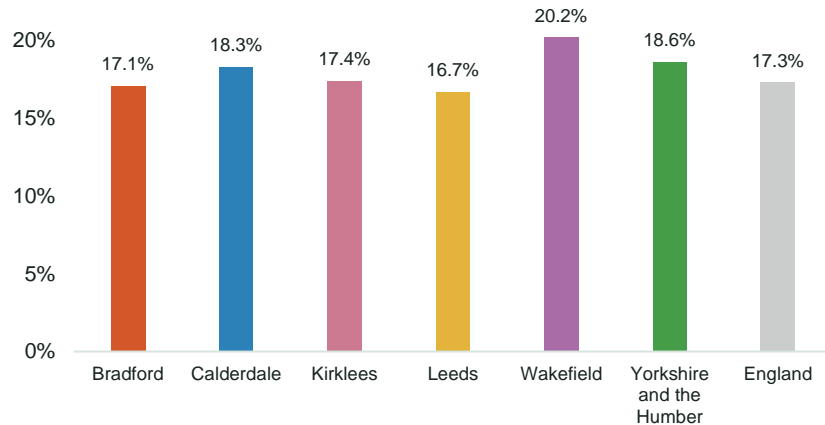
Population by age: Bradford, Calderdale, Kirklees, Leeds, Wakefield



Local Demographics

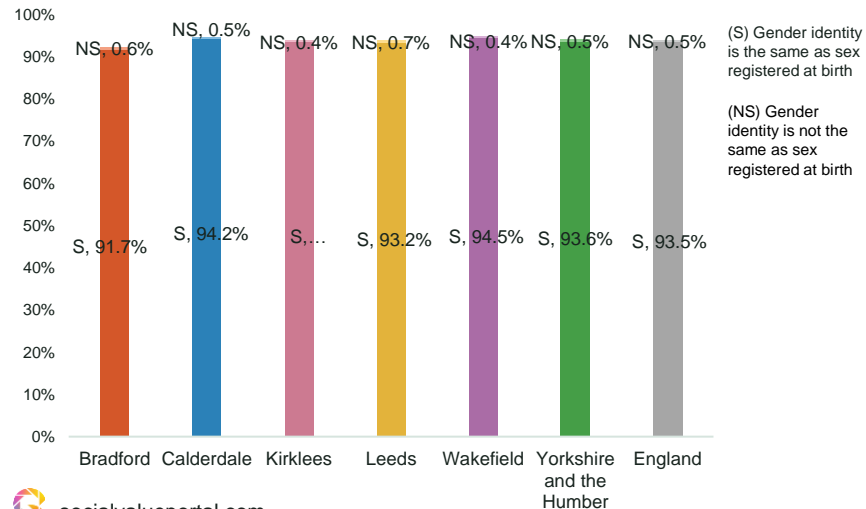
Disability Proportion by Authority

The percentage of individuals designated as disabled under the equality act for each authority in WYCA as per the 2021 census.



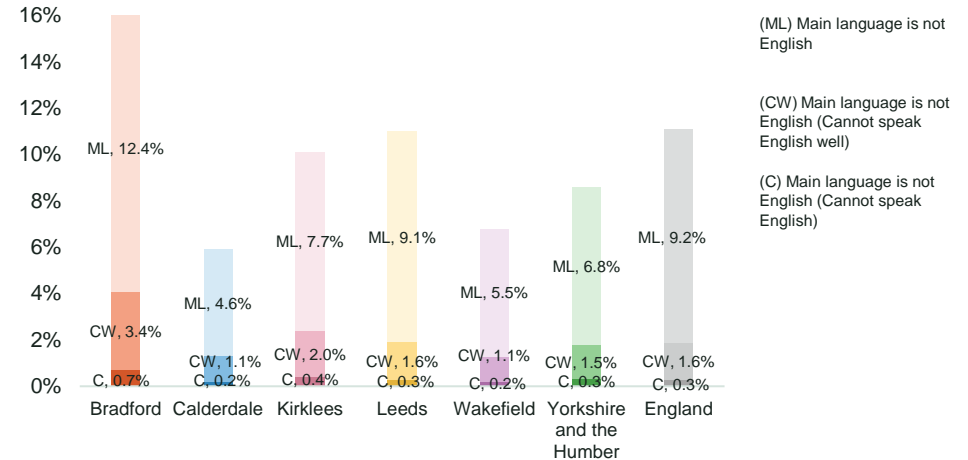
Gender Identity by Authority

Gender identity make up for those who's gender identity is not the same as the sex they were registered as at birth as per the 2021 census.



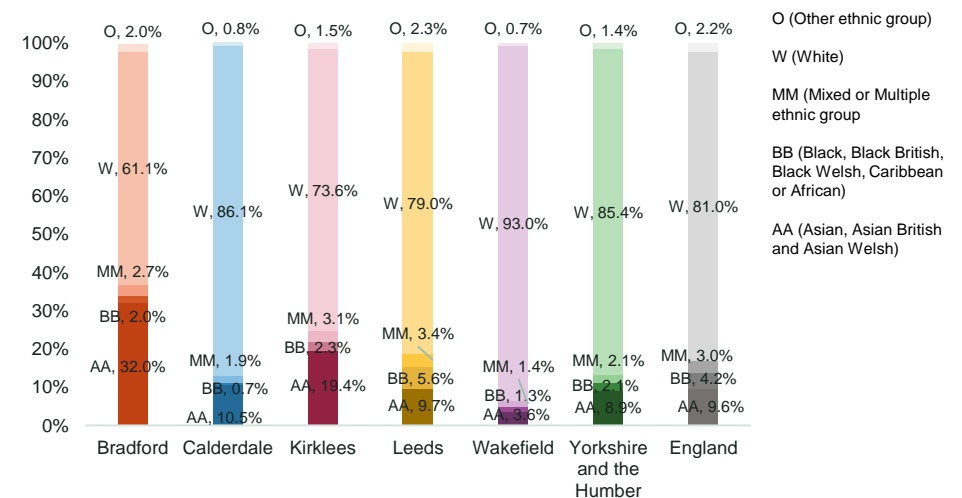
English Proficiency

The proportion of individuals who do not have English as their main language, who cannot speak English and who cannot speak English well as per the 2021 census.



Ethnic Minority Make Up by Authority

Proportional make up of Ethnic Groups across Bradford, Calderdale, Kirklees, Leeds, Wakefield as well as regionally and nationally as per the 2021 census.



3

Deprivation Analysis

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Deprivation Analysis

What is IMD?

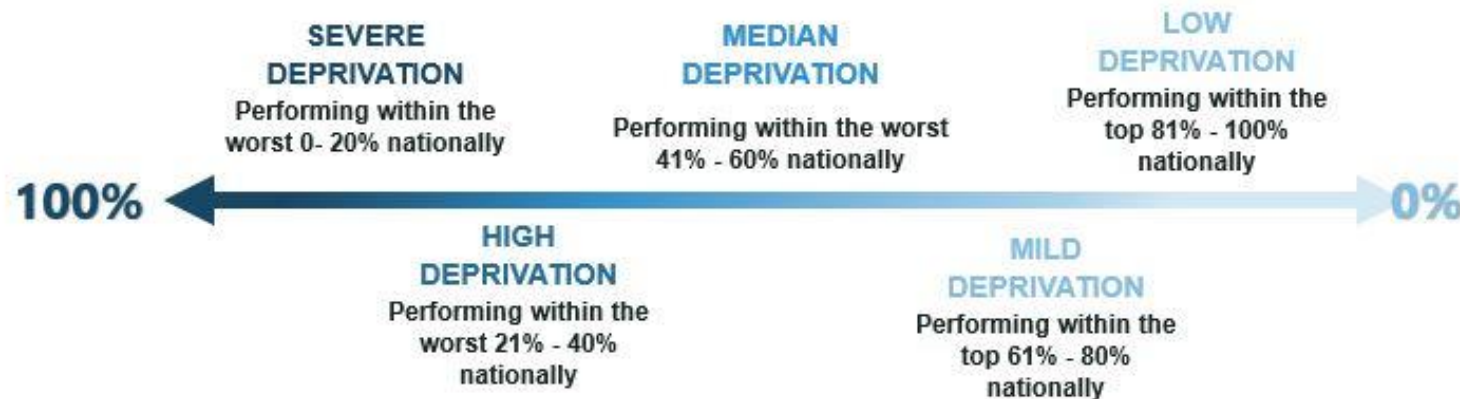
The Indices of Multiple Deprivation (IMD) are a measure of relative deprivation used to rank neighbourhoods across the UK. Deprivation is essentially defined as 'a lack of...' and the IMD allows for the identification of need, relative to the rest of the country.

How does it work?

IMD measures the deprivation in 32,844 Lower-layer Super Output Areas (LSOAs) in England. These areas have an average of 1,500 residents each. IMD analysis allows for the identification of levels of deprivation by ranking LSOAs from 1 (most deprived area) to 32,844 (least deprived area).

What does it measure?

IMD measures the overall deprivation on the basis of the following seven domains: Income; Employment; Education, Skills and Training; Health; Crime; Barriers to Housing and Services (not included in this report); and the Living Environment. These individual domains provide specific insight about what might be causing deprivation.



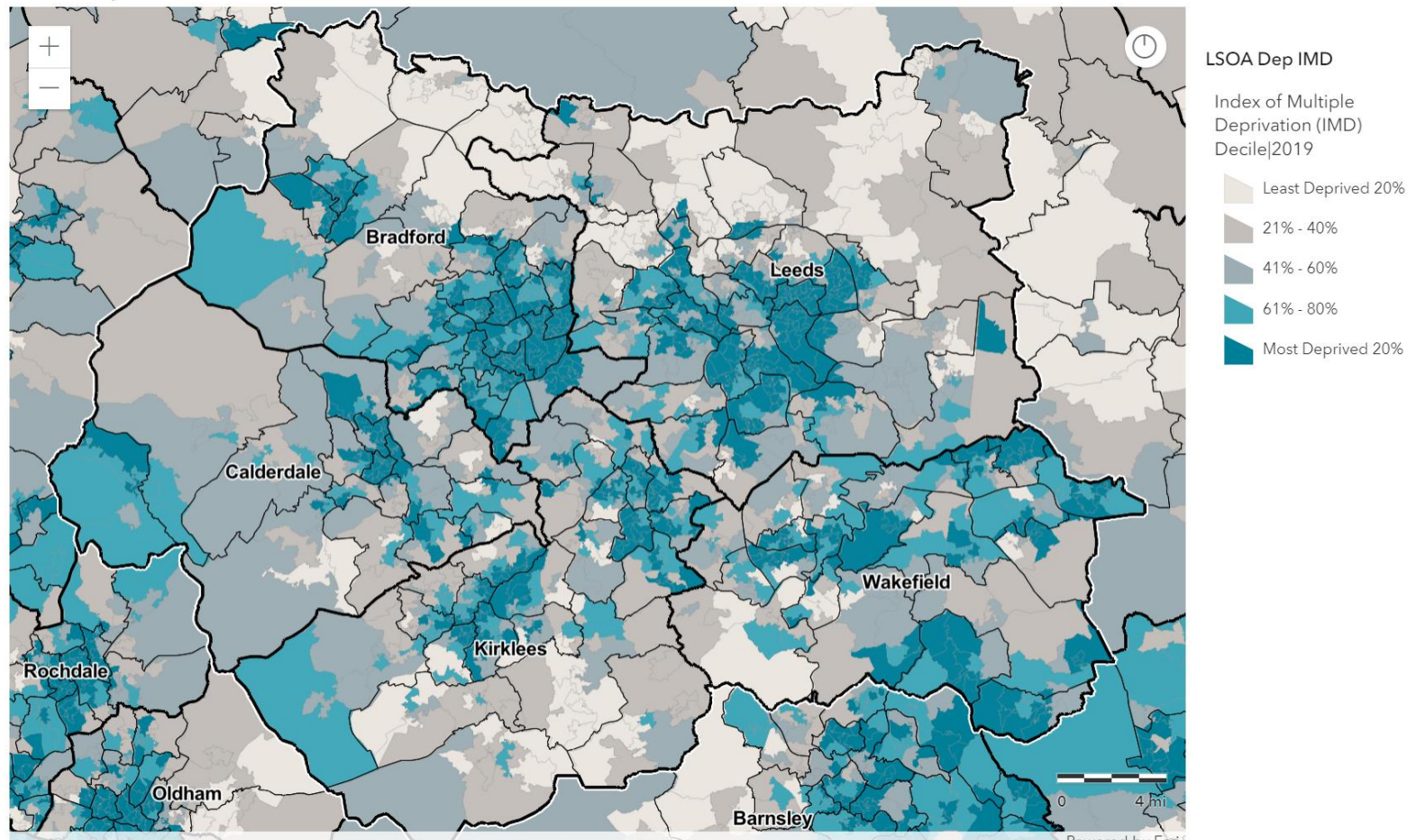
The IMD deprivation table shows the percentage of LSOAs experiencing high to severe deprivation in the Yorkshire and Humber region, West Yorkshire Combined Authority and the authorities of Bradford, Calderdale, Kirklees, City of Leeds and City of Wakefield.

Bradford performs worse than the WYCA deprivation rate in all indicators examined. All five authorities perform worse than the Yorkshire and Humber rate for Overall Deprivation and Crime Deprivation, with Income marginally performing better in Kirklees, but performing worse in Bradford, Calderdale, City of Leeds and City of Wakefield. Education Skills and Training Deprivation is higher in Bradford and the City of Wakefield compared to the Yorkshire and Humber regional average.

Proportion of LSOAs experiencing high to severe deprivation

% of LSOAs experiencing Severe Deprivation	Yorkshire and Humber	West Yorkshire Combined Authority	Bradford	Calderdale	Kirklees	City of Leeds	City of Wakefield
Overall	30.3%	35.8%	47.3%	31.0%	30.4%	33.7%	34.3%
Income	27.9%	31.4%	43.1%	28.7%	27.3%	28.8%	28.1%
Employment	29.9%	32.3%	45.0%	31.8%	27.3%	29.0%	37.1%
Education, Skills and Training	32.7%	34.8%	47.3%	23.3%	26.5%	30.6%	44.3%
Health	31.6%	33.3%	42.1%	24.0%	20.4%	35.4%	38.1%
Crime	36.4%	47.9%	66.6%	40.3%	38.5%	46.0%	41.9%
Outdoor Living Environment	13.8%	17.0%	24.1%	0.0%	5.8%	29.6%	2.9%

Overall deprivation



Bradford

Deprivation in Bradford is particularly high in the area surrounding the ward of the City, with several wards experiencing exclusively deprivation in the highest quintile. The five highest-ranking (most deprived) LSOAs are located within the following wards:

- Bowling and Barkerend, City and Little Horton (3, 75*)
- Tong (4, 81*) (5, 83*)
- Keighley Central (6, 85*)
- Keighley West and Keighley East (8, 125*)

Calderdale

Calderdale experiences the lowest Overall deprivation of the five authorities in WYCA. Despite this, there are still pockets of deprivation that are designated within the most deprived quintile. Deprivation is more highly concentrated in wards that neighbour Bradford. The five highest-ranking (most deprived) LSOAs are located within the following wards:

- Park (16, 202*)
- Illingworth and Mixenden (43, 494*)
- Park (47, 550*)
- Ovenden (94, 997*) (98, 1039*)

Kirklees

Overall deprivation is highest in the North East of Kirklees. The five highest-ranking (most deprived) LSOAs are located within the following wards:

- Dewsbury West (54, 661*)
- Dalton (85, 910*)
- Dewsbury West (85, 914*)
- Ashbrow (100, 914*)
- Betley West and Betley East (108, 1146*)

City of Leeds

The City of Leeds exhibits the third highest Overall deprivation within WYCA. The five highest-ranking (most deprived) LSOAs are located within the following wards:

- Hunslet and Riverside (1, 38*)
- Killingbeck and Seacroft (2, 60*)
- Beeston and Holbeck (7, 88*)
- Armley and Little London and Woodhouse (9, 134*)
- Hunslet and Riverside (11, 152*)

City of Wakefield

The City of Wakefield has the second highest Overall deprivation within WYCA with 34.3% of LSOAs in the highest quintile. The five highest-ranking (most deprived) LSOAs are located within the following wards:

- Hemsworth (20, 230*)
- Airedale and Ferry Fryston (25, 319*)
- Featherstone (35, 192*)
- Knottingley (61, 692*)
- South Elmsall and South Kirkby (79, 868*)

*IMD analysis ranks LSOAs in England from 1 (most deprived area) to 32,844 (least deprived areas). WYCA contains a total of 1,388 LSOAs. Rankings against wards are formatted (WYCA ranking, England ranking)

Jobs

Key Insights

Bradford

Unemployment rate deprivation is generally higher in Bradford in terms of proportion of LSOAs experiencing the highest levels of deprivation. This is highest in the southeast of the authority. Job density is 0.7:1, meaning that there is a shortfall of jobs per resident of 0.3:1. Claimant count (aged 16+) is higher than other local authorities at 6.6% and unemployment rate for people from ethnic minority backgrounds (aged 16+) is the higher than Yorkshire and The Humber average. Education deprivation is also proportionately higher which is underscored by the percentage of the population (16-64) with no qualifications GCSE/NVQs in Bradford.

Recommended Measures

NT1 Local people employed

NT3 Jobs for long-term unemployed

NT9a/NT10a Training and apprenticeships for disadvantaged people

Calderdale

Generally, employment indicators in Calderdale are on par with the regional average. Job density in Calderdale is 0.8, meaning there is a shortfall of jobs per resident of 0.2:1. Unemployment rate for people living with disabilities is slightly higher in Calderdale than the regional average. Percentage of the population with no qualifications GCSE/NVQs is slightly higher than the regional average. Comparatively, the percentage of economically active with trade apprenticeships is also slightly higher than the region. Percentage of offenders who reoffend is third highest in Calderdale.

NT5 Rehabilitating offenders

NT6 Jobs for people living with disabilities

NT9a/NT10a Training and apprenticeships for disadvantaged people

Kirklees

The percentage of people aged 16-64 who are economically inactive in Kirklees is highest in the Combined Authority at 26.7%. Additionally, job density is 0.7:1, meaning that there is a shortfall of jobs per resident of 0.3:1. Unemployment rate for people living with disabilities is also highest in the combined authority at 9.8%. The percentage of the population with no qualifications GCSE/NVQs is also second highest in the Combined Authority and percentage of economically active with trade apprenticeships is second lowest.

NT1 Local people employed

NT9/NT10 Training and apprenticeships

NT6 Jobs for people living with disabilities

City of Leeds

Within the City of Leeds, the wards of Middleton Park, Hunslet & Riverside, Gipton & Harehills, Burmantofts & Richmond Hill and Killingbeck & Seacroft experience (almost exclusively) deprivation within the highest quintile. Additionally, the number of 16-17 year olds not in education, employment or training (NEET) is highest in Leeds at 7.8%. Unemployment rate for people living with disabilities is second highest in the Combined Authority at 7.8%.

NT6 Jobs for people living with disabilities

NT8 School and college visits

NT4 Jobs for NEETs

City of Wakefield

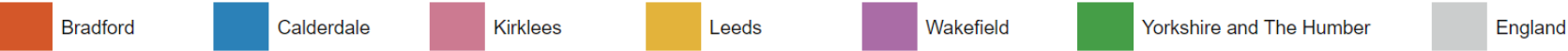
Percentage of people aged 16-64 who are economically inactive in Wakefield is second highest in the Combined Authority. Wakefield exhibits the highest percentage of offenders who re-offend at 29.2%. The proportion of education deprivation is generally high in Wakefield particularly in the centre including areas such as Normanton, Wakefield East, Wakefield West and Wakefield North. Despite this, the number of economically active with trade apprenticeships is significantly higher.

NT1 Local people employed

NT8 School and college visits

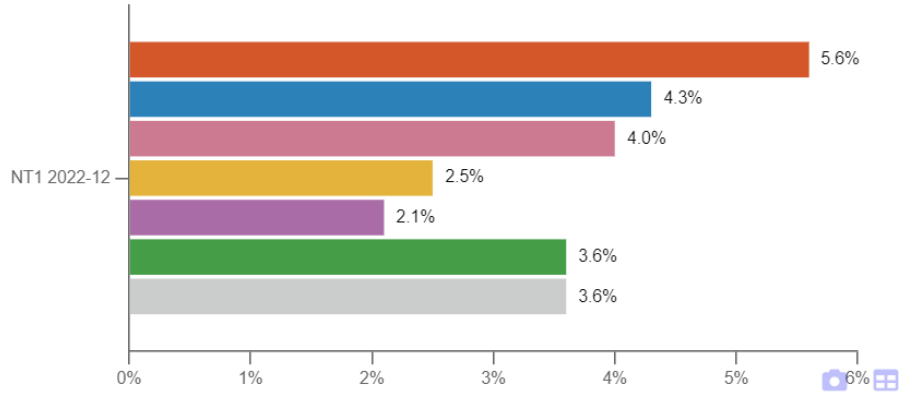
NT5 Rehabilitating offenders

Jobs: Local Skills & Employment

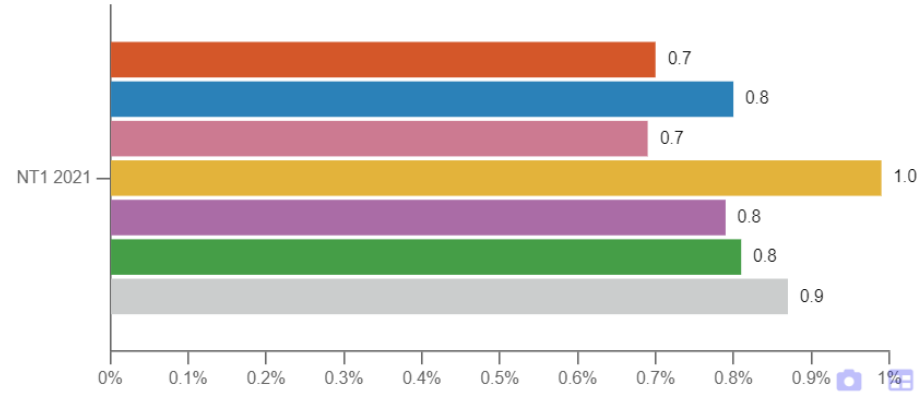


Outcome: More local people in employment

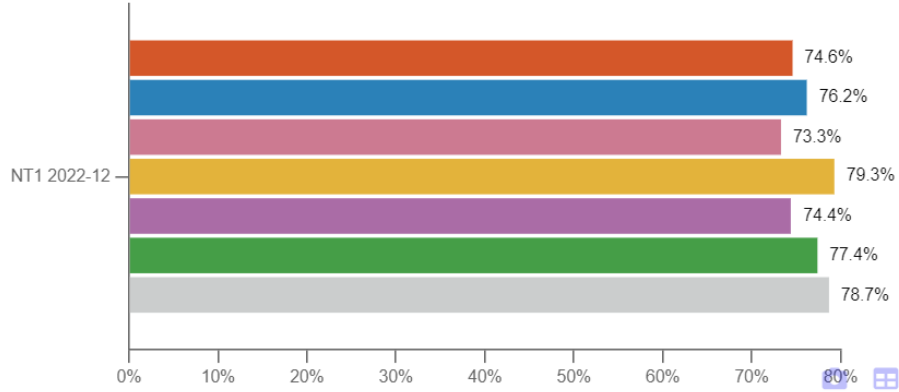
NT1: Unemployment rate - aged 16+



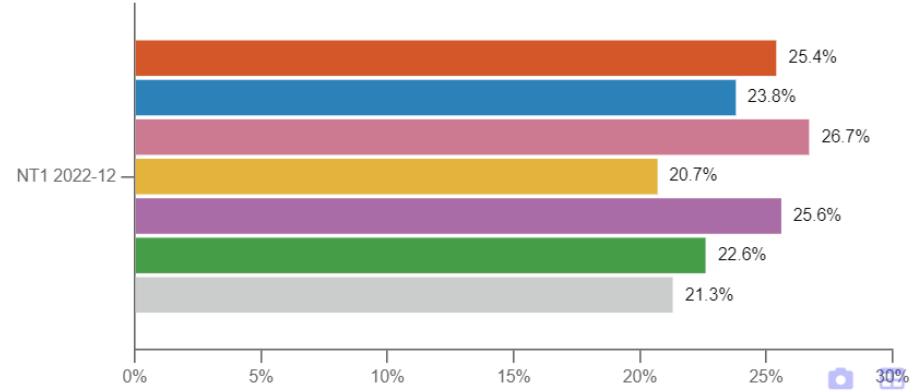
NT1: Job Density (to ratio of 1)



NT1: Economic activity rate - aged 16-64



NT1: Percentage who are economically inactive - aged 16-64



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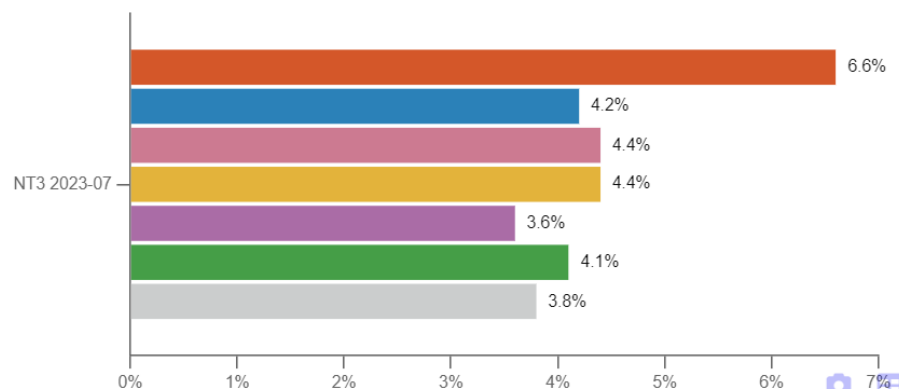
Jobs: Local Skills & Employment

The following graphs show how WYCA compares with the regional average across indicators related to Jobs: Local Skills & Employment. The relevant NT measure references have been included throughout. Each local authority within the Combined Authority has been included where data is available.

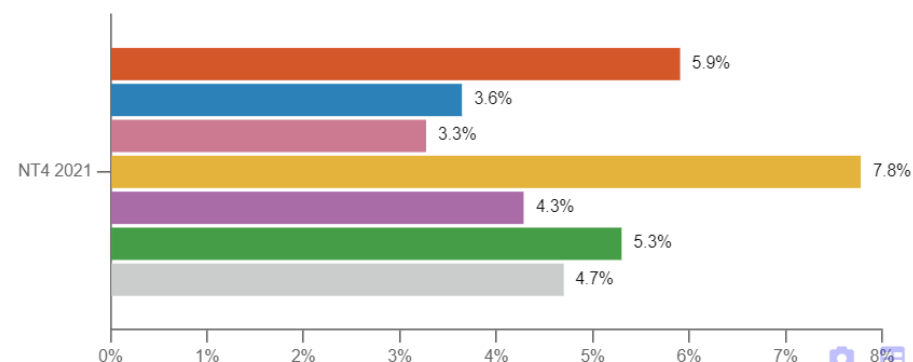


Outcome: More opportunities for disadvantaged people

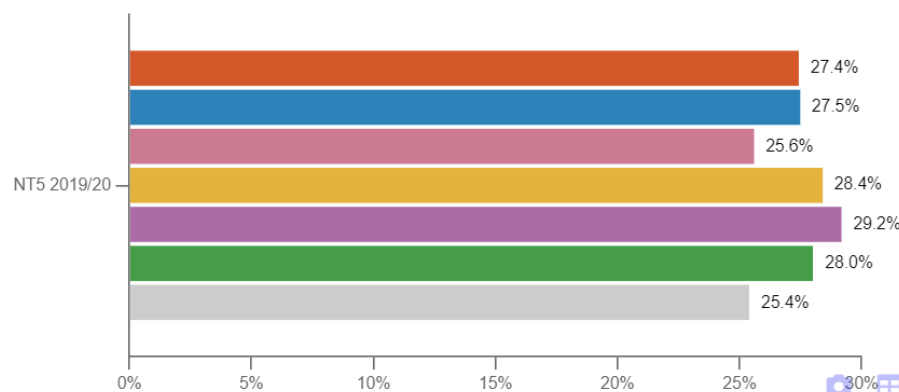
NT3: Total claimant count % - age 16+ yrs



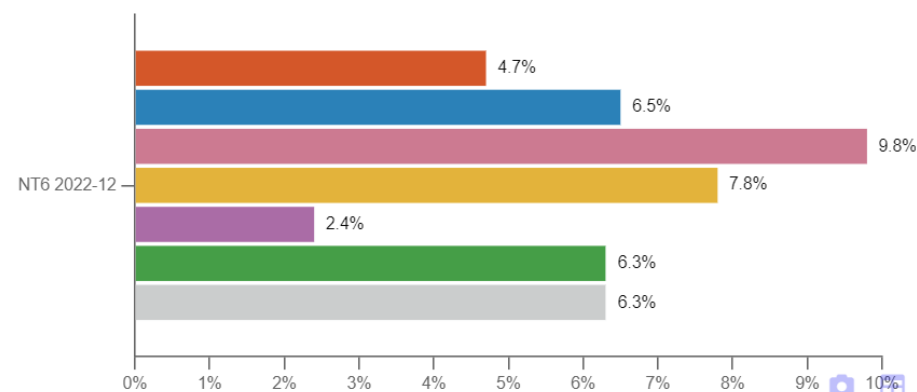
NT4: 16-17 year olds not in education, employment or training (NEET) or whose activity is not known - 16-17 yrs



NT5: Percentage of offenders who re-offend - All ages



NT6: Unemployment rate EA core or work-limiting disabled - aged 16-64

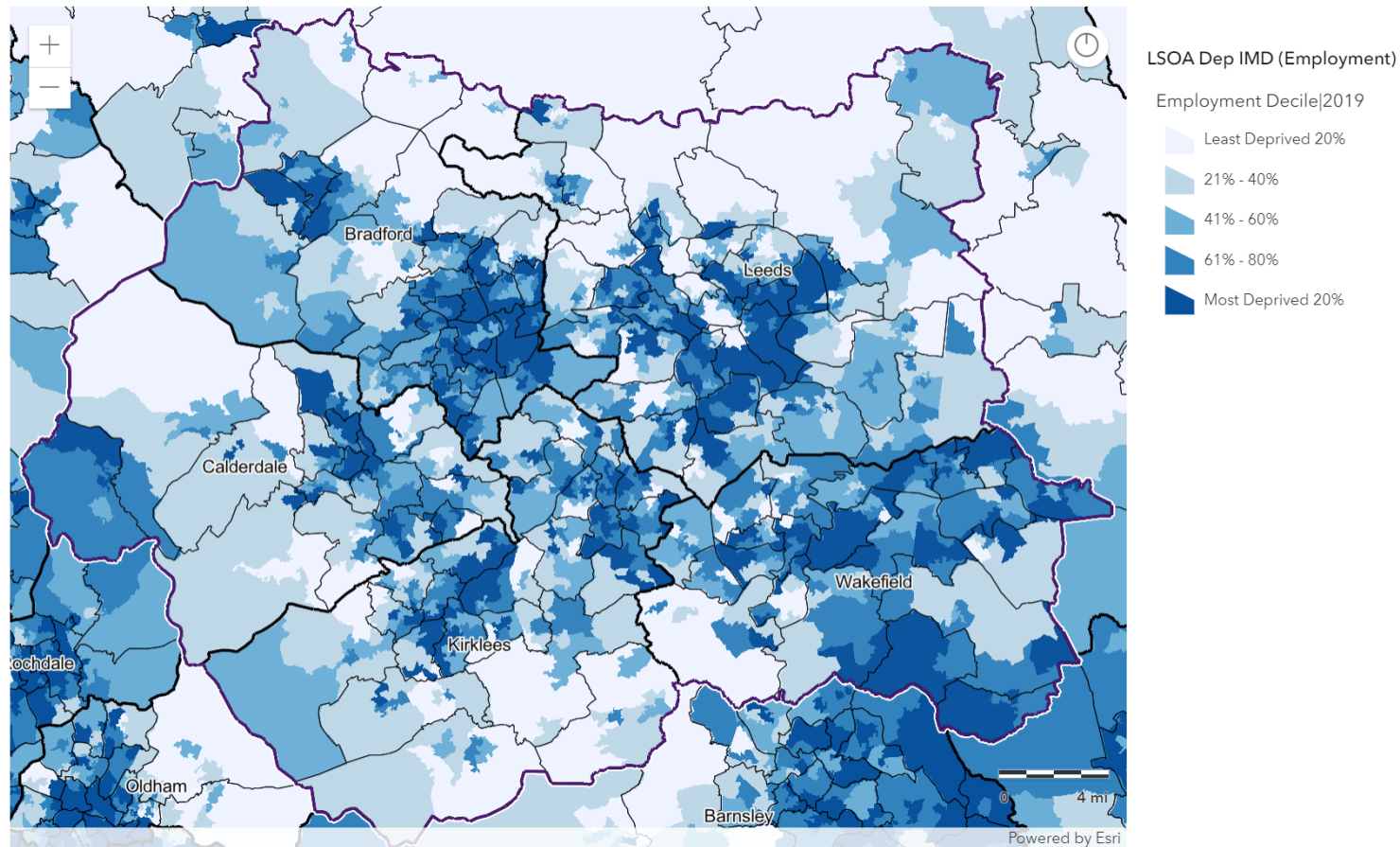


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Outcome: More local people in employment

NT1: Employment map

Employment deprivation measures the proportion of the working age population in an area involuntarily excluded from the labour market.



Bradford

Employment deprivation in Bradford is highest in the southeast of the authority. Deprivation in this domain is particularly high in and around Bowling and Barkerend, Manningham and City as well as North to Eccleshill and South to Little Horton.

Calderdale

Employment deprivation in Calderdale is highest in the east with wards such as Ovenden, Park and Illingworth and Mixenden. Deprivation in the most severe quintile is also present in the West in the ward of Todmorden.

Kirklees

Kirklees experiences varied levels of employment deprivation with generally low deprivation in the south of the authority and two primary hotspots in the northeast and northwest. The north-western hotspot is focussed around Ashbrow and Dalton with the north-eastern hotspot centred around Dewsbury.

City of Leeds

Employment deprivation is high in the City of Leeds with a number of wards indicating deprivation levels in the highest quintile. This deprivation forms a band from the northeast to south with wards such as Middleton Park, Hunslet and Riverside and Killingbeck and Seacroft exhibiting almost exclusively high deprivation.

City of Wakefield

Employment deprivation in the City of Wakefield is highest in the centre with areas such as Normanton, Wakefield East, Wakefield West and Wakefield North experiencing high levels of deprivation in the highest and second-highest quintiles.

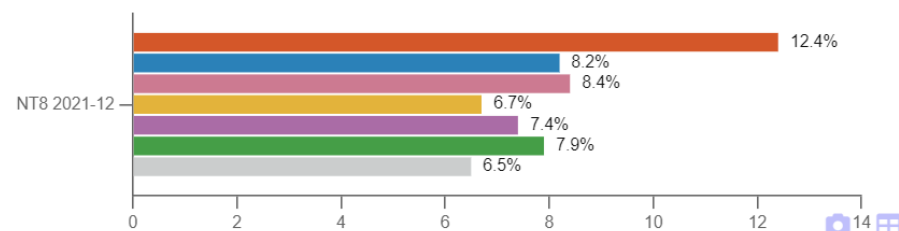
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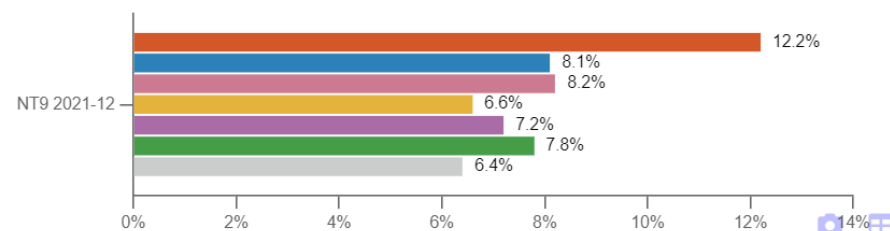


Outcome: Improved skills

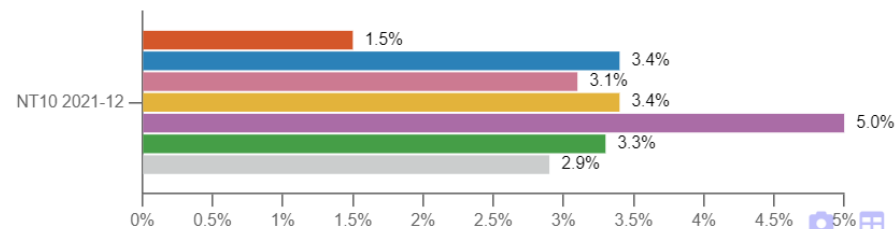
NT8: Percentage with no qualifications (GCSE) - aged 16-64



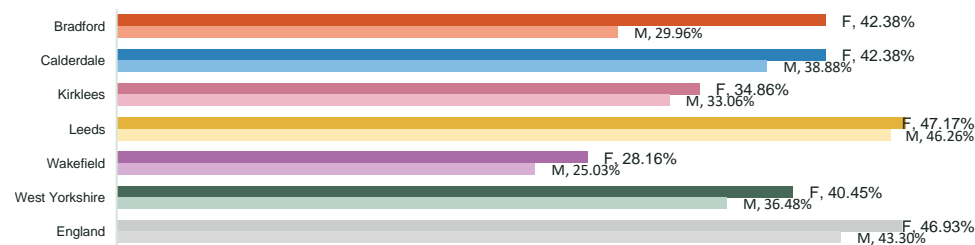
NT9: Percentage with no qualifications (NVQ) - aged 16-64



NT10: Percentage of economically active with Trade Apprenticeships - aged 16-64

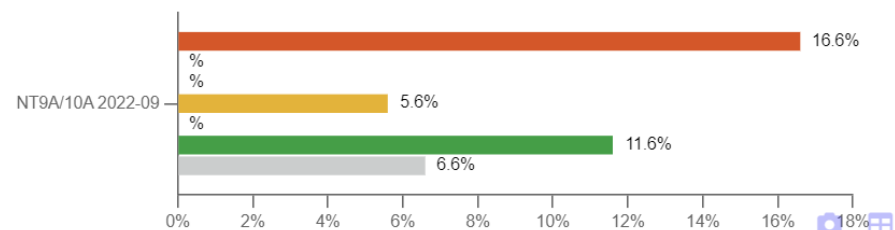


NT10: Sum of % with RQF4+ (Level 4 Qualifications) by Gender



Outcome: Improved skills for disadvantaged people

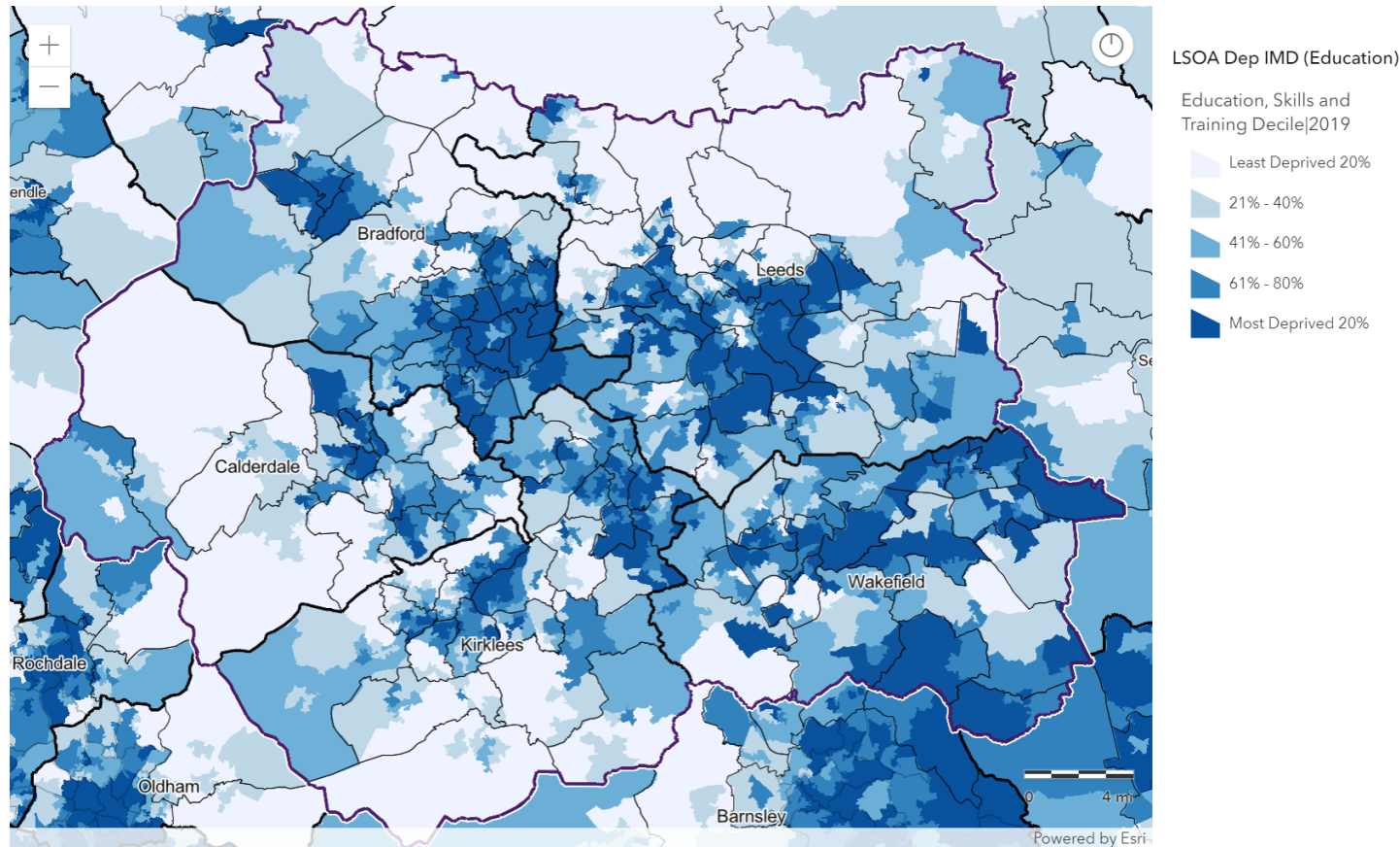
NT9A / NT10A: Unemployment rate - ethnic minority backgrounds aged 16+



Outcome: Improved employability of young people

NT12/13: Education map

Education deprivation measures the lack of attainment and skills in the local population.



Bradford

Education deprivation in Bradford is highest in the southeast of the authority. Deprivation in this domain is particularly high in and around Bowling and Barkerend, Manningham with hotspots also present in the North in Keighley.

Calderdale

Education deprivation in Calderdale is generally low however is highest in the east with wards such as Ovenden, Park and Illingworth and Mixenden and Warley. Deprivation in the most severe quintile is also present in the South in the ward of Elland.

Kirklees

Kirklees experiences varied levels of Education deprivation. There is a band of high deprivation from Dewsbury South to Batley West with high deprivation in Dalton and Ashbrow and Kirkburton.

City of Leeds

Education deprivation is high in the City of Leeds with Middleton Park, Hunslet & Riverside, Gipton & Harehills, Burmantofts & Richmond Hill and Killingbeck & Seacroft experiencing almost exclusively deprivation within the highest quintile.

City of Wakefield

Education deprivation in the City of Wakefield is highest in the centre including areas such as Normanton, Wakefield East, Wakefield West and Wakefield North. Deprivation in this quintile also spans to the East to areas surrounding Pontefract in wards such as Knottingley, Airedale and Ferry Fryston and Featherstone.

Growth

Key Insights

Recommended Measures

Bradford

Bradford has the highest proportion of micro businesses in the Combined Authority at 89%. Gross weekly pay is the second lowest in the Combined Authority, but specifically low for males comparatively. This relates to the high proportion of Income deprivation in Bradford. This may also relate to the high proportion of manufacturing businesses. Mental health indicators and low life satisfaction score is also generally high in Bradford.

NT15 Expert advice for MSMEs and VCSEs/ **NT19** Spend with MSMEs/VCSEs

NT20 Workplace wellbeing

NT41 Real living wage

Calderdale

88.6% of businesses are considered micro in Calderdale, with just 0.2% considered large, the lowest percentage in the Combined Authority. Gross weekly pay is £17 lower than the regional average. Income deprivation is concentrated in the wards of Park, Ovenden, Illingworth and Mixenden. Calderdale consistently has the lowest proportion of residential and commercial properties able to access internet connection speeds up to 1 GB per second.

NT15 Expert advice for MSMEs and VCSEs/ **NT19** Spend with MSMEs/VCSEs

NT41 Real living wage

NT18 Local spend

Kirklees

Kirklees has the highest proportion of businesses in manufacturing compared to the other local authorities. The gender pay gap is most significant with £137 difference between male and female pay. The proportion of Income deprivation is not as high as other areas, however this is concentrated around wards such as Dalton, Ashbrow, Crosland Moor and Netherton.

NT40 Gender Pay Gap

NT21 Equality, diversity & inclusion training for staff

NT18 Local spend

City of Leeds

Leeds has the lowest proportion of micro businesses (0-9 people) but the highest proportion of small businesses (10-49 people) compared to other areas of the Combined Authority. Percentage of self-reported anxiety score is highest in Leeds at 24% of respondents. Gross weekly pay is highest in Leeds and the Internet User classifications map indicates a large proportion of e-Cultural Creators and e-Professionals.

NT15 Expert advice for MSMEs and VCSEs/ **NT19** Spend with MSMEs/VCSEs

NT20 Workplace wellbeing

City of Wakefield

The health sector represents one of the largest sectors across the Combined Authority. The highest proportion of Wakefield businesses are in the health sector. Wakefield also has the highest proportion of medium sized businesses (50-249) compared to the other authorities. Low satisfaction score is second highest in Wakefield. Gross weekly pay is the lowest in Wakefield of all the authorities. The gender pay gap is second highest with a £128 difference between males and females.

NT20 Workplace wellbeing

NT40 Gender Pay Gap

NT41 Real living wage

Growth: Supporting Responsible & Regional Business

The following graphs show how WYCA compares with the regional average across indicators related to Growth: Supporting Responsible & Regional Business. The relevant NT measure references have been included throughout. Each local authority within the Combined Authority has been included where data is available.

NT18: Business Register and Employment Survey (% of PAYE businesses by sector)

Name	Bradford	Calderdale	Kirklees	Leeds	Wakefield	Yorkshire and The Humber	England
Accommodation & food services	6.6%	7.4%	6.6%	5.6%	5.7%	7.2%	7.4%
Transport & storage	4.2%	3.2%	4.8%	4.8%	10.1%	5.6%	5.2%
Retail	9.0%	7.4%	9.6%	6.5%	7.5%	8.2%	9.0%
Wholesale	4.7%	4.3%	4.8%	3.1%	5.7%	3.5%	3.6%
Motor trades	1.9%	1.6%	2.1%	1.3%	2.2%	1.8%	1.7%
Construction	3.8%	4.8%	4.8%	4.0%	5.0%	4.6%	4.9%
Manufacturing	12.3%	14.9%	18.1%	6.3%	11.9%	11.5%	7.3%
Mining, quarrying & utilities	1.4%	0.5%	0.8%	1.3%	1.3%	1.0%	1.1%
Arts, entertainment, recreation & other services	3.8%	4.8%	4.2%	4.6%	3.1%	4.2%	4.3%
Health	17.9%	10.6%	13.9%	13.8%	15.1%	14.4%	13.1%
Education	10.8%	8.5%	10.2%	9.4%	7.5%	9.4%	8.5%
Public administration & defence	4.2%	3.2%	3.6%	4.0%	6.3%	4.5%	4.1%
Business administration & support services	6.1%	11.7%	6.0%	11.9%	8.8%	8.7%	8.9%
Professional, scientific & technical	6.1%	4.8%	4.8%	10.4%	4.4%	6.5%	9.3%
Property	1.9%	1.6%	2.1%	1.7%	1.9%	1.6%	2.0%
Financial & insurance	3.3%	6.4%	1.1%	5.0%	0.9%	2.7%	3.6%
Information & communication	1.9%	2.4%	2.1%	5.8%	1.9%	3.1%	4.5%
Agriculture, forestry & fishing	0.5%	1.0%	0.8%	0.2%	0.4%	1.5%	1.3%

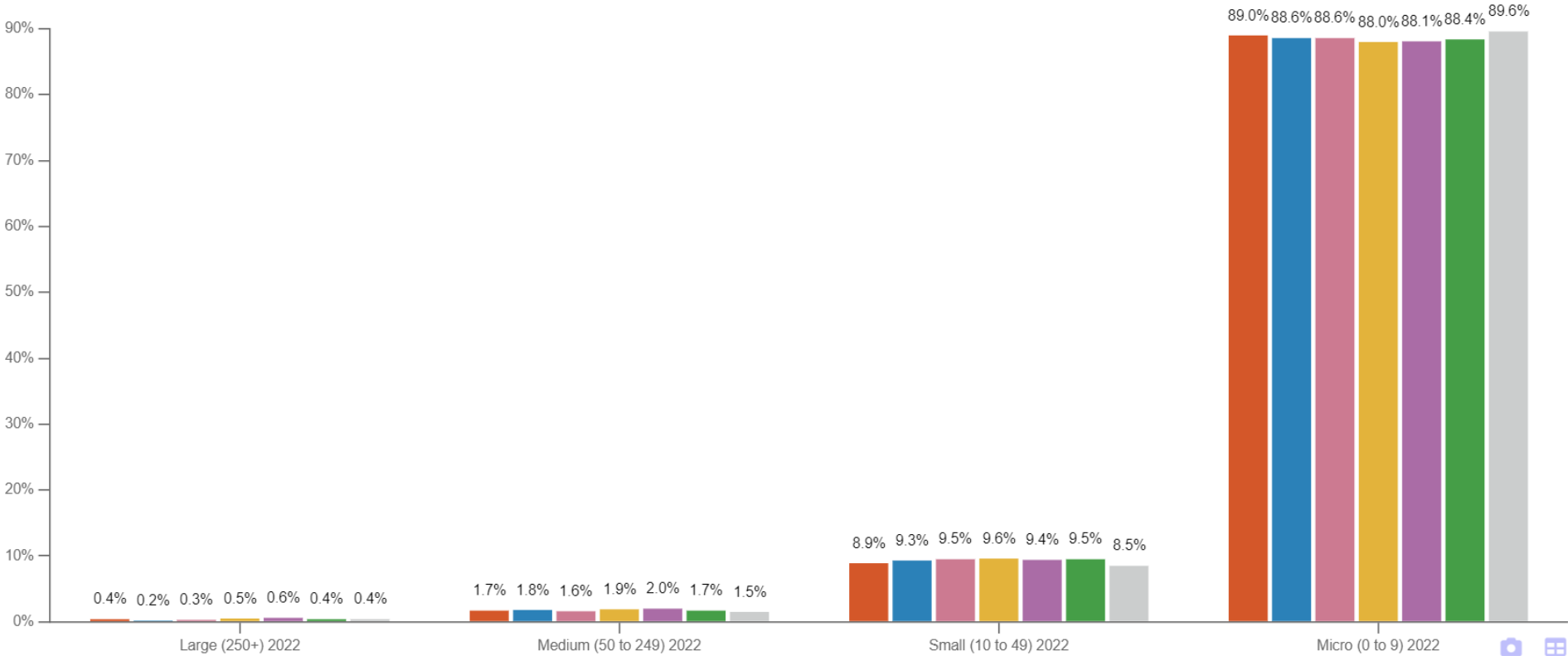
Growth: Supporting Responsible & Regional Business

The following graphs show how WYCA compares with the regional average across indicators related to Growth: Supporting Responsible & Regional Business. The relevant NT measure references have been included throughout. Each local authority within the Combined Authority has been included where data is available.



Outcome: More opportunities for local MSMEs and VCSEs

NT19: Percentage of enterprises by size



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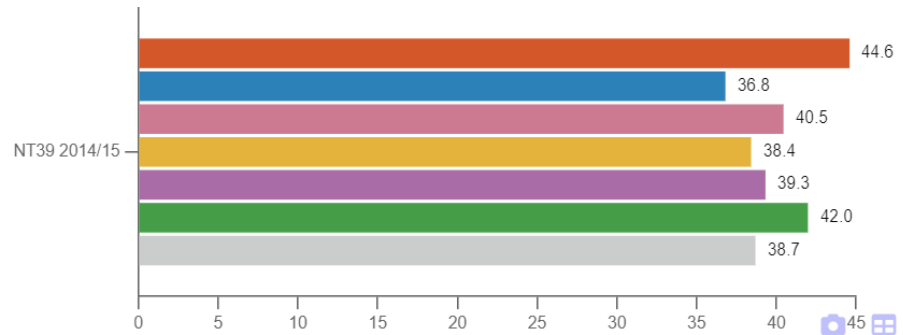
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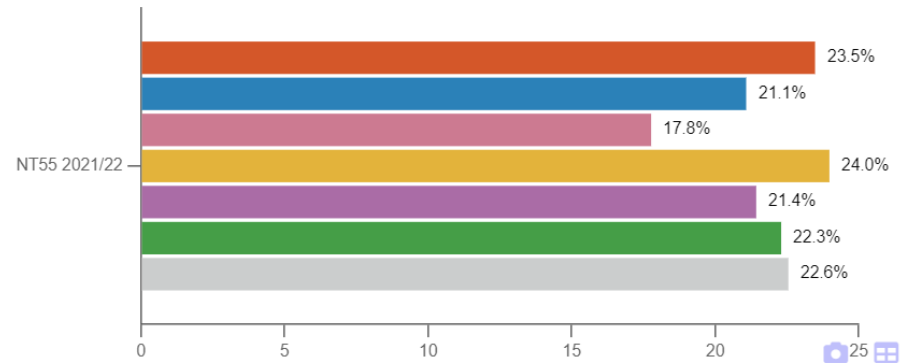


Outcome: Improving staff wellbeing & mental health

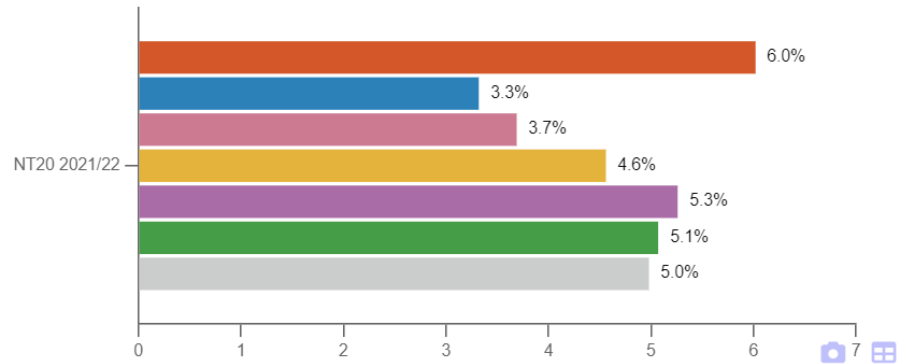
NT39: Contact with mental health or learning disability services: rate per 1,000 patients on GP practice list - 18+ yrs



NT55: Self-reported wellbeing: people with a high anxiety score -16+ yrs



NT20: Self-reported wellbeing: people with a low satisfaction score - 16+ yrs



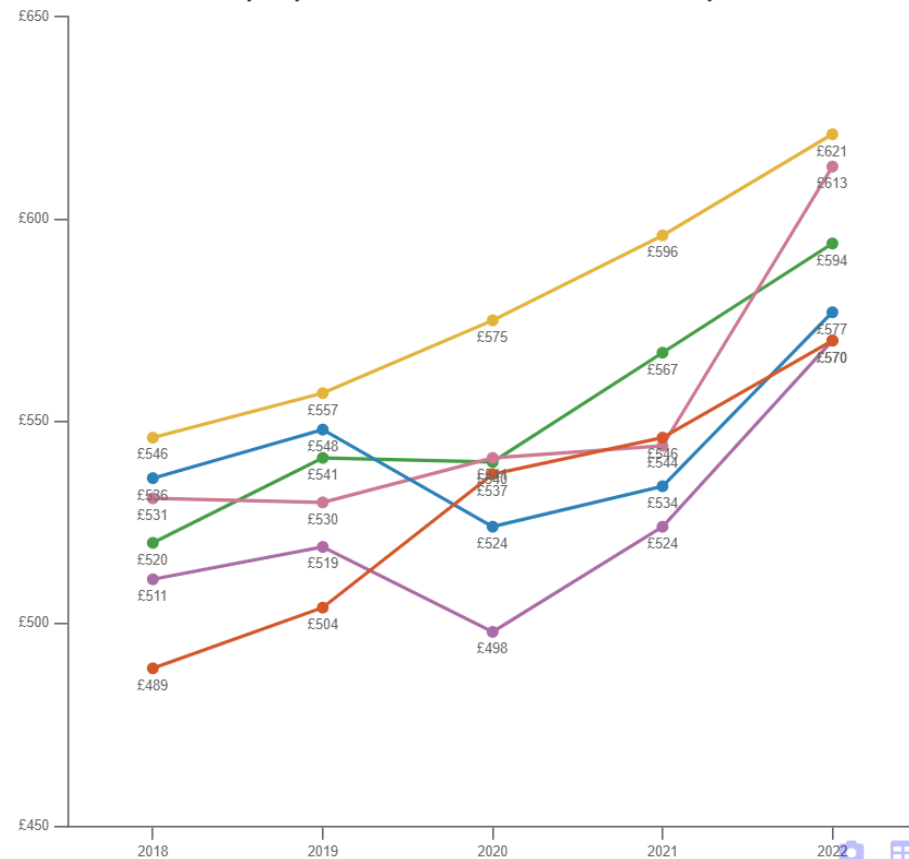
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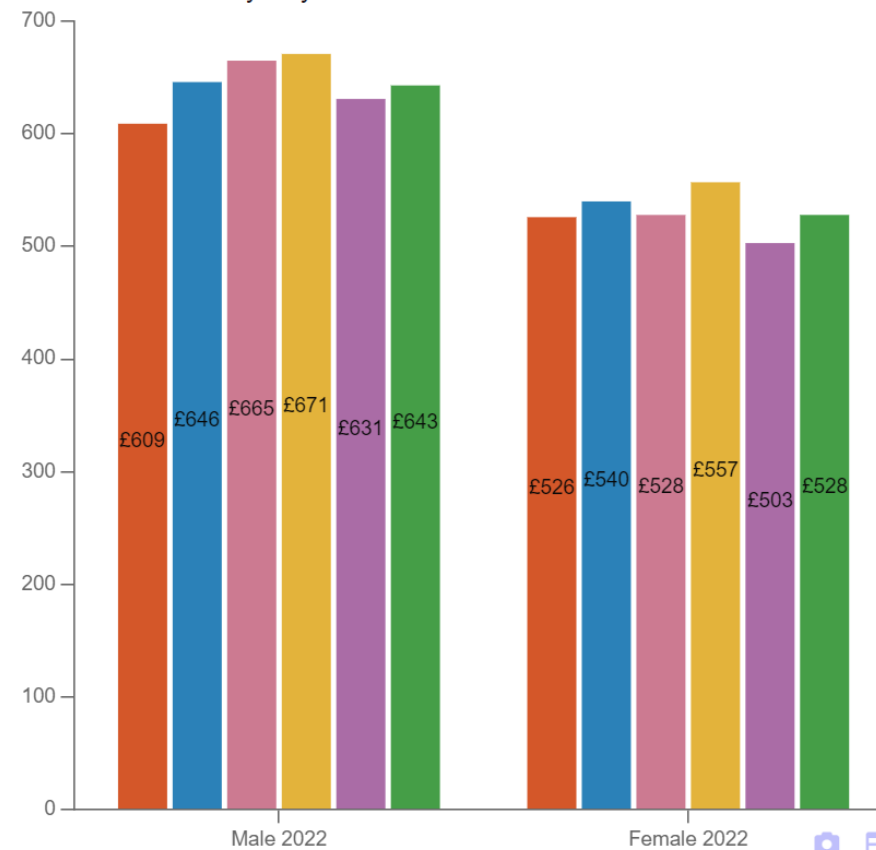


Outcome: Reducing inequalities

NT41/42: Gross Weekly Pay - Full Time Workers - Residence Analysis



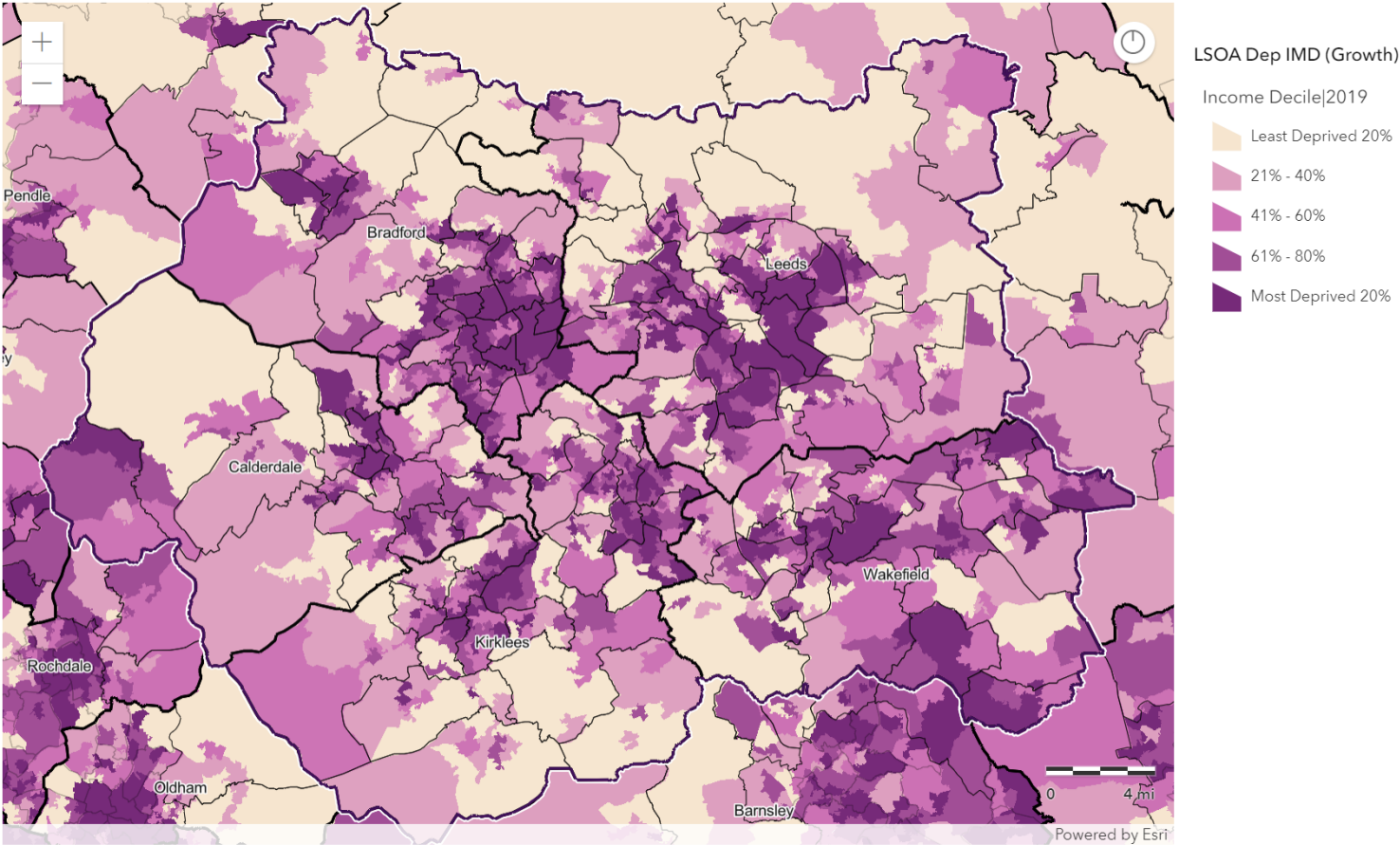
NT40: Gross Weekly Pay - Full Time Workers



Outcome: Reducing inequalities

NT41/42: Income map

Income deprivation measures the proportion of the population experiencing deprivation relating to low income.



Bradford

Income deprivation is generally high across Bradford with a concentration of deprivation in the highest quintile in the east around the City including wards such as Bowling and Barkerend, Bradford Moor, Little Horton and Manningham.

Calderdale

Income deprivation across Calderdale generally varies with high deprivation present in pockets around the authority. This is particularly high in areas surrounding Park and Ovenden as well as Illingworth and Mixenden.

Kirklees

Income deprivation in Kirklees is focussed in the south of the authority with areas such as Dalton, Ashbrow and Crosland Moor and Netherton exhibiting deprivation in the highest quintile.

City of Leeds

High Income deprivation is prevalent across Leeds with expansive areas of high deprivation present across the authority, particularly in the east and southeast.

City of Wakefield

High Income deprivation in Wakefield is seen in the south of the authority with areas such as Hemsworth and South Elmsall and South Kirkby exhibiting deprivation in the highest quintile.

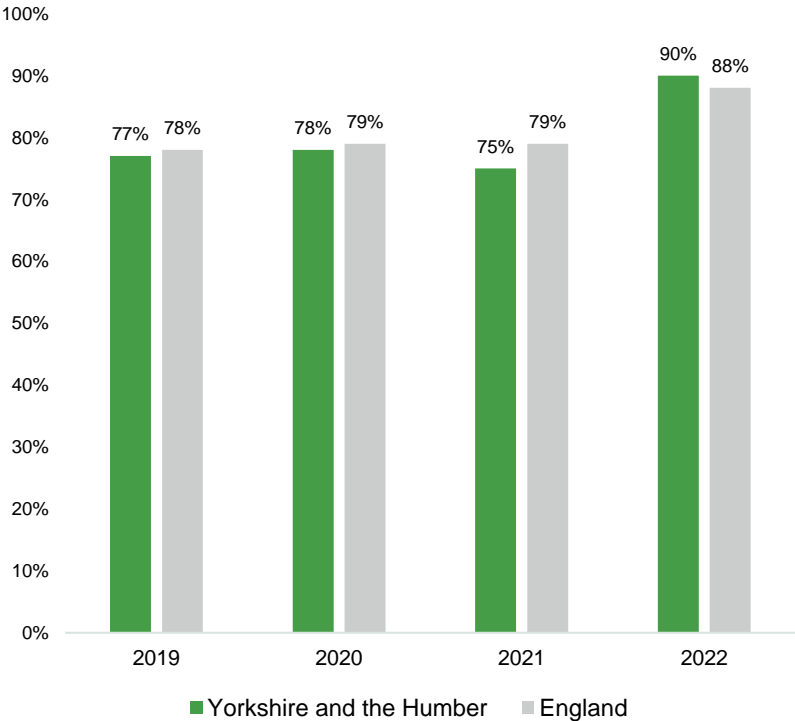
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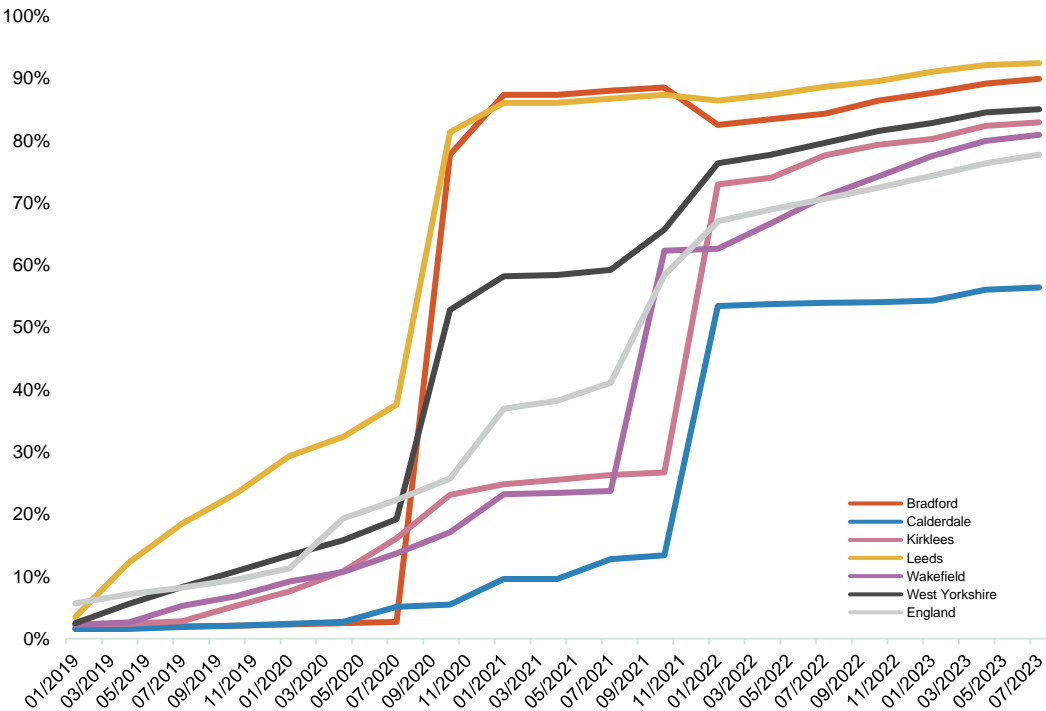


Outcome: Reducing inequalities

NT15: Percentage of people aged 15+ with basic digital skills



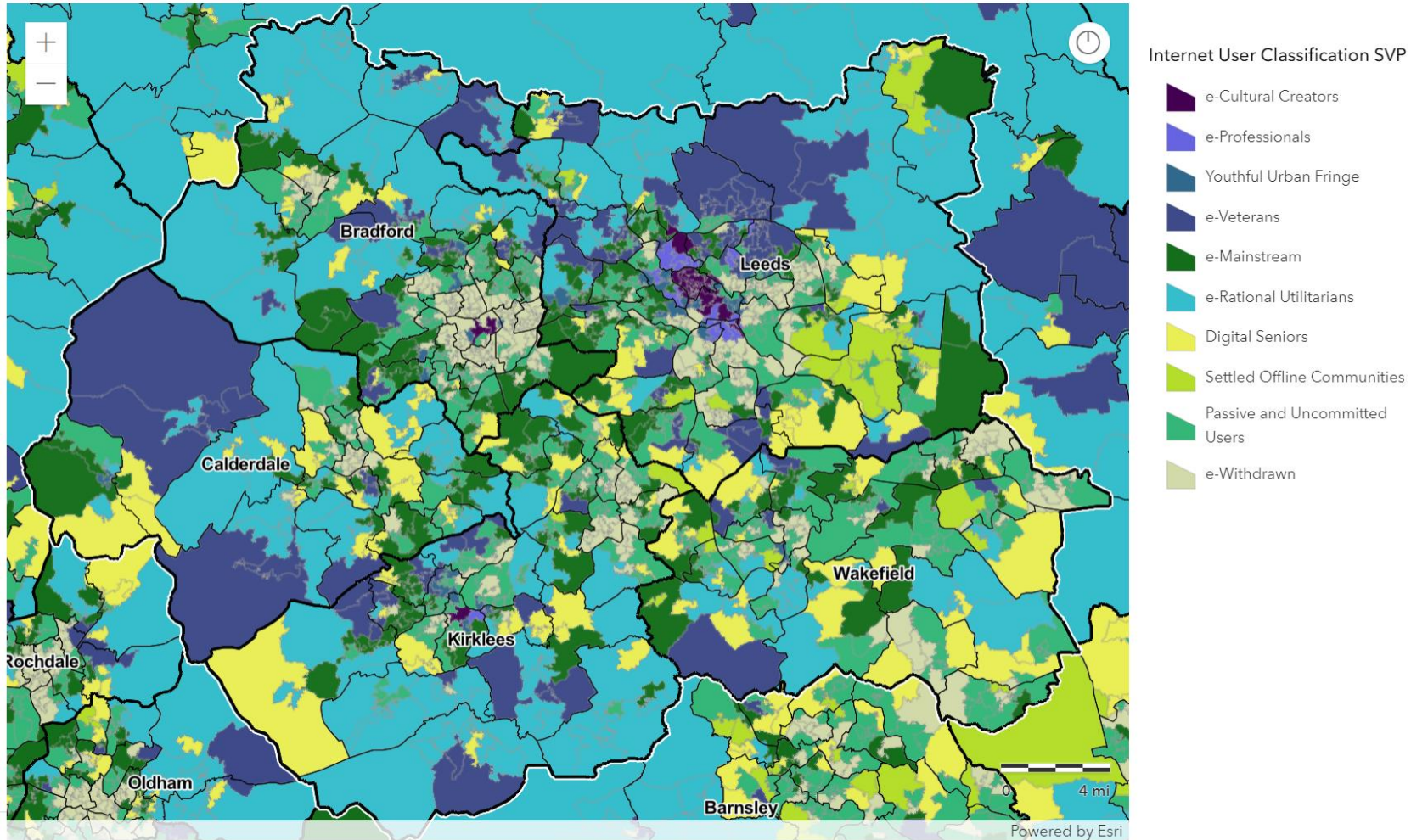
NT15: Proportion of residential and commercial properties able to access internet connection speeds up to 1 GB per second



Outcome: Reducing inequalities

Internet User Classification map

The map shows the classification of neighbourhoods in WYCA in terms of how they interact with the internet. The Consumer Data Research Centre (CDRC) have developed an Internet User Classification using data from the British Population Survey (BPS), which provides info on the behavioural characteristics of the population regarding various aspects of internet use, which could be linked with demographic data from the census and supplemented with data from online retailers, on online transactions and infrastructure data from OfCom on download speed. Every LSOA in the UK has been classified into 10 groups (summarised in the table on the Appendix).



[Click here](#) for classification definitions.

Social

Key Insights

Recommended Measures

Bradford

The mortality rate from causes considered preventable (aged under 75) is the highest in Bradford compared to other areas at 232.6 per 100,000. Percentage of physically inactive adults is also highest while admissions episodes for alcohol-related conditions and smoking prevalence in adults are both second highest. Bradford experiences the highest proportion of Health deprivation including wards around City and Keighley. Violent crime (violent and sexual offences) is highest in Bradford as well as the number of first time young offenders. The proportion of LSOAs experiencing Crime deprivation in the highest quintiles is striking at 66%.

NT24 Crime is reduced

NT26 Health interventions

Calderdale

The mortality rate from causes considered preventable (aged under 75) is the third highest in Calderdale. Admissions episodes rate for alcohol related conditions is highest in the Combined Authority. Percentage of adults who feel lonely often/always or some of the time is also highest in Calderdale. Violent crime (sexual offences) is highest in Calderdale (alongside Bradford) and the number of first time young offenders is second highest.

NT24 Crime is reduced

NT27 Supporting vulnerable people

NT26 Health interventions

Kirklees

The percentage of adults classified as overweight or obese is second highest in Kirklees and physically inactive adults is second highest. 1.2 per 1,000 households are in temporary accommodation in Kirklees, the second highest in the Combined Authority. The proportion of Crime and Health deprivation are generally lower than other areas, however clustered in specific areas of the local authority. Crime deprivation in Kirklees spans north and south of Dewsbury with deprivation in the highest quintile present in Batley, Birstall and Birkenshaw, Dewsbury, Ossett and Heckmondwike, amongst others.

NT26 Health interventions

NT25 Tackling homelessness

NT29 Supporting community projects

City of Leeds

Leeds performs generally better than other areas of the Combined Authority in terms of physical health indicators. Despite this, percentage of adults who feel lonely often/always or some of the time is second highest in Leeds. Health deprivation is highest in wards around the city centre. Overall crime rate is highest in Leeds and violent crime (violence and sexual offences) is third highest. Crime deprivation is also highest around in the wards around the city centre.

NT24 Crime is reduced

NT27 Supporting vulnerable people

NT29 Supporting community projects

City of Wakefield

The mortality rate from causes considered preventable (aged under 75) is the second highest in Wakefield. Percentage of adults who are classified as overweight or obese is highest at 70.7% along with smoking prevalence at 15.6%. Homelessness – households in temporary accommodation is also highest in the Combined Authority at 1.7 households per 1,000. All crime rate is third highest in Wakefield and hospital admissions for violence is highest.

NT26 Health interventions

NT24 Crime is reduced

NT25 Tackling homelessness

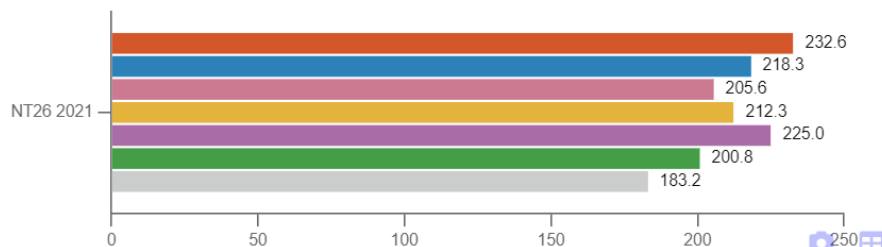
Social: Healthier, Safer & More Resilient Communities

The following graphs show how Bradford, Calderdale, Kirklees, Leeds, Wakefield compares with the regional average across indicators related to Social: Healthier, Safer & More Resilient Communities. The relevant NT measure references have been included throughout. Each local authority within the Combined Authority has been included where data is available.

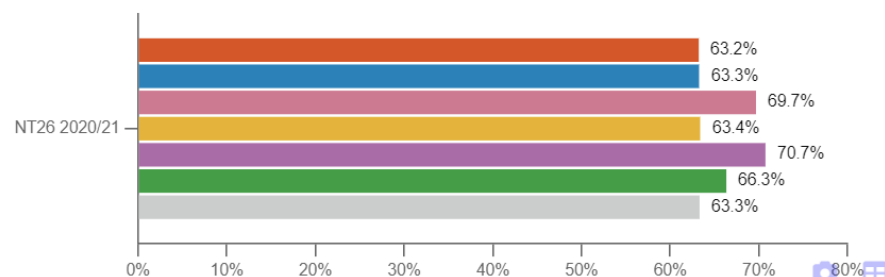


Outcome: Creating a healthier community

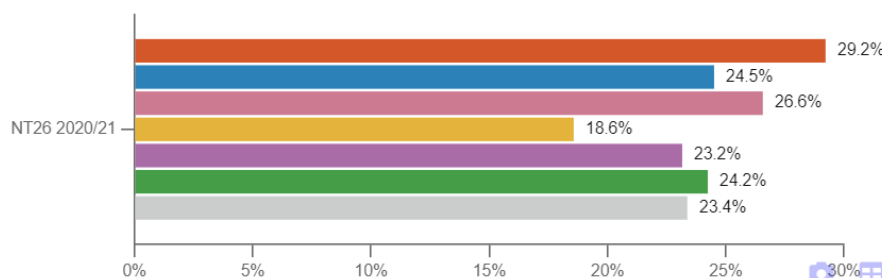
NT26: Mortality rate from causes considered preventable, aged under 75 years (per 100,000 population)



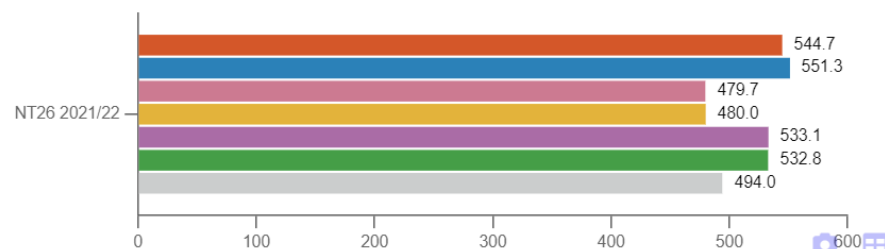
NT26: Percentage of adults classified as overweight or obese - 18+ yrs



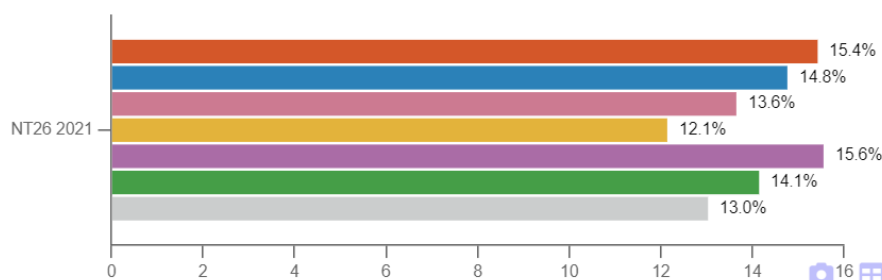
NT26: Percentage of physically inactive adults - 19+ yrs



NT26: Admission episodes for alcohol-related conditions - All ages (no. of admissions per 100,000 population)



NT26: Smoking Prevalence in adults (18+)



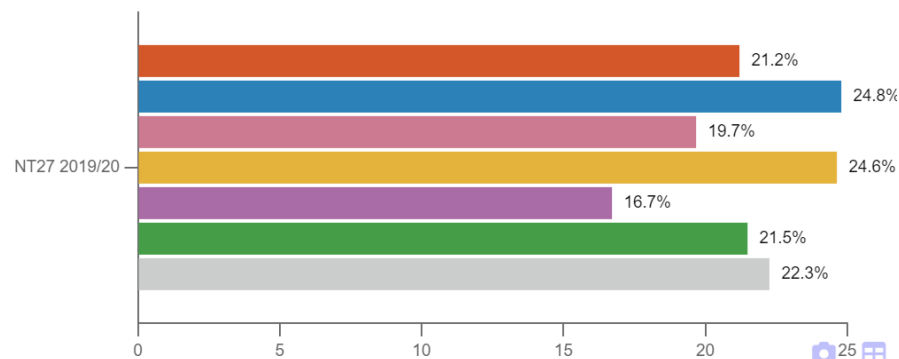
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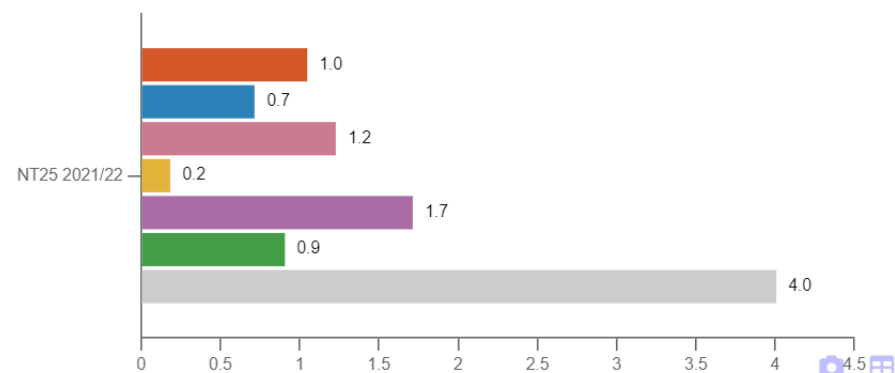
Outcome: Vulnerable people are helped to live independently

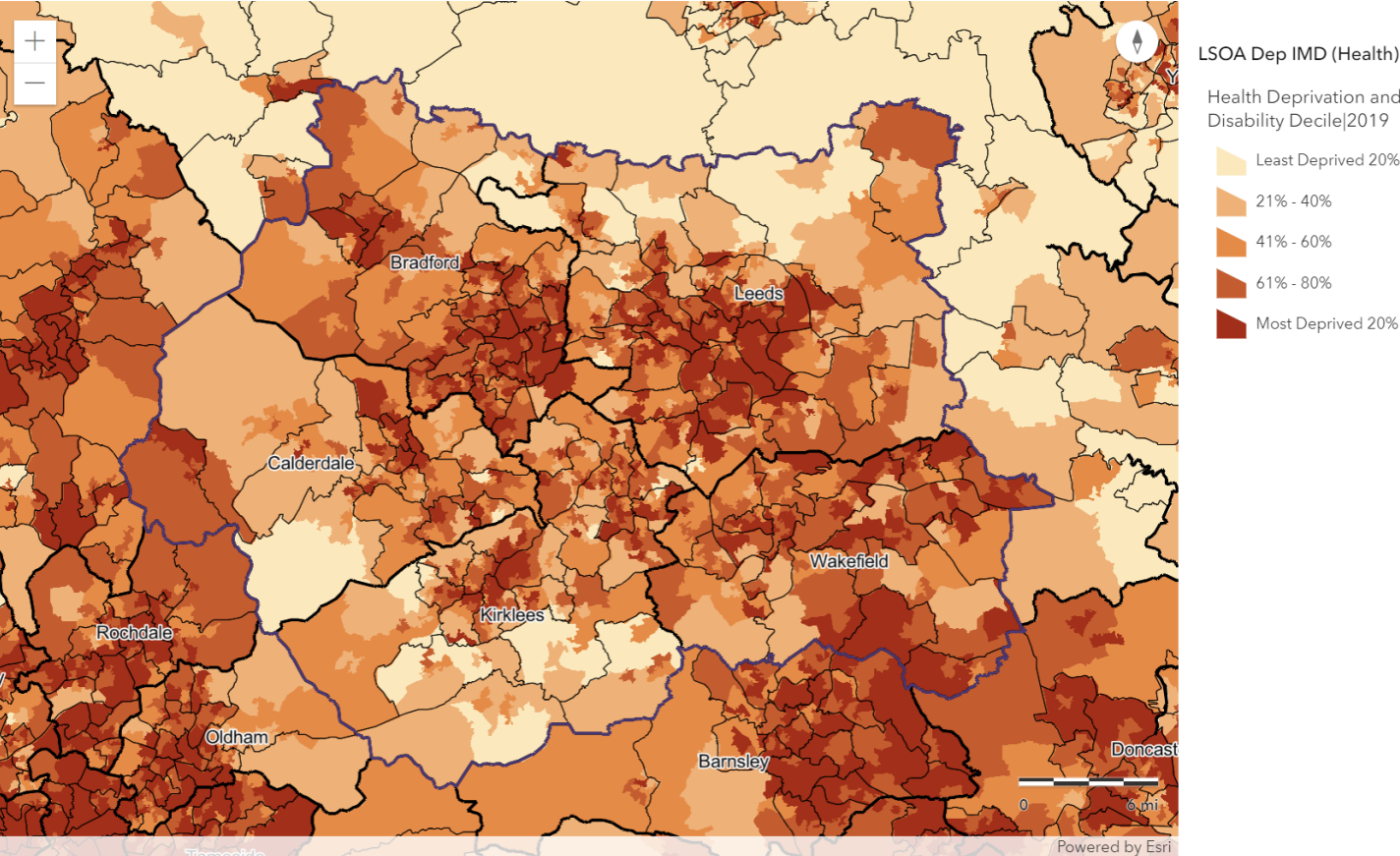
NT27: Percentage of adults who feel lonely often / always or some of the time -16+ yrs



Outcome: More working with the Community

NT25: Homelessness - households in temporary accommodation per 1,000 households





Bradford

Health deprivation is largely high within Bradford with a number of wards across the authority experiencing deprivation within the highest quintile. This includes southeastern wards surrounding the ward of City as well as some higher levels of deprivation seen in Keighley.

Calderdale

Sporadic distribution of higher levels of Health deprivation can be seen across Calderdale with Ovenden, Park and Illingworth and Mixenden being highlighted as areas with particularly large areas of deprivation, within the highest quintile. This is also the case for some areas in Rastrick and Elland.

Kirklees

High Health deprivation is clustered around the wards of Newsome, Golcar, Greenhead, Dalton and Ashbrow. Similarly, areas neighbouring Wakefield such as Dewsbury exhibit deprivation within the highest quintile.

City of Leeds

Health deprivation in Leeds is extensive with a number of wards in the east and southeast experiencing deprivation in the highest quintile. Areas of particular note include Hunslet and Riverside, Burmantofts & Richmond Hill and Little London & Woodhouse as well as Beeston & Holbeck.

City of Wakefield

Health deprivation in Wakefield is highest in the north and south in areas around Hemsworth and Pontefract as well as Featherstone, Knottingley and Airedale and Ferry Fryston.

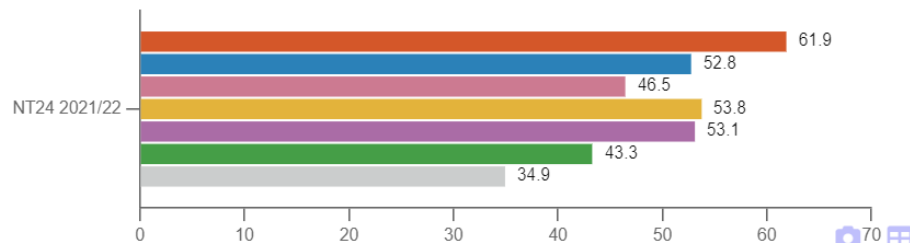
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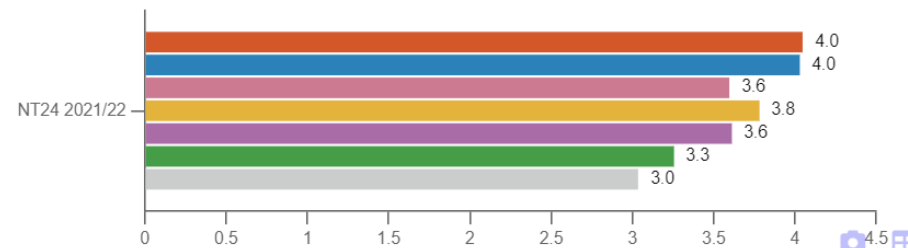


Outcome: Crime is reduced

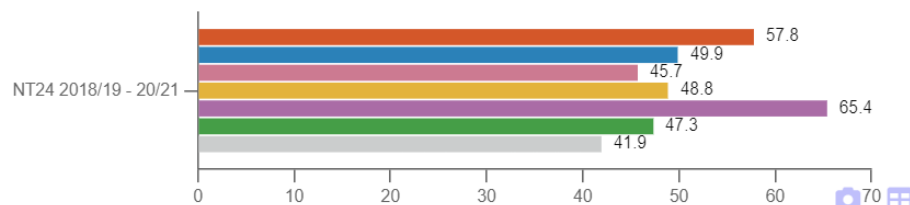
NT24: Violent crime - violence offences per 1,000 population



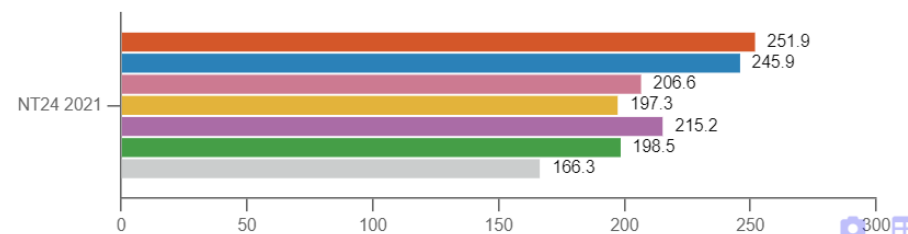
NT24: Violent crime - sexual offences per 1,000 population



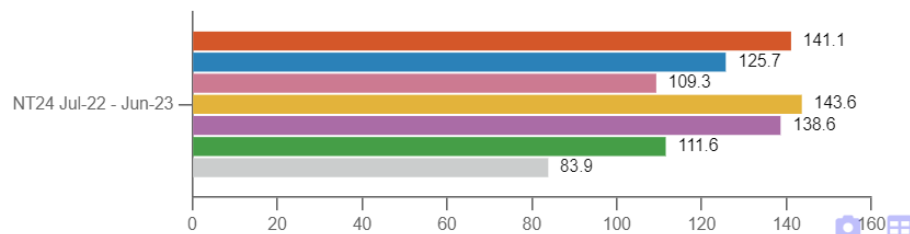
NT24: Violent crime - hospital admissions for violence (including sexual violence) per 100,000 population

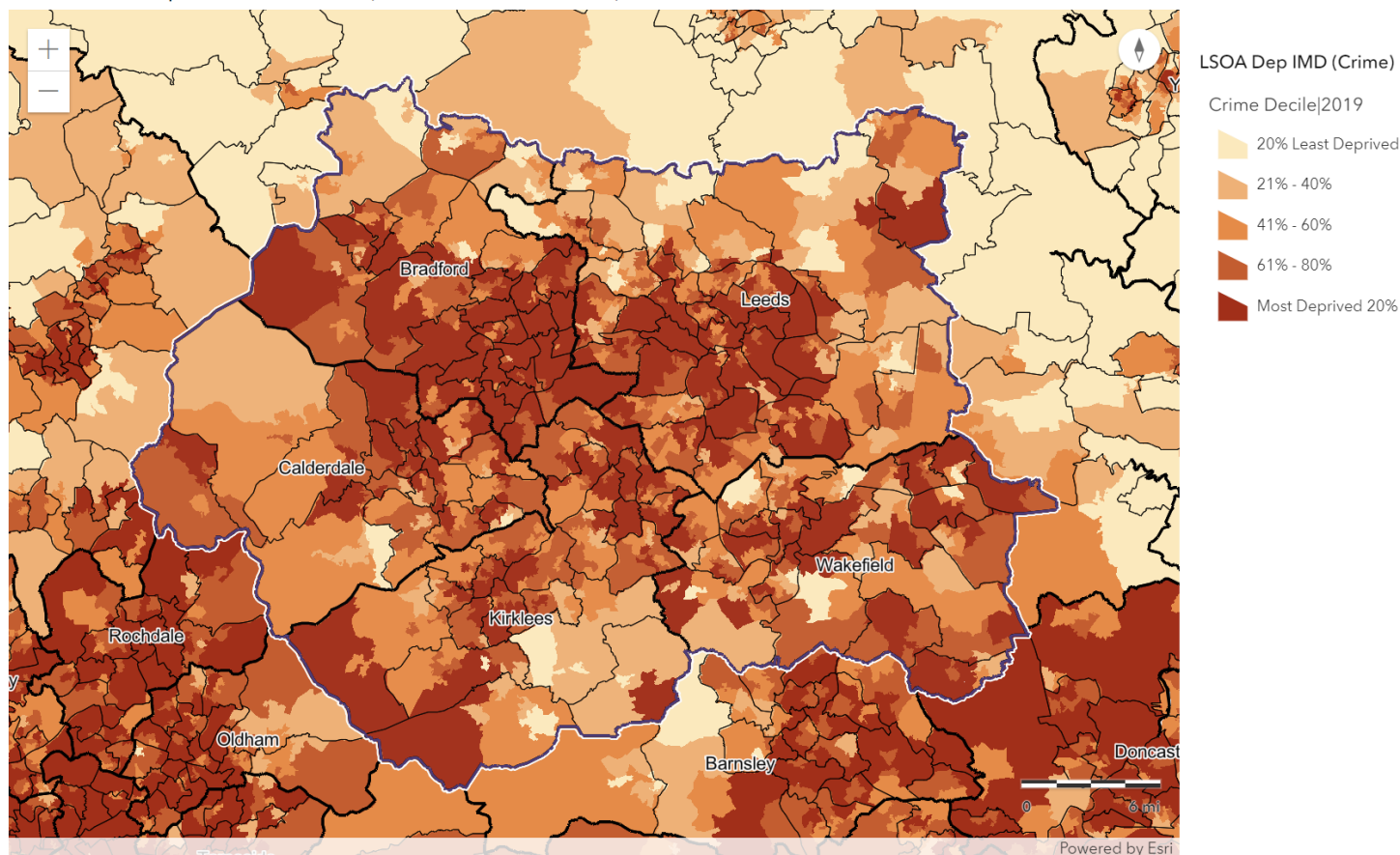


NT24: First Time Offenders (10+ years) per 100,000 population



NT24: All crime rate (per 1000 population)





Bradford

Crime deprivation in Bradford is extensive with deprivation in the highest quintile covering a majority of wards neighbouring the ward of City and towards the northwest and southeast.

Calderdale

While Calder and Ryburn experience lower levels of Crime deprivation, Calderdale's deprivation within this domain is generally high with a number of wards surrounding Ovenden, Queensbury, Warley and Illingworth and Mixenden being identified as having particularly high Crime deprivation.

Kirklees

Crime deprivation in Kirklees spans north and south of Dewsbury with deprivation in the highest quintile present in Batley, Birstall and Birkenshaw, Dewsbury, Ossett and Heckmondwike, amongst others.

City of Leeds

While severe Crime deprivation is present in Wetherby, the majority of deprivation within this domain is located in the southwest in areas such as Armley, Middleton Park, Bramley & Stanningley and Weetwood amongst others.

City of Wakefield

Crime deprivation in Wakefield is focussed in the north of the authority with Normanton, Wakefield East and Wakefield West as well as Featherstone and some areas in Pontefract.

Environment

Key Insights

Recommended Measures

Bradford

The proportion of households who are fuel poor is highest in Bradford at 19.2%. The proportion of Outdoor Living Environment deprivation is second highest in Bradford and is concentrated around City as well as Shipley and Windhill and Wrose. Residual household waste per household is second highest in Bradford.

NT32 Green transport programmes

NT69 Circular economy solutions for MSMEs and VCSEs

Calderdale

The average EPC rating below the recommended C rating is highest in Calderdale, particularly for buildings rated E, F and G. Proportion of households who are fuel poor is third highest in Calderdale. Outdoor Living Environment deprivation is relatively low across Calderdale and access to green space is relatively high. Average minimum journey time to key services is relatively high across Calderdale but specifically by walking or cycling.

NT32 Green transport programmes

Kirklees

Kirklees has the second highest percentage of buildings below the recommended C rating in terms of EPC rating. Fuel poverty is second highest. Average minimum journey time to key services is relatively high across Kirklees but specifically by public transport. Residual household waste per household is highest at 623.1kg/household.

NT69 Circular economy solutions for MSMEs and VCSEs

City of Leeds

Leeds has the second highest CO2 emissions per person at 4.3 tonnes. The proportion of Outdoor Living Environment deprivation is highest in Leeds with most severe pockets around the city centre. Average minimum journey time to reach key services is generally lower across Leeds. Areas of accessible green space is lower than other areas.

NT32 Green transport programmes

NT31 Savings in CO2e through de-carbonisation

City of Wakefield

Total CO2 emissions per person is highest in Wakefield at 4.8 tonnes. EPC ratings are generally better in Wakefield compared to other areas as well as fuel poverty. The number of renewable electricity sites decreased between 2019 and 2020.

NT31 Savings in CO2e through de-carbonisation

**Please note: sustainability requirements should be considered across projects. Measures listed highlight areas of priority need.*





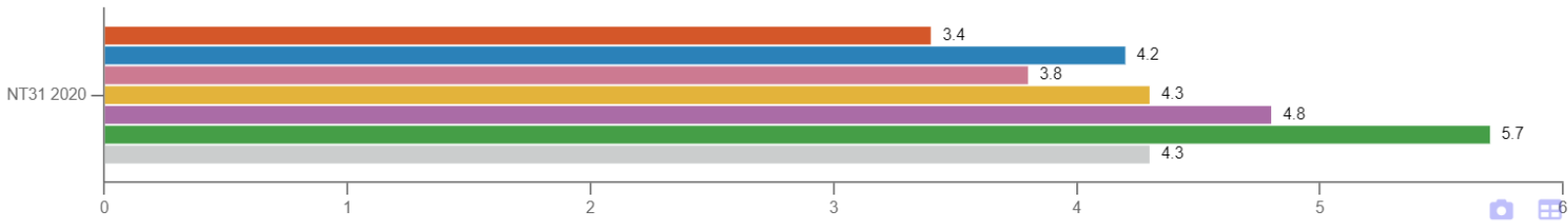
Environment: Decarbonising & Safeguarding Our World

The following graphs show how Bradford, Calderdale, Kirklees, Leeds, Wakefield compares with the regional average across indicators related to Environment: Decarbonising & Safeguarding Our World. The relevant NT measure references have been included throughout. Each local authority within the Combined Authority has been included where data is available.

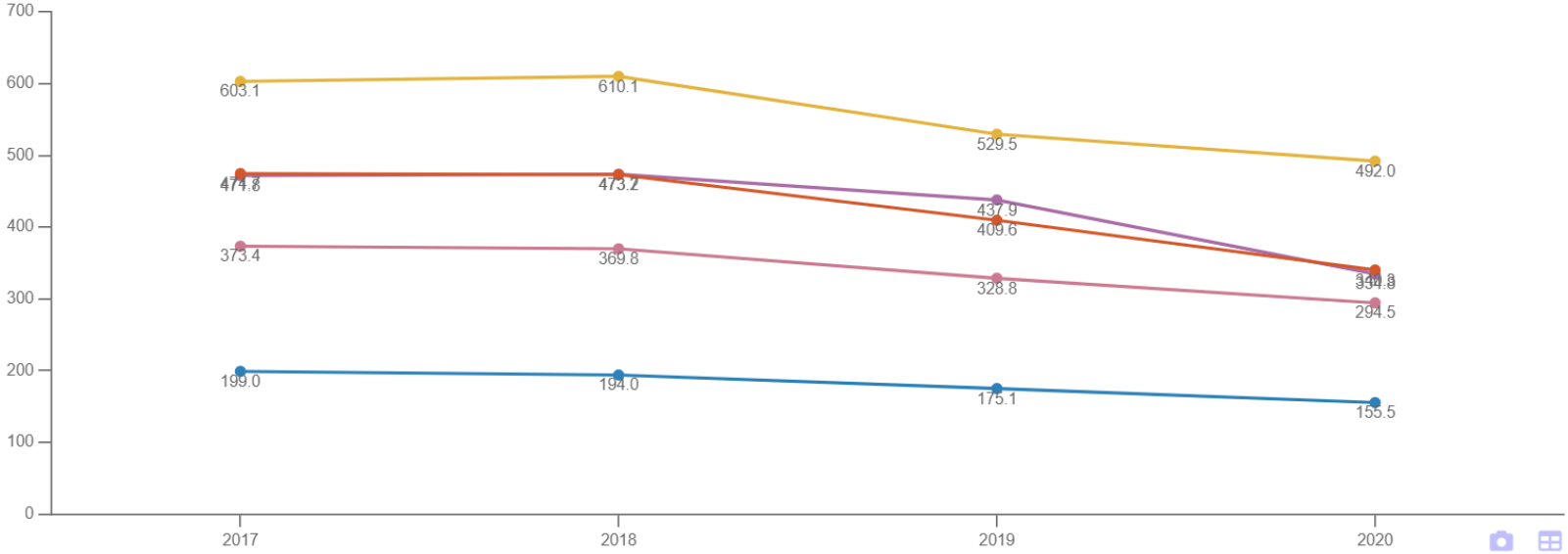


Outcome: Carbon emissions are reduced

NT31: Total CO2 emissions per person (tonnes CO2e)



NT31: CO2 emissions industry and commercial sectors (kt)



Environment: Decarbonising & Safeguarding Our World

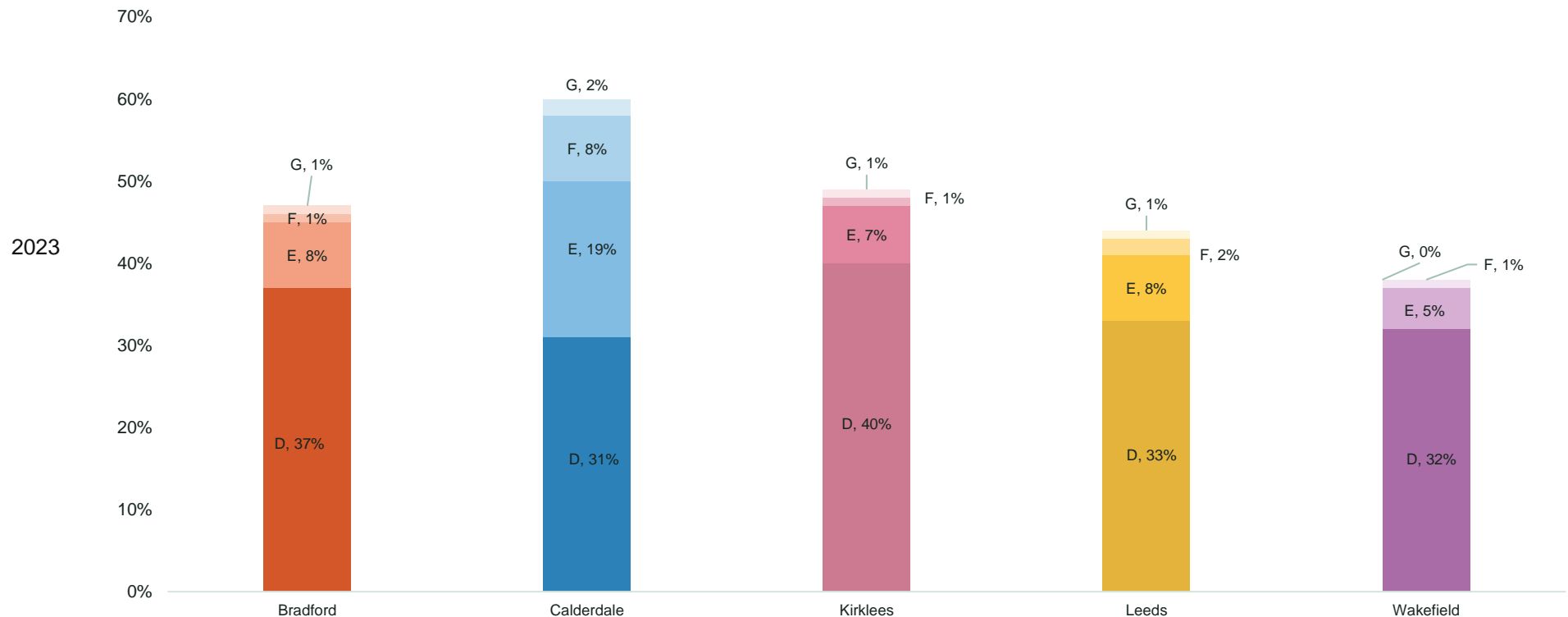
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Outcome: Carbon emissions are reduced

An Energy Performance Certificate (EPC) is a guide to how energy efficient a property is. The EPC includes estimated energy costs and a rating (or band). The bands range from A to G, with A being the most energy efficient.

NT31: Percentage of Buildings with an EPC Rating below breakdown the recommended C rating



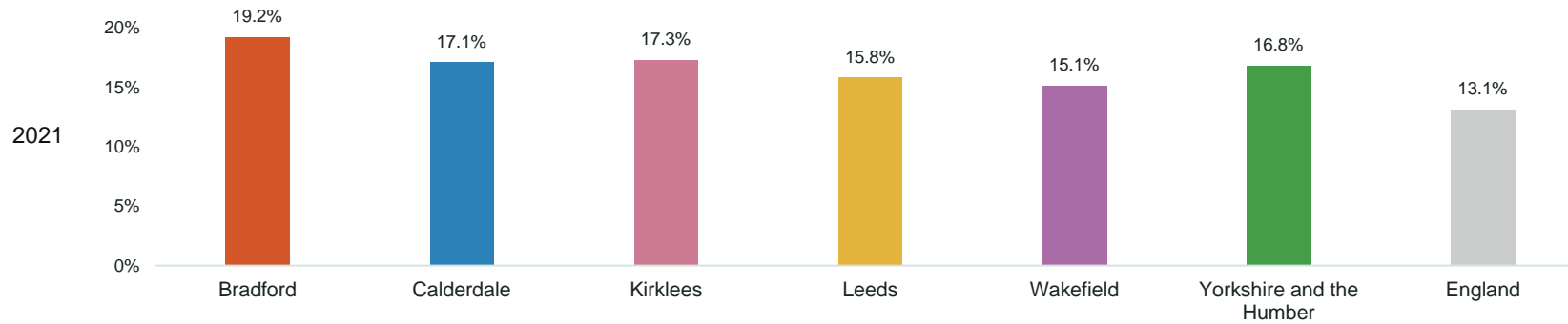
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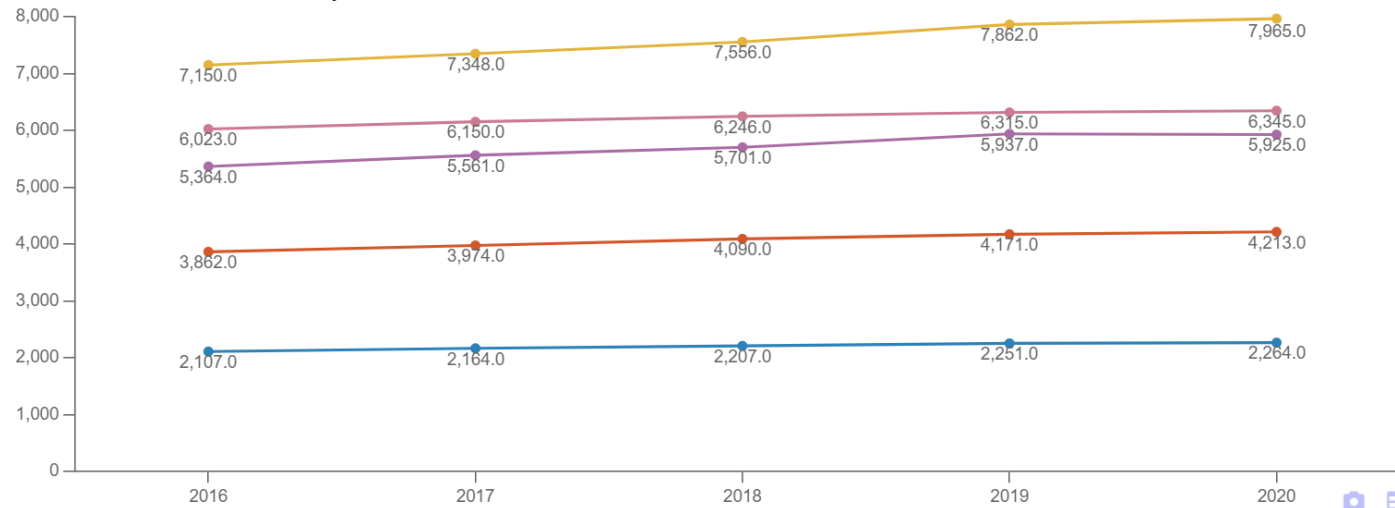


Outcome: Carbon emissions are reduced

NT31: Proportion of households fuel poor (%)



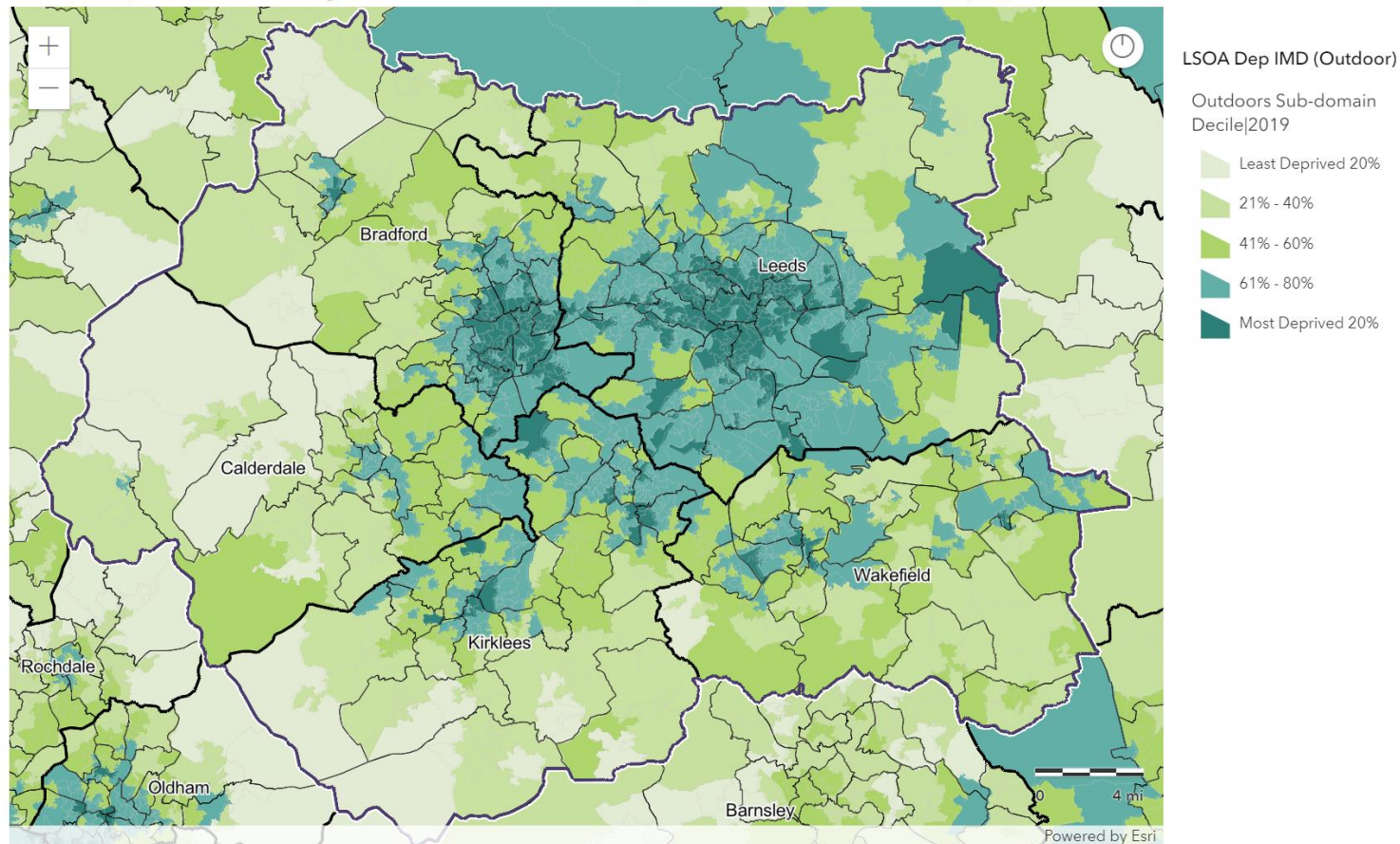
RE39/39A: Renewable Electricity - Number of sites - Total



Outcome: Air pollution is reduced

NT32, NT33, NT46: Outdoor Living Environment

Outdoor Living Environment deprivation measures air quality and road traffic accidents.



Bradford

Outdoor Living Environment deprivation in Bradford is focussed around City, reducing in severity in the wider area. There are some higher levels of deprivation present in Shipley and Windhill and Wrose.

Calderdale

Outdoor Living Environment deprivation in Calderdale is the lowest within WYCA with some small areas of higher deprivation present in Town, Elland, Skircoat and Brighouse amongst others.

Kirklees

Outdoor Living Environment deprivation in Kirklees is generally low with hotspots of higher deprivation in Dewsbury and Dalton.

City of Leeds

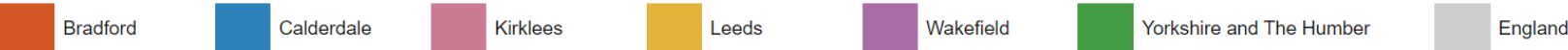
Outdoor Living Environment deprivation is high in Leeds, in particular around Little London & Woodhouse, Allerton, Armley, Beeston & Holbeck and Burmantofts & Richmond Hill.

City of Wakefield

Outdoor Living Environment deprivation in Wakefield is generally low with some areas of higher deprivation present in Wakefield East, Wakefield South and Pontefract North.

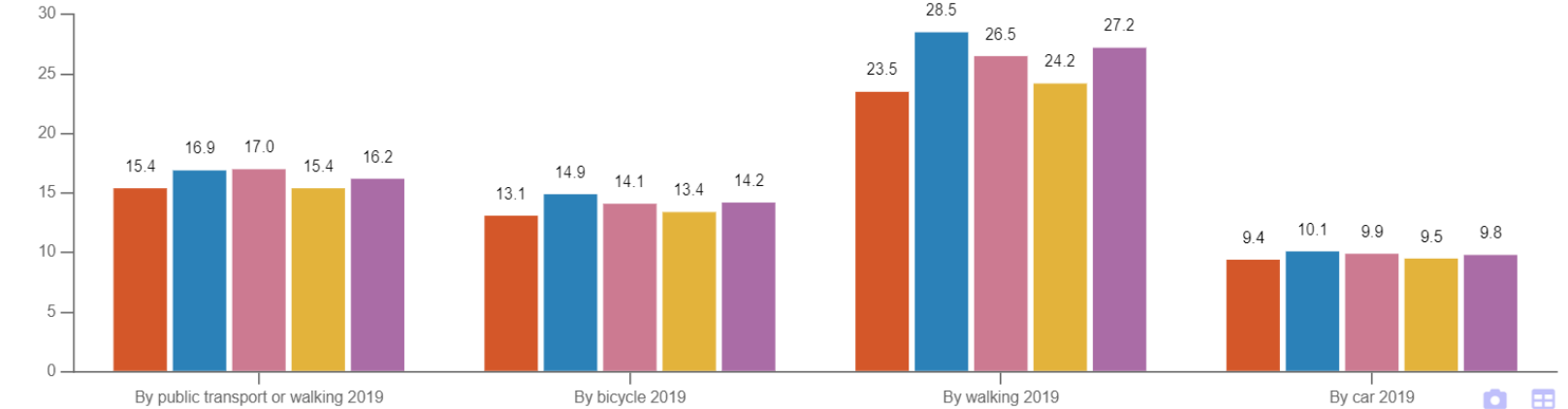
Environment: Decarbonising & Safeguarding Our World

The following graphs show how Bradford, Calderdale, Kirklees, Leeds, Wakefield compares with the regional average across indicators related to Environment: Decarbonising & Safeguarding Our World. The relevant NT measure references have been included throughout. Each local authority within the Combined Authority has been included where



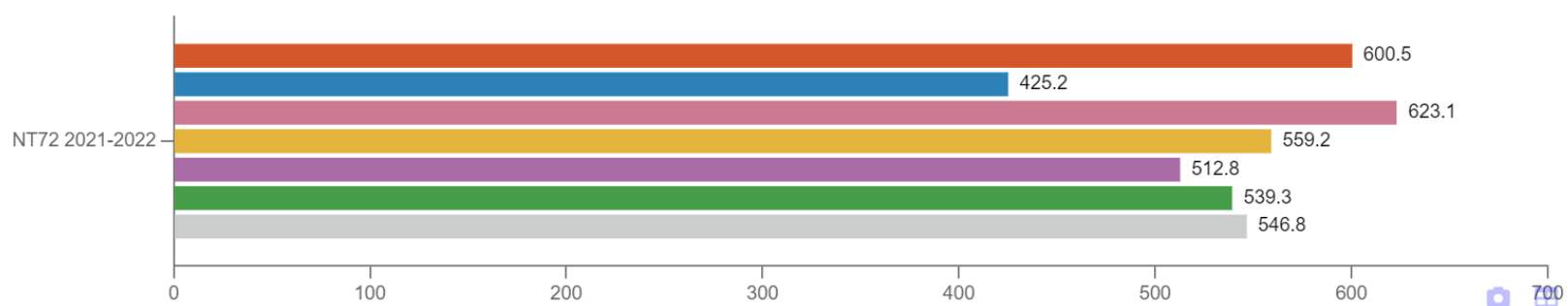
Outcome: Air pollution is reduced

NT32, NT33, NT46: Average minimum journey time time by transport type to reach 8 key services (mins)



Outcome: Resource efficiency and circular economy solutions promoted

NT72: Residual household waste per household (kg/household)

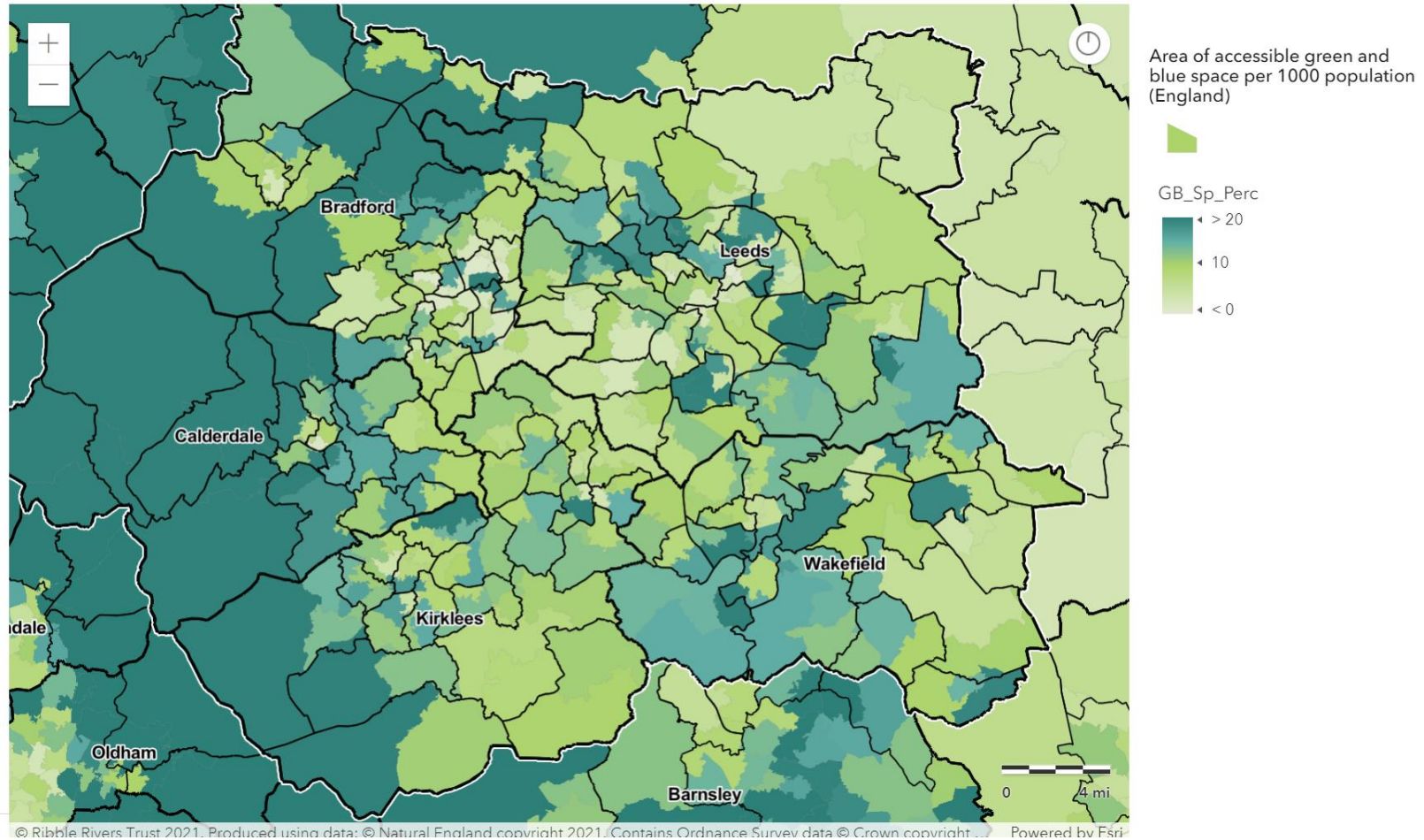


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Outcome: Safeguarding the natural environment

Area of accessible green and blue space per 1000 population.

This map identifies area of accessible green/blue space (areas with greenery and/or inland water), as a percentage of the total area of the MSOA (Middle Layer Super Output Area) people have to opportunity to experience. This includes land that the public can directly access and land they are able to walk/cycle/etc. immediately adjacent to. The higher the percentage (or darker the green) the more accessible green/blue space in the MSOA.



Appendix 1

Policy Review



West Yorkshire Combined Authority Corporate Plan 2022 - 2023

6. Driving economic growth and innovation to enable good jobs

Supporting businesses to start up, scale up and invest in the region, in key sectors with growth and higher productivity potential. Promote resilience through leadership, innovation, and digital transformation to drive sustainable economic growth and opportunities for all.

This year we will:

- Launch the £20 million Foresight West Yorkshire SME Investment Fund.
- Appoint a Mayoral Inclusivity Champion.
- Progress plans for a Fair Work Charter.
- Deliver innovation support projects for competitive advantage, innovation festival and Mayoral challenge competition.
- Deliver more business start-ups through the entrepreneurship ladder of enterprise programme.

7. Enabling a diverse, skilled workforce and accessible learning for all

Ensuring that our learners have the skills, confidence and connections to reach their full potential. Facilitating access to a diverse, confident and capable workforce for the region's employers, to support strong and sustainable economic growth.

This year we will:

- Lead work with the Green Jobs Taskforce to produce a delivery plan for the creation of 1,000 green jobs and skills transition to net zero.
- Implement the Employment and Skills Framework, including a Digital Skills Plan.
- Deliver and commission the Adult Education Budget to achieve better outcomes for adult learners, and those seeking changes mid-career.

West Yorkshire Combined Authority State of the Region 2022

West Yorkshire's economic output fell during the pandemic but it is likely that it has largely recovered since then.

Employment in West Yorkshire is on the rise, and the diversity of people in work is improving. The employment rate gaps for ethnicity and disability are narrowing.

The labour force is becoming better qualified over time in West Yorkshire, although there is still ground to make up with the national average.

Enabling a diverse, skilled workforce and accessible learning for all West Yorkshire's workforce is becoming more diverse. The employment rate gaps for people from ethnic minorities and for disabled people are narrowing over time, although the ethnic minority employment rate gap remains wider than nationally.

Driving economic growth and innovation to enable good jobs

West Yorkshire's economic growth rate, in terms of gross value added (GVA) has been slightly below the national average in recent years, even taking into account the slightly less severe impact of the pandemic on West Yorkshire's economic output levels in 2020 relative to the national benchmark.

Performance on GVA per head reflects the above pattern.

- Mission One: **A prosperous West Yorkshire**— an inclusive economy with well-paid jobs
- Mission Five: **A safe West Yorkshire** — a region where everyone can flourish.

The investment priorities are framed across six investment areas and in each, several priority project /programme areas are identified that are the focus for intervention over the next three years. The priorities are multi-dimensional and may be applied in combination.

- **Investment Priority 1:** Good Jobs and Resilient Businesses (including entrepreneurialism)
- **Investment Priority 2:** Skills and training for people
- **Investment Priority 3:** Creating Great Places and Accelerated Infrastructure
- **Investment Priority 4:** Tackling the Climate Emergency, and Environmental Sustainability
- **Investment Priority 5:** Delivering Sustainable, Integrated, Inclusive and Affordable Transport
- **Investment Priority 6:** Creative Industries, Culture, Heritage and Sport

West Yorkshire Combined Authority Investment Strategy 2021 - 2024

West Yorkshire Combined Authority Connectivity Infrastructure Plan January 2021

New urban transport infrastructure to distribute the benefits of High-Speed Rail (HS2) and Northern Powerhouse Rail (NPR) cannot drive inclusive, sustainable growth alone; a range of factors are essential to creating a coordinated programme of activity aiming to create more and better jobs, with a highly skilled workforce to sustain them.

West Yorkshire Combined Authority Mass Transit 2040 Vision – August 2022

Boost productivity

Helping businesses to grow and invest in the region and their workforce, to drive economic growth, increase innovation and create jobs.

West Yorkshire's productivity is lower than the rest of the country. We need the economy to grow. We need to share better the benefits of growth.

Connect West Yorkshire's important places

Help people travel to jobs and education in a reliable, efficient and affordable way. Increase the job and training opportunities people can easily get to. West Yorkshire's population and the number of people working is forecast to grow. More people means more travel. We need new housing and new places for people to work.

Support economic recovery. Improve connections between areas of housing growth and employment, education, health and leisure opportunities. Improve connections to new employment sites.

West Yorkshire Combined Authority Employment and Skills Framework

WYCA aims to create an authority where:

There are no barriers to people taking up, progressing and succeeding in learning and work, and where they are supported into good employment. Individuals value lifelong learning and are able to make decisions about their development, Informed by quality, relevant careers information based on the reality on the ground.

Great education connected to business:

Apprenticeships represent a key opportunity to address our City Region's specific skills gaps, particularly in the digital and health sectors with further opportunities in the growing green economy. The recent apprenticeship reforms have sharpened employer appetite, and in Leeds City Region we have developed a range of support services with our partners to match demand and supply issues and increase uptake.

The introduction of T-levels, the national skills fund with its adult entitlement to level 3 qualifications that are 'valued by employers', and adult skills provision that offers short yet focussed unaccredited training will all be important to complement the Adult Education Budget Strategy.

What more could be done?:

- Produce high quality careers materials based on local labour market information for individuals of all ages and for practitioners and organisations that support them
- Raise aspirations amongst Early Years and primary school aged pupils and deliver activities to counteract early stereotypes and reinforce messages throughout school journey
- Target interventions designed to engage a more diverse audience than those who traditionally engage with careers education and support personal ambitions
- Extend the Careers Hub model
- Create a high-quality careers infrastructure and network that supports key transition points for individuals of all ages in learning and work
- Support more businesses to take up technical placement opportunities including apprenticeships, traineeships and T-levels placements
- Embed careers into key life transition points to support informed decision-making

Quality technical education:

- Use labour market information to inform provision of technical qualifications at levels 4-7.
- Work closely with partners to ensure progression routes towards and within technical education.
- Use traineeships and AEB to equip individuals with the confidence and basic skills, such as maths, English and essential digital skills, to progress in technical education.
- Work with levy-paying organisations to highlight the benefits of levy transfer within West Yorkshire.
- Support more businesses to offer apprenticeships, traineeships, internships and work placements.
- Ensure that a full range of apprenticeship opportunities are available to support inclusion, in terms of the disadvantaged, young people and people with lower-level skills.

West Yorkshire Combined Authority Bus Service Improvement Plan 2022

The West Yorkshire Transport Strategy 2040 outlines how the Combined Authority plans to deliver on its vision for a globally-recognised economy, where good growth delivers high levels of prosperity, jobs and quality of life for everyone, fundament to which is 'a modern, world-class, well-connected transport system that makes travel around West Yorkshire easy and reliable.

Improving access to public transport and improving integration between transport modes can also help to support wider access to jobs, education, training and services, particularly for first and last mile connectivity.

Reduced fares and travel offers will also be used to promote bus use and sustain-able travel behaviours by particular groups who are either particularly dependent or excluded by bus travel.

- Under 19s - reduced pre purchase and pay on bus fares.
- 19 to 25 year olds - reduced pre purchase fares.
- Targeted groups e.g. jobseekers, apprentices etc - reduced pre purchase.
- Older and Disabled People eligible for statutory concessionary fares – free with interns of Concessionary Fare Scheme. -a review will be undertaken to understand how this can be extended to pre-9.30

West Yorkshire Combined Authority Procurement Strategy 2020 - 2025

10% weighting for Social Value has been applied to all procurements > £75,000 as a minimum.

Social Value is an umbrella term for the broader economic, social and environmental effects of any businesses' actions. They represent the conscious efforts made by organisations to create positive change. These actions and changes contribute to the long-term wellbeing and resilience of individuals, communities, and society in general.

The Combined Authority expects our suppliers and providers to support our aims and objectives, be supportive of the mayoral pledges and commitments to improving the communities we live in. We expect our contracted partners to work to ensure they embody best practice through reducing gender pay inequalities, through fair employment practices and in the adoption of sustainable, ethically sourced products, goods and services and in supporting their suppliers to do the same.

West Yorkshire Combined Authority Climate and Environment Action Plan

Delivering a fair, just and lasting recovery will ensure the region takes advantage from the transition to a sustainable and net zero carbon economy, boosting good jobs, training and upskilling opportunities across West Yorkshire. The construction industry, manufacturing, and transport, are the sectors where most focus is needed both to seize the employment boost of a sustainable and net zero economy and in terms of skills and retraining (LSE, University of Leeds, 2019, 2020).

Across West Yorkshire, **235,000 jobs could be affected by the transition to a net-zero carbon economy**, with around **119,000 workers in high demand because of their skills and experience**, and **116,000 workers requiring upskilling and support**. However, 828,000 jobs will not be significantly affected by the transition (LSE, University of Leeds, 2019)

West Yorkshire Combined Authority City Region Sustainable Transport Settlement

Our vision is not just about investing in more of the same, it is about making transport more accessible and more inclusive. Everyone in our region has something to give and we need to make sure people can access jobs, education and training opportunities, therefore enabling them to increase their skills and earn good incomes.

Mass transit development and initial delivery programme Our Mayor has committed to begin delivery of the first phase of our mass transit network by the end of this funding settlement. Mass transit is a national infrastructure priority. **Our plans for mass transit are set in the context of the Mass Transit vision 2040, and integrate with the schemes in our lower funding scenario. It is vital to delivering the transformational change we need.** Delivery of the first route will begin towards the end of the first settlement period, whilst also planning for wider future delivery across all of the West Yorkshire districts. The first phase of the mass transit network will connect Leeds, Bradford, Dewsbury, Batley, Heckmondwike and east Leeds. This is integral to our plan to connect some of our most disadvantaged communities to major centres of employment and education and to provide a new backbone to our regional transport network. This will create significant additional sustainable transport capacity for the region helping to build the confidence business need to invest in the region and our workforce, to create innovation, and to drive economic growth.

Leeds City Region Strategic Economic Plan 2016-2036

“To be a globally recognised economy where good growth delivers high levels of prosperity, jobs and quality of life for everyone”.

In achieving this, the City Region will:

- deliver upwards of 35,000 additional jobs and an additional £3.7 billion of annual economic output by 2036.
- seek to exceed the national average on high-level skills and to become a NEET (not in employment, education, or training)-free City Region; and
- make good progress on Headline Indicators of growth and productivity, employment, earnings, skills, and environmental sustainability.

Skilled People, Better Jobs

1. More and better apprenticeships
2. Great education, connected to business
3. Employability, access to jobs and realising potential
4. Building workforce skills and attracting talent
5. Addressing skills gaps and shortages

Key Priorities:

35,700 net additional jobs by 2036.

Ambitions to exceed the national average on high-level skills and to become a 'neet-free' city region.

Leeds City Region Inclusive Growth Framework

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

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 3: Transferable & Relevant Skills

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

Leeds City Region Green and Blue Infrastructure Plan

Our region's green and blue spaces and waterways are among its defining characteristics. This strategy and delivery plan sets out how we will make the most of the region's amazing natural assets to help our economy prosper, enable people to enjoy a great quality of life, and combat the effects of climate change.

Our vision

We want to ensure that everyone in Leeds City Region has easy access to a high-quality, safe and well used network of footpaths, cycleways, green spaces, waterways and wildlife habitats. This “green and blue infrastructure” will contribute towards a strong economy, a sustainable environment and outstanding quality of life. It is also part of our ultimate goal of making Leeds City Region a zero carbon economy underpinned by high quality green and blue infrastructure.

Our priorities

To achieve our ambitions we will focus on seven priority action areas:

7. Business growth, jobs, skills and education – demonstrating the economic benefits of investing in green and blue infrastructure and developing skills and job opportunities in green occupations such as land management, agriculture, forestry, parks and gardens

West Yorkshire Combined Authority Corporate Plan 2022 - 2023

Creating an accessible, clean and customer focused transport system.

Connecting communities, making it easier to get to work, do business and connect with each other. Reforming buses and creating a mass transit system to make the transport system easy to use so that sustainable travel becomes the natural choice.

This year we will:

- Deliver our Bus Service Improvement Plan (BSIP) and progress bus reform to ensure communities are connected to opportunities and essential services.
- As part of BSIP, work in partnership with bus operators to create a simpler fare structure for West Yorkshire.
- Continue to develop our business case for a West Yorkshire mass transit system and form our new mass transit directorate.
- Make enhancements to the M Card app, roll out colour-coded network maps, and contactless capping on all buses.
- Publish our Rail Strategy to set out our future vision for rail in West Yorkshire and connect us nationally.
- Continue to deliver projects that benefit local communities through our Transport Fund and 'City Region Sustainable Transport Settlement'.

West Yorkshire Combined Authority State of the Region 2022

West Yorkshire's economic output fell during the pandemic but it is likely that it has largely recovered since then.

Productivity is on the increase, but there remains a gap between the output per hour worked in West Yorkshire and nationally.

West Yorkshire's digital infrastructure is a key strength. The area outperforms the national average on key measures relating to gigabit-capable and mobile 4G coverage.

A key objective of levelling-up is to reduce disparities in household income. Gross disposable household income in West Yorkshire is 79% of the national average and the gap is steadily widening over time. This demonstrates the need to increase productivity in the region.

Driving economic growth and innovation to enable good jobs

West Yorkshire's economic growth rate, in terms of gross value added (GVA) has been slightly below the national average in recent years, even taking into account the slightly less severe impact of the pandemic on West Yorkshire's economic output levels in 2020 relative to the national benchmark. Performance on GVA per head reflects the above pattern.

West Yorkshire Combined Authority Investment Strategy 2021 – 2024

• Mission One: **A prosperous West Yorkshire** – an inclusive economy with well-paid Jobs

• Mission Two: **A happy West Yorkshire** – great places and healthy communities

• Mission Three: **A well-connected West Yorkshire** - a strong transport system

West Yorkshire is key to re-balancing the national economy and enabling the North of England to 'level up' and contribute fully to, and benefit from, national economic growth. Located at the heart of the Northern Powerhouse, with an economy larger than that of several European countries, all our cities and towns have distinctive strengths built from their communities, heritage, character, industries and cultural assets. The unique mix of places, people, and businesses within the region, are vital to our long-term success.

Inclusive Growth All our investments need to respond to and benefit the people of West Yorkshire and have impacts on people and communities, at their heart. Consequently, Inclusive Growth is at the heart of the investment strategy given its importance to the economy. Our proposed measures of success will be critical in demonstrating what impact our investments have had. And the fulfilment of these goals is central to the achievement of our related Inclusive Growth ambitions, such that.

- All individuals and communities in West Yorkshire are enabled to contribute to - and benefit from - our economic prosperity because: they are inspired, confident and engaged.
- All West Yorkshire employers provide fair work because: they value diversity (at all levels), promote employee wellbeing, invest in their workforce; and
- West Yorkshire is a region which delivers an inclusive economic recovery because every person - and every community - matters equally, economic and social disparities are not just reduced but eliminated, and diversity - including of our people and communities - is a key strength of the region.

West Yorkshire Combined Authority Connectivity Infrastructure Plan January 2021

A modern, integrated transport system is essential for an economy to flourish and communities to thrive. West Yorkshire is a significant and growing economy. A modern, integrated transport system is essential for an economy to flourish and communities to thrive. West Yorkshire is a significant and growing economy.

Connecting Everyone – Inclusive growth and the productivity gap.

We believe that all of our residents can contribute to and should benefit from economic growth. The potential uplift in productivity from an inclusive economy is crucial to securing a prosperous future.

Our cities and large towns can offer a range of employment opportunities and a wide pool of skilled workers. Unfortunately, not all our communities benefit from these opportunities. Our evidence shows that within West Yorkshire the levels and the spatial patterns of deprivation have not changed between 2004 and 2019. Areas of persistent deprivation have not improved.

Income has an important influence on deprivation levels. The availability and costs of transport can be a significant barrier to work for residents in low-income neighbourhoods. We also know that travelling by public transport can be especially hard for those that have disabilities yet is crucial to so many people's independence and ability to work. Tackling deprivation requires good jobs, accessible to all.

West Yorkshire Combined Authority Mass Transit 2040 Vision – August 2022

Enable Inclusive Growth

Enabling as many people as possible to contribute to, and benefit from, economic growth in our communities, towns and cities.

Transport needs to add to people's quality of life, not detract from it. Traffic noise and congestion affect day-to-day lives. Traffic blights local communities.

Improve health and wellbeing.

Make travelling around West Yorkshire a more pleasant experience. Support improved public realm. Provide an attractive alternative to car travel.

Poor transport limits what people can do:

Support levelling up and help rebalance the economy. Reduce transport barriers which limit travel horizons and so increase access to employment, education, health, leisure and other services. Improve connections to local and district centres. Be fully accessible to all. Support redevelopment and regeneration.

West Yorkshire Combined Authority Employment and Skills Framework

Employers recognise the value of a diverse workforce and invest in their talent to develop the skills that will improve productivity and support progression in the workplace.

World-class teaching and training provides flexible learning opportunities that align to the strategic needs of the local economy.

Accessing and progressing in good work.

While unemployment remained relatively low pre-pandemic, it began to escalate quickly during the early stages of the crisis and the overall pattern is changeable. Those that fall out of the labour market often find it difficult to re-connect. Even before unemployment began to rise, too many people were already locked in low-skilled, low paid work.

What more could be done?

- Ensure that the UK Community Renewal Fund and Single Prosperity Fund succeed the ESF funded unemployed and NEET reduction programmes, with increased flexibility.
- Work with Restart providers to ensure engagement with all communities and complementarity across provision.
- Coordinate activities of key stakeholders (e.g. unions, the National Careers Service (NCS), recruitment agencies, etc.) to ensure adults access locally relevant careers and employment advice and support.
- Work with NHS key strategic organisations to support regional workforce strategies
- Use the AEB to equip individuals with the confidence needed to launch their careers through community learning.
- Support delivery of level 3 qualifications needed by the local labour market.

West Yorkshire Combined Authority Bus Service Improvement Plan 2022

To support our vision for West Yorkshire, the Bus Service Improvement Plan must:

- Be inclusive of all groups in society.
- Support inclusive growth and social well-being ambitions of West Yorkshire.
- Contribute to improved economic productivity in West Yorkshire.
- Provide cleaner, greener buses supporting sustainable travel and contributing to the environmental targets of West Yorkshire.
- Be as competitive as possible against private car use in urban areas.

West Yorkshire Combined Authority City Region Sustainable Transport Settlement

A modern, integrated transport system is essential for our economy to flourish and our communities to thrive. To fulfil its full potential, as both a major player in the Northern Powerhouse and in the levelling up of the UK economy, West Yorkshire needs to transform its transport system to one that is fit for the 21st century and for a decarbonised, fairer, more inclusive economy.

There is a need to improve transport connectivity to enable people to easily access jobs and training opportunities more sustainably. With more than 90,000 businesses, we are the largest regional finance centre outside of London, have more manufacturing jobs than anywhere else in the North and we are home to the fastest-growing digital sector in the UK, with employment growing six times faster than in London since 2015.

While employment has seen growth in recent years, our region is below the national average on key indicators such as productivity, earnings and labour market participation. The West Yorkshire economy was slower to enter recovery from the crash of 2008 than some comparator areas, in part due to our transport infrastructure lagging behind our neighbouring regions.

Growth and Productivity

- Faster bus journeys and better satisfaction amongst passengers, through bus priority measures, including an estimated 40 kilometres of new bus lane and better bus stops and stations, compared to the current situation.
- Greater levels of productivity in the region to above the UK average through an improved public transport system including mass transit.
- Better access by bus to workplaces and job opportunities contributing to the creation of 1,000 well-paid, skilled jobs for young people by 2026.

West Yorkshire Combined Authority Procurement Strategy 2020 - 2025

10% weighting for Social Value has been applied to all procurements > £75,000 as a minimum.

Social Value is an umbrella term for the broader economic, social and environmental effects of any businesses' actions. They represent the conscious efforts made by organisations to affect positive change. These actions and changes contribute to the long-term wellbeing and resilience of individuals, communities, and society in general.

The Combined Authority expects our suppliers and providers to support our aims and objectives, be supportive of the mayoral pledges and commitments to improving the communities we live in. We expect our contracted partners to work to ensure they embody best practice through reducing gender pay inequalities, through fair employment practices and in the adoption of sustainable, ethically sourced products, goods and services and in supporting their suppliers to do the same.

Organisational Priorities:

- Boosting productivity Enabling inclusive growth
- Delivering 21st Century transport
- Supporting clean growth

West Yorkshire Combined Authority Climate and Environment Action Plan

The mayor and West Yorkshire Combined Authority ('Combined Authority') will ensure the West Yorkshire Climate and Environment Plan ('Plan') and transition to a net zero carbon economy is fair, just and reduces inequality in West Yorkshire. It cannot be the cause of further inequality for our most excluded and deprived groups and communities. Inclusive growth, equality and diversity goals and outcomes will be delivered through this Plan.

In helping to deliver this Plan West Yorkshire Councils will:

Continue to invest in sustainable development, clean growth and community regeneration and resilience.

In helping to deliver this Plan businesses could:

Work with their local authorities and supply chains to explore options to alter business models, products, services or operations to unlock value, contribute to sustainable development and clean growth.

Leeds City Region Strategic Economic Plan 2016-2036

"To be a globally recognised economy where good growth delivers high levels of prosperity, jobs and quality of life for everyone".

•become a positive, above-average contributor to the UK economy.

•make good progress on Headline Indicators of growth and productivity, employment, earnings, skills, and environmental sustainability.

Growing Business:

1. Business Growth Hub (LEP Growth Service)
2. Innovation
3. Access to finance
4. Digital
5. Supply chain development
6. Enterprise
7. Trade and investment

Infrastructure for Growth:

1.a) Integrated spatial priority areas:

- Urban Growth Centres
- Housing Growth Areas
- Employment Growth Areas

1.b) Transport infrastructure and services

2.c) Integrated flood risk reduction

3.d) Digital infrastructure

Key priorities:

An extra £3.7 billion annual economic output by 2036.

Leeds City Region Inclusive Growth Framework

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,

Goal 1: Wellbeing

1. Years of Healthy Life
2. Personal wellbeing
3. Early years development
4. Number of days lost to sickness
5. Number of households in fuel poverty
6. Physical activity levels (>30 minutes per week)

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



Leeds City Region Green and Blue Infrastructure Plan

Our region's green and blue spaces and waterways are among its defining characteristics. This strategy and delivery plan sets out how we will make the most of the region's amazing natural assets to help our economy prosper, enable people to enjoy a great quality of life, and combat the effects of climate change.

Our vision

We want to ensure that everyone in Leeds City Region has easy access to a high-quality, safe and well used network of footpaths, cycleways, green spaces, waterways and wildlife habitats. This "green and blue infrastructure" will contribute towards a strong economy, a sustainable environment and outstanding quality of life. It is also part of our ultimate goal of making Leeds City Region a zero carbon economy underpinned by high quality green and blue infrastructure.

Our priorities

To achieve our ambitions we will focus on seven priority action areas:

7. Business growth, jobs, skills and education – demonstrating the economic benefits of investing in green and blue infrastructure and developing skills and job opportunities in green occupations such as land management, agriculture, forestry, parks and gardens.



West Yorkshire Combined Authority Corporate Plan 2022 - 2023

4.Supporting community safety and accountable, proactive policing.

Providing strong and transparent accountability of the police. Working with the police and partners to ensure people and communities feel safe. Putting the safety of women and girls at the heart of the Police and Crime Plan.

This year we will:

- Publish the strategies and performance indicators that underpin our Police and Crime Plan, setting out a clear path to 2024.
- Publish an evidence-based Violence Reduction Strategy.
- Work across the partnership to improve outcomes for victims and survivors of Domestic and Sexual Abuse and Violence, including criminal justice outcomes.
- Commission targeted services to improve community safety and support victims.

5.Championing culture, sport and creativity.

Ensuring that everyone has access to participate in and experience cultural and sporting opportunities in the region. Putting culture and sport at the heart of the region's recovery and economic growth.

This year we will:

- Shape a pipeline of interventions for our Creative New Deal.
- Grow the Creative and Digital Sector through the Creative Digital Catalyst Programme.
- Work with partners to refresh the cultural framework to develop and prioritise the regional programme on culture, heritage, and sport.
- Develop an approach to supporting festivals and events, including through 'years of culture' events across West Yorkshire.

West Yorkshire Combined Authority State of the Region 2022

The coronavirus has had a significant impact on key policing indicators in West Yorkshire. Neighbourhood crime, knife crime and the number of persons reported as missing remain below pre-pandemic levels.

Empowering our communities, towns and cities to thrive

Healthy life expectancy (an important measure of socio-economic as well as health inequality) in West Yorkshire is below the national average for both males and females. According to the latest data overall life expectancy for males fell during the 2018-20 period as a result of the pandemic. There is also inequality of overall life expectancy within West Yorkshire, between the most deprived and least deprived areas.

Championing culture, sport and creativity

Employment in the culture, sport and creative sector in West Yorkshire is a substantial part of the West Yorkshire economy, accounting for 15% of all employment. It is smaller than nationally in proportionate terms, although it is strongly represented in Leeds. Culture, sport and creative activities were exposed to the coronavirus restrictions, resulting in a fall in employment in 2020. There was also a decline in employment for these activities at national level in 2020.

Supporting community safety and accountable, proactive policing

The coronavirus has had a significant impact on key policing indicators in West Yorkshire. Neighbourhood crime, knife crime and the number of persons reported as missing remain below pre-pandemic levels.

West Yorkshire Combined Authority Investment Strategy 2021 - 2024

•Mission Five: A safe West Yorkshire – a region where everyone can flourish.

Tackling inequalities and determinants of health The West Yorkshire Combined Authority's vision is to be a leader recognised nationally for our focus and commitment to equity, diversity, and inclusion. Working together for an inclusive West Yorkshire is critical to achieving the vision and addressing the inequalities people and communities experience in the region and wider.

We know that around 80% of the things that generate and sustain good health are things outside of healthcare. As well as individual factors, social determinants have a strong influence on the health of the population. This includes the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life.

West Yorkshire Combined Authority Connectivity Infrastructure Plan January 2021

Our transport places will be designed for, and with, people, we will create spaces that are safe, easy to use and enjoyable.

Objectives for connectivity: Enable access to further education and healthcare opportunities.



West Yorkshire Combined Authority Mass Transit 2040 Vision – August 2022

People first

Designed for people of all ages and abilities, and safe and secure for all.
Reflect the region's diverse communities and cultures
Inclusive safe spaces around stops

West Yorkshire Combined Authority Employment and Skills Framework

The **Local Digital Skills Partnership (LDSP)** was recently launched to work with key partners across all sectors to coordinate provision, tackle digital exclusion and maximise the potential of the region through supporting the growth of digital skills

West Yorkshire Combined Authority Bus Service Improvement Plan 2022

Full accessibility is a fundamental aspect of the Combined Authority's vision for a safe and inclusive bus system. In West Yorkshire more than one in five working age residents are disabled or have a work-limiting disability, and this figure is significantly higher in people over state pension age. An improved local bus system will require consistent and high-quality accessibility support at every stage of a bus journey.

Evidence shows certain groups, particularly women and girls as well as people of other protected characteristics, are more likely to feel nervous or unsafe while travelling on bus. This is in large part because of and compounded by wider, complex societal issues, but improvements to the local bus system can and should still play a role in overcoming these problems and supporting an increase to everyone's actual and perceived safety within the West Yorkshire region.

The Combined Authority's successful bid to the Home Office for support from the Safety of Women at Night Fund, submitted in July 2021, focussed on transport interventions to support improvements to women's safety and its strategy has been incorporated into this BSIP (see section 4.2.35 for further information). The bid is included as Appendix C to this report.

A specific call for evidence to improve safety for women and girls across the region was included as part of the Combined Authority's consultation on the West Yorkshire Police and Crime Plan 2021-2024 which concluded in November 2021. **The Combined Authority will utilise the outcomes and continue to address any issues relevant to the local bus network, and transport provision generally.**

Passenger Charter

We have developed a draft Passenger Charter which will be agreed with operators as part of our Enhanced Partnership. Key to this are customer guarantees including a 'no quibble' money back guarantee if unsatisfied with the service and commitment to paying for taxis if the last bus is cancelled.

West Yorkshire Combined Authority City Region Sustainable Transport Settlement

We will create greener, healthier, and better places through a programme of walkable neighbourhoods and school streets, reducing car traffic and enabling safer walking and cycling in Leeds and in communities across West Yorkshire, creating healthier streets and spaces. We will assess the impact of our mobility hub and EV charging demonstrators and enable wider roll out.

This delivery will be integrated into our plans for delivering more walkable neighbourhoods and more vibrant, liveable local centres linked and supported by better and more integrated public, shared and active transport provision.

West Yorkshire Combined Authority Procurement Strategy 2020 - 2025

10% weighting for Social Value has been applied to all procurements > £75,000 as a minimum.

Social Value is an umbrella term for the broader economic, social and environmental effects of any businesses' actions. They represent the conscious efforts made by organisations to affect positive change. These actions and changes contribute to the long-term wellbeing and resilience of individuals, communities, and society in general.

The Combined Authority expects our suppliers and providers to support our aims and objectives, be supportive of the mayoral pledges and commitments to improving the communities we live in. We expect our contracted partners to work to ensure they embody best practices through reducing gender pay inequalities, through fair employment practices and in the adoption of sustainable, ethically sourced products, goods and services and in supporting their suppliers to do the same.

West Yorkshire Combined Authority Climate and Environment Action Plan

Engagement with the natural environment is key to quality of life. Currently, around 23% of West Yorkshire residents have local natural greenspace within easy access of their homes (defined as within 5 to 10 minutes walking distance depending on walking speed). **Within the region, there is a variation between districts: in Leeds and Calderdale the proportion is slightly higher, at around 26%; in Bradford it is 23%; but it falls to less than a fifth in Kirklees (18%).**

Tree planting will improve the health and wellbeing of residents, reduce flood risk, support wildlife and absorb carbon emissions.

Leeds City Region Strategic Economic Plan 2016-2036

"To be a globally recognised economy where good growth delivers high levels of prosperity, jobs and quality of life for everyone".

Environmental

"To be a globally recognised economy where good growth delivers high levels of prosperity, jobs and quality of life for everyone".

Clean Energy and Environmental Resilience:

1. New energy generation
2. Resource-efficient businesses
3. Energy efficiency and empowering consumers
4. Green infrastructure

Leeds City Region Inclusive Growth Framework

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

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.

Leeds City Region Green and Blue Infrastructure Plan

Our region's green and blue spaces and waterways are among its defining characteristics. This strategy and delivery plan sets out how we will make the most of the region's amazing natural assets to help our economy prosper, enable people to enjoy a great quality of life, and combat the effects of climate change.

West Yorkshire Combined Authority Corporate Plan 2022 - 2023

1. Empowering our communities, towns and cities to thrive

Enabling resilient, well-designed, healthy, accessible and connected communities with good quality homes, in places where people want to live. Enhancing the sustainable vitality of cities and towns, accelerating the delivery of flood risk management and protecting businesses.

This year we will:

- Work with partners to plan how we will continue to invest to achieve our 5,000 affordable sustainable homes target.
- Develop a West Yorkshire Housing Strategy.
- Strengthen our approach to equality, diversity and inclusion in this area, for example through the Dementia Ready Taskforce.
- Secure funding to accelerate delivery of digital infrastructure such as broadband.

2. Creating an accessible, clean and customer focussed transport system.

Connecting communities, making it easier to get to work, do business and connect with each other. Reforming buses and creating a mass transit system to make the transport system easy to use so that sustainable travel becomes the natural choice.

This year we will:

- Deliver our Bus Service Improvement Plan (BSIP) and progress bus reform to ensure communities are connected to opportunities and essential services.
- As part of BSIP, work in partnership with bus operators to create a simpler fare structure for West Yorkshire.
- Continue to develop our business case for a West Yorkshire mass transit system and form our new mass transit directorate.
- Make enhancements to the M Card app, roll out colour-coded network maps, and contactless capping on all buses.
- Publish our Rail Strategy to set out our future vision for rail in West Yorkshire and connect us nationally.
- Continue to deliver projects that benefit local communities through our Transport Fund and 'City Region Sustainable Transport Settlement'.

3. Building a sustainable, nature-rich and carbon-neutral region

Achieving net-zero carbon by 2038, promoting climate resilience and green recovery and ensuring that the transition to net-zero carbon is fair and equitable. We are leading on this agenda, with our Mayor Tracy Brabin taking on the position of co-president of UK100 and plans to host the UK100 summit in July.

This year we will:

- Deliver the early priorities of our Carbon and Environment Plan and build our longer-term plans into implementable projects to work towards our target of becoming net zero by 2030.
- Adopt our Carbon Impact Assessment tool to help ensure that all our investments contribute towards our net zero targets.
- Produce the West Yorkshire Nature Recovery Strategy and Action Plan to drive the nature recovery in West Yorkshire.

West Yorkshire Combined Authority State of the Region 2022

The exceptional circumstances of 2020 saw a pronounced fall in greenhouse gas emissions in West Yorkshire, driven to a large extent by a fall in transport emissions, but this is not expected to be sustained.

Shifts in mode share towards active travel and away from car use appear to have been accelerated by the pandemic. **However overall West Yorkshire has a strong reliance on the car, and the ability of the public transport system to connect disadvantaged communities to opportunity has reduced.**

Creating an accessible, clean and customer-focused transport system A key purpose of an effective transport system is to connect people from all communities to employment opportunities. The pandemic has presented a major challenge to this aim. West Yorkshire's access inequality ratio worsened substantially during 2020, as the number of jobs accessible by the bus network from deprived neighbourhoods fell relative to those accessible by private car. This is attributable to a reduction in services as a result of the coronavirus pandemic, when only essential travel was supported; but it also illustrates the barriers to travel faced by certain groups.

West Yorkshire Combined Authority Investment Strategy 2021 - 2024

• Mission Four: **A sustainable West Yorkshire** – making lives greener.

• Mission Three: **A well-connected West Yorkshire** - a strong transport system

Tackling the Climate Emergency

The Mayor and Combined Authority have declared a climate emergency, recognising that increasing emissions, a depleted natural environment and more extreme weather events, to name but a few, are all having a detrimental impact on the businesses and residents of West Yorkshire.

We need to ensure schemes do not contribute to the problem but are part of the solution. We have placed addressing the climate emergency, whether that is through reducing CO2 emissions, ensuring preparedness for the effects of a changing climate or ensuring resource efficiency, at the core of this Investment Strategy

West Yorkshire Combined Authority Connectivity Infrastructure Plan January 2021

Low emissions, low carbon, inclusive future

- Tackle the climate emergency.
- Growing our economy while cutting emissions and improving our environment.
- There is an urgent need to reduce transport's greenhouse gas emissions. Transport contributes to poor air quality. We need cleaner air.
- Help combat climate change, provide climate resilient infrastructure and improve air quality by being low emission and providing an attractive and sustainable alternative to car travel.

Environmental responsibility

- Zero-emission at the point of use.
- An attractive alternative to car travel. Infrastructure resilient to climate change.
- Landscaping to promote biodiversity, improve air quality and overall health.
- Sustainable management of surface water.

West Yorkshire Combined Authority Mass Transit 2040 Vision – August 2022

Climate change and decarbonising the economy.

This will be a significant challenge. Climate change is a serious threat that requires significant, swift action in all sectors of the economy to mitigate the risks associated with a warming world. We've declared a climate emergency and set a target to achieve net-zero carbon by 2038, with significant progress to be made by 2030.

Transport is our highest emitting sector, contributing 44% of total regional CO2 emissions. These emissions are predominantly from road transport, particularly private vehicles. With this Plan, we want to substantially accelerate the action and pace of decarbonising transport.

Our Investment Priorities – Key Moves

To deliver on our ambition we need substantial, long-term public investment in high-quality, sustainable transport infrastructure, accompanied by robust behaviour change programmes.

West Yorkshire Combined Authority Employment and Skills Framework

Driving innovation and productivity through high-level skills

Our clean growth ambitions and adaptation of AI within workplace practices are likely to have a radical impact on the future workplace. New technologies and techniques will change the products, processes and supply chains involved in every aspect of the industry - businesses within our key towns and cities of Wakefield, Huddersfield and Bradford are particularly susceptible to the impact as the 4th industrial revolution evolves. Having declared a climate emergency, we are committed to becoming a net zero-carbon city region by 2038. We must address the challenge that our City Region's skills supply does not currently reflect the skills needed to meet these challenges until the deficit of higher-level skills/qualifications is tackled. **Currently, around 33% of the labour force of West Yorkshire are qualified to level 4+ compared with the national average of 40% -this equates to 100,000 people in real terms.**

What more could be done?

- Work with the West Yorkshire Innovation Network to create a programme of enterprise and innovation activities.
- Establish a West Yorkshire Green Skills Partnership.

Net zero carbon

Employers need skilled workers to deliver against immediate and longer-term challenges in meeting West Yorkshire's ambitious target to become a net zero carbon economy by 2038.

What more could be done?

- Establish a West Yorkshire green skills development plan through the Green Skills Partnership.
- Establish peer networks to enable the sharing of best practice.
- Strengthen collaboration and engagement between employers and training providers to improve and expand their training programmes.
- Undertake skills audits with SMEs and skills providers to establish need and opportunity for behaviour change.
- Ensure that relevant 'green' courses are on offer for young people, with particular emphasis on construction and engineering skills.
- Explore opportunities for supply chains that are not necessarily in the 'green market' to share their green credentials.
- Bursaries or incentivised training for individuals to undertake re-training opportunities.
- Establish an internship programme, connecting skilled interns / students with organisations development low-carbon technologies.
- Coordinate a programme of careers and inspiration activities with employers to raise awareness of the importance of STEM skills and to address the future demand for green jobs.

West Yorkshire Combined Authority Bus Service Improvement Plan 2022

Invest in decarbonisation

We have committed to having a bus fleet with zero carbon emissions by 2036, with significant progress being made by 2030. This Bus Service Improvement Plan (BSIP) refers to the successful ZEBRA bid for 111 new zero-emission buses that will be deployed across the region by 2024. The plan also aims to renew our AccessBus fleet and achieve even more zero-emission buses in the future.

This Bus Service Improvement Plan strongly aligns with the Combined Authority's efforts to tackle the climate emergency and protect our environment by reducing emissions. The Combined Authority declared a Climate Emergency in 2019, supported by the region's local authorities. The goal of West Yorkshire is to become a net zero-carbon economy by 2038, with significant progress by 2030. To achieve this target and comply with the Paris Agreement, emissions must be reduced by 14.5% year on year, with output levels being halved every five years.

Transport is the largest carbon-emitting sector in West Yorkshire. The Carbon Emission Reduction Pathways study recommends building sustainable infrastructure, encouraging public transport usage, and embracing new technologies. For instance, the study recommends using electric and hydrogen buses instead of traditional diesel fleets. The plan foresees that by 2031, conventional petrol and diesel buses will no longer be sold. Up to 66% of buses across the region will be powered by electric battery, and up to 34% by hydrogen fuel cell.

In addition to this ambition, the following will be delivered:

- Stourton Park and Ride** - a fully solar-powered site served by 5 zero-emission electric buses that take just 15 minutes to reach Leeds City Centre. It has 26 electric car charging points, secure cycle storage, and dedicated parking bays.

- East Leeds 'FlexiBus'** - The East Leeds 'FlexiBus' trial has 7 new, fully accessible, electric vehicles.

- Zero Emission Bus Regional Area (ZEBRA) scheme** – The ZEBRA scheme is a £56 million project that delivers 111 electric, zero-emission buses and infrastructure across Bradford, Leeds, and Wakefield.

There are currently 32 Air Quality Management Areas across the five West Yorkshire districts. These are areas where nitrogen dioxide emissions or particulate matter exceed the statutory limits and require a Local Air Quality Action Plan to bring levels within the legal limits.

West Yorkshire Combined Authority Procurement Strategy 2020 - 2025

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The Combined Authority expects our suppliers and providers to support our aims and objectives, be supportive of the mayoral pledges and commitments to improving the communities we live in. We expect our contracted partners to work to ensure they embody best practice through reducing gender pay inequalities, through fair employment practices and in the adoption of sustainable, ethically sourced products, goods and services and in supporting their suppliers to do the same.

West Yorkshire Combined Authority City Region Sustainable Transport Settlement

A modern, integrated transport system is essential for our economy to flourish and our communities to thrive. To fulfil its full potential, as both a major player in the Northern Powerhouse and in the levelling up of the UK economy, West Yorkshire needs to transform its transport system to one that is fit for the 21st century and for a decarbonised, fairer, more inclusive economy.

Decarbonisation

- Up to 12.5 million fewer car trips on our roads by 2038, through use of other transport modes or less need to travel.

- Reduce CO₂ emissions from car travel by up to 1.5% (up to 15,000 tonnes) per year by 2038, against a forecast increase in carbon emissions from transport.

- Help to achieve our goals to upgrade the region's bus fleets – to reach 100% of all buses being EURO VI standard by 2026 and 100% of buses being zero emission by 2038.

Our approach to EV charge points will be informed by the large-scale roll-out of this infrastructure in Kirklees as a regional demonstrator project Kirklees has the ambition to be a district where its residents' and businesses' first choice for their next vehicle is electric. **We can only achieve this by having a leading network of charging infrastructure, to ensure that access is no longer a barrier.**

CRSTS will also build on the successful West Yorkshire bid to government's Zero Emission Bus Regional Areas fund (ZEBRA), and a smaller programme of works to deploy zero emission buses on services tendered by the Combined Authority enabled by the TCF programme. Investment through CRSTS, in combination with these other zero emission bus projects, will take **the proportion of the bus fleet that is zero emission to around 15%**, depending on the private sector investment leveraged, and will also assist in the installation of depot infrastructure and supporting civil engineering works. The programme will also provide investment into community transport vehicle renewal and upgrades to low carbon technologies.

West Yorkshire Combined Authority Climate and Environment Action Plan

West Yorkshire has committed to becoming a net zero carbon economy by 2038. The latest data indicate that CO2 end-user emissions in West Yorkshire stand at around 10.8 Mt CO2. This equates to 4.7 tonnes per capita, slightly below the national average of 4.9 tonnes. Carbon dioxide emissions have fallen less quickly in West Yorkshire than nationally over the last decade for which we have data, but West Yorkshire's starting point was lower in per capita terms. **A continuation of current rates of emission reduction in West Yorkshire will not be sufficient to achieve the target of net zero by 2038.** It is projected that current policies will only achieve a fraction of the further reductions required to meet the net zero target. Emissions from the industry, commercial and domestic sectors of the regional economy fell substantially over the last decade, but transport emissions did not register a sustained reduction in the period to 2019.

To achieve the emission reductions set out in the Pathway would require a significant acceleration of the deployment of technology and rapid behaviour change from consumers, industry, and business. Among other things the Pathway would require:

- a rapid uptake of electric vehicles, alongside significant consumer, and industry / business behaviour change;
- a large shift from private car use to cycling, walking and electrified public transport
- a wide-scale retrofit of buildings with ambitious rollout of heat pumps and heat networks;
- a significant upscaling of solar, onshore wind, smart and flexible energy solutions and potentially carbon capture and storage;
- development of new technology and switching to low carbon fuels within industry; and
- forestry planting to offset emissions from new urban development

Leeds City Region Strategic Economic Plan 2016-2036

"To be a globally recognised economy where good growth delivers high levels of prosperity, jobs and quality of life for everyone".

Clean Energy and Environmental Resilience

- 1.New energy generation
- 2.Resource-efficient businesses
- 3.Energy efficiency and empowering consumers
- 4.Green infrastructure

Leeds City Region Green and Blue Infrastructure Plan

Our region's green and blue spaces and waterways are among its defining characteristics. This strategy and delivery plan sets out how we will make the most of the region's amazing natural assets to help our economy prosper, enable people to enjoy a great quality of life, and combat the effects of climate change.

Our vision

We want to ensure that everyone in Leeds City Region has easy access to a high-quality, safe and well-used network of footpaths, cycleways, green spaces, waterways and wildlife habitats. This "green and blue infrastructure" will contribute towards a strong economy, a sustainable environment and outstanding quality of life. It is also part of our ultimate goal of making Leeds City Region a zero carbon economy underpinned by high-quality green and blue infrastructure.

Our priorities

To achieve our ambitions we will focus on seven priority action areas:

- 1.Effective water management and flood risk reduction – developing natural flood management programmes and drainage solutions
- 2.Build green and blue infrastructure into physical development and housing – creating vibrant, healthy and inspiring places where people want to live, work and invest
- 3.Enhance green and blue corridors and networks – integrating green and blue infrastructure within the transport routes that link our towns, cities and rural areas
- 4.Improve community access to and enjoyment of green and blue infrastructure – building healthier, more environmentally sustainable communities
- 5.Plant and manage more trees and woodlands – improving air quality, reducing carbon emissions and creating a greener, even more attractive region
- 6.Restore the uplands and manage them sustainably – improving natural flood management, carbon storage and providing an agricultural system that works for the region

Appendix 2

Community Partners



Bradford	Bradford Skills House https://skillshouse.co.uk/	Skills House is the local powerhouse of education, training and skills development. Driven by the collective might of Bradford Council Employment and Skills department and its valued partners, it is the focus for careers and employability guidance in the Bradford District; giving people of all ages the capabilities and confidence to fulfil their potential and build a better life.
	Bradford College https://www.bradfordcollege.ac.uk/	Bradford College is a further and higher education college offering a range of full and part-time courses from introductory level through to postgraduate level and caters for a variety of students, including school leavers, adults wanting to return to education, degree-level students and those seeking professional qualifications.
	Step Programme (QED) https://www.qed-uk.org/pages/8-step-programme	Our STEP programme funded by Bradford Council, is supporting 500 people from ethnic minority backgrounds living in the Bradford District into work.
Calderdale	Calderdale Employment Hub https://new.calderdale.gov.uk/jobs/support/employment-hub	The employment hub support those looking for a job to: <ul style="list-style-type: none"> •Appraise and talk about skills with confidence. •Write a strong CV and cover letter. •Search and apply for jobs. •Complete forms. •Prepare for an interview.
	Scope: Support to Work Extra https://www.scope.org.uk/employment-services/support-to-work-extra/	Support to Work Extra offers tailored employment support for disabled people looking for their first job, or to get back into work, education, training, or volunteering.
	Halifax Opportunities Trust https://www.regen.org.uk/employment/	The Employment Services Team is based at Hanson Lane Enterprise Centre. Helping people to find employment is an important part of the Trust's commitment to the local community. The team of experienced Employment Advisors work with job seekers to help them move forward, overcome their barriers and get good quality jobs. They have an employer network that employers can join.



Kirklees	Kirklees Employment and Skills https://www.kirklees.gov.uk/beta/employment-information/employment-and-skills-support.aspx	Kirklees Employment and Skills are committed to developing life and work skills for all, enabling better employment opportunities for those who live in Kirklees. They help support businesses to access the workforce they require in order to grow and succeed. Leading to thriving businesses, an increase in earning potential and in turn an improved quality of life.
	Apprenticeships For All Apprenticeships For All - Upskilling Your Workforce (kirkleesapprenticeshipsforall.co.uk)	Apprenticeships for all helps individuals and businesses to develop the skills of the local workforce in Kirklees. For businesses, Apprenticeships For All help with upskilling your workforce via apprenticeship learning, or looking for support with the apprenticeship levy and funding options.
	REAL Employment https://www.kirklees.gov.uk/beta/realemployment/index.aspx#:~:text=REAL%20aims%20to%20support%20adults,to%20a%20job%20they%20want	REAL aims to support adults aged 18+ with learning disabilities, autism and/or additional needs into paid, sustainable employment. They match their interests and skills to a job they want.
Leeds	People Matters https://peoplemattersleeds.co.uk/	People Matters support people with learning disabilities and other hidden disabilities to become more independent and enjoy life in the same ways as anybody else. They offer a range of services including individual support, social groups and employment services.
	Start Leeds https://leeds.startprofile.com/page/employers-overview	Start is a trusted brand and platform used by tens of thousands of young people in schools and colleges across the UK. They use Start to explore their career options and to make their choices about future employers. Be there, and help them to make the right choice.
	Inclusive Growth Leeds https://www.inclusivegrowthleeds.com/support-employers	If you are an employer in Leeds Inclusive Growth Leeds can help you to attract, develop and retain a greener and inclusive workforce. Run by Leeds City Council, this can include recruitment and skills development support to ensure your business has the right skills for now and the future.
Wakefield	Step-Up https://www.wakefield.gov.uk/jobs-and-training/step-up/	Step-Up is the Council's flagship employment and skills service available to all residents and businesses FREE of cost. Their specialist team provides tailored one-to-one employment, skills and career coaching as well as a job-matching service and a minimum of six months in-work support.
	Wakefield First https://www.wakefieldfirst.com/wakefield-employment-hub/	The team's free, impartial support service guides you through the range of training available to enable you to get the skilled employees you need. It could mean upskilling existing staff members or hiring new entry-level employees through our talent-matching service.
	Connexions Wakefield https://connexionswakefield.co.uk/	Connexions Wakefield Advisers offer confidential help and support for a wide range of issues. They also advertise job and apprenticeship vacancies available in the local area, and can help with the application process.



Bradford	Build Your Business https://www.investinbradford.com/business-support/buildyourbusiness/	Build Your Business is a programme that helps local people turn their business ideas into reality. Part of the wider Invest in Bradford programmes, The Enterprise support programme is funded by City of Bradford Metropolitan District Council and delivered by Trident, Impact Hub, Participate Projects and Inspired Neighbourhoods.
	Bradford Chamber of Commerce Bradford Chamber - West & North Yorkshire Chamber of Commerce (wnychamber.co.uk)	Bradford Chamber of Commerce's mission is to be recognised as an essential part of growing businesses by sharing opportunities, knowledge and expertise, with a strong business voice influencing decision makers at all levels.
	Invest In Bradford https://www.investinbradford.com/	Bradford is a great northern city, home to enterprising and creative people with strong productive businesses. With a proud industrial heritage and a growing economy, Bradford offers competitive living and business set-up costs. Bradford has one of the youngest populations in the UK making it a perfect place for businesses to make the most of upcoming talent. The Invest in Bradford Team has experienced Business Advisors to support any business looking to start-up, relocate or expand in the district.
Calderdale	BIPC Local at Calderdale Libraries https://businessforcalderdale.co.uk/	<p>The Business and Intellectual Property Centre has partnered with local libraries in West Yorkshire. This is to bring free business support to inspire even more people across the region including:</p> <ul style="list-style-type: none"> • Free guidance and information to start and grow your own business. • Free events and workshops. • Free access to market research and a range of business databases.
	Business for Calderdale https://businessforcalderdale.co.uk/	<p>Business for Calderdale exists as a not-for-profit organisation providing opportunities for businesses within the Calderdale area.</p> <ul style="list-style-type: none"> • Make connections. • Create and build links. • Get people talking.
	Adult Learning - Digital Skills https://www.calderdale.gov.uk/education/adultlearning/courses/resources.jsp?category_id=47	Calderdale Council offer a wide range of learning activities and courses. Their Adult Learning, Digital Skills training aims to provide users with the skills they need to utilise digital resources in their personal and professional lives.



Kirklees	Business Kirklees https://businesskirklees.com/	Business Kirklees provides access to a range of targeted support for businesses of all sizes, all sectors, and all stages of development.
	Thrive Kirklees Thrive - Business Kirklees	Thrive is a fully funded specialist start up incubation programme supporting health, wellbeing and lifescience innovators, and entrepreneurs to turn their ideas into a sustainable business.
	TSL (Business for Good) https://tslkirklees.org.uk/abwy/	Run by TSL, Business for good is a new programme of free expert support for social enterprises, co-operatives & community businesses in West Yorkshire.
Leeds	Leeds Chamber of Commerce Leeds Chamber - West & North Yorkshire Chamber of Commerce (wnychamber.co.uk)	Leeds Chamber of Commerce's mission is to be recognised as an essential part of growing businesses by sharing opportunities, knowledge and expertise, with a strong business voice influencing decision makers at all levels.
	Leeds Community Foundation https://www.leedscf.org.uk/about-us/	Leeds Community Foundation distributes vital grants and gives trusted advice to Community Organisations across Leeds and Bradford to influence positive change. We are driven by creating meaningful social impact for thousands of local people every year.
	Inclusive Growth Leeds https://www.inclusivegrowthleeds.com/productivity	Inclusive Growth Leeds is working to improve productivity in Leeds and enable businesses to innovate and grow. We are looking closely at how we can continue to build the profile of Leeds for the region and the UK.
Wakefield	Wakefield First Business Support https://www.wakefieldfirst.com/business-growth/	<p>Their Corporate Mission : To ensure economic growth and success in the Wakefield district. To ensure every business in Wakefield can have the opportunity to thrive and grow.</p> <p>Their Vision: To make the whole Wakefield district an attractive and supported environment for businesses of all kinds, sizes and sectors.</p>
	Start Up West Yorkshire Start Up West Yorkshire	Fully funded support is available to those wanting to start a new business, or who have recently launched a new business. This includes a wide range of useful webinars and workshops, tailored to support individuals looking at a career in self-employment.
	Creative Wakefield About - Creative Wakefield	Creative Wakefield brings together arts, culture, heritage, creative and digital industries with other sectors - including business, community, health, education and planning.



Bradford	New Vision Bradford https://newvisionbradford.org.uk/about-us/	New Vision Bradford is a partnership between national and local charities providing drug and alcohol treatment and recovery services across the Bradford District.
	The Bridge Bradford https://thebridgeproject.org.uk/about-us/	<p>Aiming to relieve sickness, poverty and promote social inclusion through the provision of treatment, care, rehabilitation, education and training services to persons or members of their families who:</p> <ul style="list-style-type: none"> •Have been, or are, or are in danger of becoming substance misusers. •Have committed or are likely to commit crime. •Have been, or are, or are in danger of experiencing mental health conditions. •Have been, or are, or are in danger of becoming homeless. •Have been, or are, or are in danger of experiencing marginalisation, discrimination or social exclusion.
	HALE Project https://haleproject.org.uk/	<p>HALE is an award-winning health development charity, working with diverse communities with the highest health inequalities and/or low socio-economic incomes for almost 20 years.</p> <p>Their mission "To improve health where there is greatest need" is achieved by delivering a wide range of projects and services with individuals and communities, so that they may develop the confidence and skills needed to find and embrace solutions for themselves.</p>
Calderdale	Healthy Minds Calderdale https://www.healthymindscalderdale.co.uk/	<p>The Community Health & Wellbeing team work across Calderdale offering support to households on their doorstep.</p> <p>Based on a Brazilian health care model, the project takes support to the heart of the community by connecting people to what is available in their own area and how they can access local support. Each worker in the team will be working with a designated number of households each - so they can create strong relationships with a small community of people.</p>
	Calderdale In Recovery https://calderdaleinrecovery.com/	<p>The aims of Calderdale in Recovery shall be:</p> <ul style="list-style-type: none"> • To promote that recovery from addiction is possible to the people of Calderdale • To improve the health and wellbeing of the people of Calderdale affected by addiction • To develop support networks to help individuals maintain their recovery from addiction • To develop community based opportunities to support recovery through volunteering, enterprise, participation and networking • To reduce the stigma attached to those affected by addiction in Calderdale
	Early Action Hub https://earlyactionhub.com/	Early Action Hub is working in partnership with West Yorkshire Police and Calderdale Early Action Team. To inspire young people to make a difference to their lives and the lives of others, by offering a range of positive activities and volunteering opportunities.



Kirklees	Yorkshire Sport https://www.yorkshiresport.org/	Yorkshire Sport Foundation is a National Lottery funded charity, supporting organisations across the nine districts of South Yorkshire and West Yorkshire. Their vision is to create a vibrant, healthy and prosperous Yorkshire through everyone moving more. To do this they aim to connect, influence and support the work of local, regional and national organisations
	Kirklees Active Leisure https://kal.org.uk/	KAL's Vision is "improving health & wellbeing", reflecting the charity's new strategic direction and the focus upon health & wellbeing. To do this they aim to provide high quality services and facilities to all our customers. They are dedicated to increasing the number of people being active and improving their health & wellbeing, through responding to the needs of the local community and providing a dynamic and excellent value for money service.
	Kirklees Better Outcomes Partnership https://www.kirkleesbetteroutcomespartnership.org/	Kirklees Better Outcomes Partnership (KBOP) is an alliance of eight specialist organisations, collaborating to empower and enable individuals at risk of homelessness to achieve their potential and live independent and fulfilling lives.
Leeds	MindWell Leeds https://www.mindwell-leeds.org.uk/	MindWell is the mental health website for adults in Leeds. It's funded by the Leeds Office of West Yorkshire Integrated Care Board (ICB) to bring together information from the NHS, Leeds City Council and the third sector into one 'go to' place.
	Leeds Mind https://www.leedsmind.org.uk/	Leeds Mind promotes positive mental health and wellbeing, and provides help and support to anyone who needs it in and around Leeds. We offer many services, including: counselling, peer support, social prescribing, employment support, suicide bereavement support, creative wellbeing activities, mental health training and more.
	Leeds Crime Reduction Network https://touchstonesupport.org.uk/	The Leeds Crime Reduction Network brings together organisations working to support both the victims and perpetrators of crime. Through their work we support creating safer communities by promoting action, good practice and innovation, discussing shared problems and finding shared solutions.
Wakefield	Young Lives https://www.younglives.net/resources/funding/	Young Lives Consortium is a membership organisation of Voluntary and Community Sector (VCS) groups working with children and young people aged 0-25 years across the Wakefield District. They work alongside a broad range of organisations which include charities, voluntary and community groups, uniform and faith groups providing play, youth services, sports services, and more.
	Street Support Wakefield District https://streetsupport.net/wakefield/	Connecting people and organisations locally, to tackle homelessness in the Wakefield District.
	Wakefield Families Together https://www.wakefieldfamilies.together.co.uk/youth-hubs/	Wakefield Families Together brings services together, to join up how we work, so that it's easier for you to find and access the support you need, at the earliest opportunity. They state that everyone needs help and support at some point in their life. So, when they do and find it hard to deal with a difficult situation, or have worries around young offending, family relationships, behaviour, school attendance, emotional and mental health, domestic abuse, parental conflict, housing issues, or employment and debt problems, Family Hubs can help direct to the right people and services



WYCA	Better Homes Yorkshire https://www.betterhomesyorkshire.co.uk/about-us.html	Better Homes Yorkshire has been created to help residents across Yorkshire pay less for energy and live in healthier, warmer homes. Residents in the participating Local Authority areas will be able to take advantage of the latest Government funding options to make energy efficiency improvement works to their homes. <i>*This organisation has been signposted due to issues of fuel poverty and need to address poor EPC ratings across WYCA.</i>
	Bradford	
	Scraptastic! https://www.scraptastic.org.uk/	Scraptastic aim is to promote and encourage the use of waste materials and resources for creative re-use and play. They collect clean waste from businesses, often destined for landfill, and sort it to stock our scrap section.
Bradford	Bradford Environmental Education Service (BEES) https://www.bees-ymca.org.uk/	To contribute to the sustainable regeneration of Bradford District, through effective environmental programmes, inspired by community needs. Programmes include: Community Urban Design Team, Habitat Heroes, Gardening for Health, Positive Approaches To Health, Adventurous Play Experience Scrap Magic!, Butterfly Soup/Forest Schools, Tackling the Roughts Food Co-ops, Wibsey Park Community Garden.
	Bradford Energy Network https://bradford.energy/	Bradford Energy Network is a planned Low-to-Zero Carbon (LZC) district heating network being developed for the city centre, allowing businesses and organisations which connect to the BEN to decarbonise their heating, along with delivering a number of other benefits for the city.
Calderdale	Green Calderdale www.greencalderdale.org.uk/	Green Calderdale is produced jointly by Calderdale Sustainability Forum and Calderdale Friends of the Earth. Their aim is to provide a single space for a wide range of environmental and sustainability activities, which previously did not exist; a resource for those organisations or environmental causes without their own sites; and to connect together people and opportunities.
	Sustrans https://www.sustrans.org.uk/	A national sustainable transport charity working on practical projects to encourage people to walk, cycle and use public transport. Their aim is to reduce the adverse effects of motor traffic and have been signposted by Calderdale Council.
	Calderdale Friends of the Earth www.groups.friendsoftheearth.uk/calderdale	Calderdale Friends of the Earth is part of a movement to create a safer climate, flourishing nature, and healthy air, food and water. The Calderdale FOE local group has been around for some 30 years, working on FOE's national campaigns and adding locally important ones as well. Friends of the Earth believes Calderdale should be more ambitious and strive to reduce its reliance on fossil fuels by generating 396.7 GWh per year.



Kirklees	Carbon Copy carboncopy.eco/initiatives/	Providing positive health and psychological wellbeing opportunities for a wide variety of people of mixed cycling abilities within businesses and communities in Kirklees.
	EPIKs Kirklees www.environmentkirklees.org/	EPIKs volunteers and partners work with local communities and residents, businesses, institutions like the university and employees to increase environmental awareness - and through its projects - to make towns and villages a better place to live, work and study. Environment Kirklees has made a start in setting up the waste and resources network in Kirklees.
	Natural Kirklees naturalkirklees.org	Natural Kirklees is the umbrella organisation for all the "Friends of" groups and "Greenspace" management groups within the Kirklees geographical area. Under their roof, more than 100 voluntary groups are working hard to preserve local green spaces and establish environmental projects across Kirklees. They offer free membership for green space volunteer groups and assist them in various ways, from advice to providing them with public liability insurance cover.
Leeds	Leeds Climate Commission About Leeds Climate Commission Leeds Can-do Cities	The Leeds Climate Commission was established in 2017 and was the very first climate commission, providing a blueprint for the growing number of other climate commissions that have developed since. It was inspired and informed by the work of the UK's Climate Change Committee and is an independent voice in the city, providing authoritative advice on steps towards a low carbon, climate resilient future so as to inform policies and shape the actions of local organisations and stakeholders. It monitors progress towards meeting the city's carbon reduction targets, celebrates success stories and recommends actions to keep the city on track.
	Climate Action Leeds Climate Action Leeds	Climate Action Leeds provides a platform for people, organisations and communities to come together to take action on climate change, in Leeds and beyond. Their collective purpose is to help shape a Leeds which is zero carbon, nature friendly and socially just by the 2030s. Their approach is focused on mobilising communities, campaign groups and sectors to plan and act together. Over 40 groups in Leeds contributed to planning the project, and it is supported by many more.
	REAP Leeds https://www.reap-leeds.org.uk/transport.htm	REAP members have interested in themselves in all forms of transport – particularly walking, buses and cycling. Our aim is to reduce everyone's local carbon footprint by encouraging walking and cycling as well as greater use of public transport.
Wakefield	Keep Wakefield Warm Fuel Poverty • Community Foundation Wakefield District • Charity Donations and Grants (wakefieldcf.org.uk)	The Keep Wakefield Warm this Winter campaign raises funds to provide Emergency Winter Fuel Grants to people in need. Despite running our fuel poverty campaign for many years, the issue has never been more pertinent than these last few years, with a cost-of-living crisis and escalating energy prices. The funds raised are distributed amongst lower income families and individuals from the Wakefield District who struggle with their outgoings and need an emergency grant during the challenging winter months
	Just Transition Wakefield Transport – Just Transition Wakefield	Just Transition Wakefield was created by Wakefield and District Trades Council and Wakefield Friends of the Earth, as a network or alliance of groups, organisations and individuals to campaign for a zero carbon Wakefield as part of a zero carbon UK. As a Climate Action Group our efforts aim to: <ul style="list-style-type: none"> ● Cut climate emissions, like carbon dioxide and methane. ● Increase carbon sinks, like woodland and wetland areas. ● Enhance biodiversity and nature. ● Raise the ability of people and communities across the district to adapt and be resilient in the face of climate change. ● Boost the creation of thousands of good green jobs.
	Wakefield College Climate Action Group www.wakefield.ac.uk/sustainability	Wakefield College state that their students play a big part in their sustainability initiatives. They invite organisations to join our Climate Action Group and get involved in activities across College to raise awareness, take positive action and create and join our campaigns and activities which will make a real difference. They state: Making changes as an individual whenever possible can also helps support our planet.

Appendix 3

Definitions & Sources

Abbreviation Definition

NT	National TOM (Theme, Outcome, Measure). This reference is used as a shorthand way to refer to measures within the TOM System.
EA Core	The Equality Act 2010 (“EA”) is the core piece of anti-discrimination legislation in the United Kingdom. EA core or work-limiting disabled refers to disability as defined within The Equality Act 2010.
GCSE	A qualification in a specific subject typically taken by school students aged 14–16, at a level below A level.
NVQ	National Vocational Qualifications are practical work-based awards in England, Wales, and Northern Ireland that are achieved through assessment and training.
CDRC	Consumer Data Research
BPS	British Population Survey
STEM	Science, Technology, Engineering, Mathematics
CC	County Council
NEET	Not in Education, Employment or Training
LSOA	Lower Super Output Area, as per the IMD

Internet User Classification

Definition

e-Cultural Creators

High levels of Internet engagement, particularly regarding social networks, communication, streaming and gaming, but relatively low levels of online shopping, besides groceries.

e-Professionals

High levels of Internet engagement, and comprises fairly young populations of urban professionals, typically aged between 25 and 34. They are experienced users and engage with the Internet daily and in a variety of settings.

e-Veterans

Affluent families, usually located within low-density suburbs, with populations of mainly middle-aged and highly qualified professionals. Higher levels of engagement for information seeking, online services and shopping, less for social networks or gaming.

Youthful Urban Fringe

Reside at the edge of city centres and deprived inner-city areas, ethnically diverse, young, large student and informal household populations, access via mobile devices. High levels of Internet engagement are average over-all, with high levels of social media usage.

e-Rational Utilitarians

Comprising mainly rural/semi-rural areas with higher than average retired populations, constrained by poor infrastructure. Users undertake online shopping; the Internet is used as a utility rather than a conduit for entertainment.

e-Mainstream

Exhibit typical Internet user characteristics in heterogeneous neighbourhoods at the periphery of urban areas or in transitional neighbourhoods.

Passive and Uncommitted Users

Limited or no interaction with the Internet. They tend to reside outside city centres and close to the suburbs or semi-rural areas. Higher levels of employment in semi-skilled and blue-collar occupations.

Digital Seniors

Typically, White British, retired and relatively affluent. Average use of the Internet, typically using a personal computer at home. Despite being infrequent users, they are adept enough to use the Internet for information seeking, financial services and online shopping.

Settled offline Communities

Elderly, White British, in semi-rural areas. They undertake only limited engagement with the Internet, they may have only rare access or indeed no access to it at all.

e-Withdrawn

Least engaged with the Internet. Deprived neighbourhoods of urban regions. Highest rate of unemployment and social housing among all. Lowest rates of engagement in terms of information seeking and financial services, as well as the lowest rate in terms of online access via a mobile device.

Theme	Indicator	Data Sources	Link	Date
Demographic Data	All	WYCA State of the Region Report	https://app.powerbi.com/view?r=eyJrJmJmOTU3MmY1MDU0MDM3Ni00ODJlTktkOTkYig3NWVhM2ZiNTQ3liwidCI6IjM0ZTkzYmZlLWVhbnVjYiNDM0NS1hNGZlTgwNWl2N2U0ODBiMCIslmMiOjh9&pageName=ReportSection%22	
	Unemployment rate - aged 16+	ONS Annual Population Survey	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17	2022
	Job Density	ONS Claimant Count	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=57	2021
	Employment Map	Indices of Multiple Deprivation	https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019	2019
	Total Claimant Count % - age 16+ yrs	ONS Claimant Count	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=57	2021
	16-17 year olds not in education, employment or training (NEET) or whose activity is not known	Department for Education	https://www.gov.uk/government/publications/neet-and-participation-local-authority-figures	2021
Jobs	Percentage of offenders who re-offend - All ages	Ministry of Justice	https://www.gov.uk/government/collections/proven-reoffending-statistics	2019/2020
	Unemployment rate EA core or work-limiting disabled - aged 16-64	Annual Population Survey	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17	2020
	Percentage with no qualifications (GCSE) - aged 16-64	Annual Population Survey	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=18	2021
	Percentage with no qualifications (NVQ) - aged 16-64	Annual Population Survey	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=19	2022
	Percentage of economically active with Trade Apprenticeships - aged 16-64	Annual Population Survey	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=17	2020
	16+ unemployment rate - ethnic minority	Annual Population Survey	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=18	2022
	Education map	Indices of Multiple Deprivation	https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019	2019
	Business Register and Employment Register	NOMIS Business Register and Employment Survey	https://www.nomisweb.co.uk/articles/1062.aspx	2020
	Percentage of enterprises by size	Inter Departmental Business Register (IDBR)	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=142	2022
	Contact with mental health or learning disability services: rate per 1,000 patients on GP practice list - 18+ years	Mental Health and Learning Disabilities Data Set (MHLDDS) Public Health England	https://fingertips.phe.org.uk/	2014/15
Growth	Self-reported wellbeing: people with a high anxiety score - 16+ yrs	ONS Annual Personal well-being estimates	https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/headlineestimatesofpersonalwellbeing	2021/22
	Self-reported wellbeing: people with a low satisfaction score - 16+ yrs	ONS Annual Personal well-being estimates	https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/headlineestimatesofpersonalwellbeing	2021/23
	Gross Weekly Pay - Full Time Workers - Residence Analysis	Annual Survey of Hours and Earnings (ASHE)	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=30	2022
	Income map	Indices of Multiple Deprivation	https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019	2019
	Gross Weekly Pay - Full Time Workers - Male vs Female	Annual Survey of Hours and Earnings (ASHE)	https://www.nomisweb.co.uk/query/construct/summary.asp?mode=construct&version=0&dataset=30	2022
	Basic digital skills	WYCA State of the Region Report	https://app.powerbi.com/view?r=eyJrJmJmOTU3MmY1MDU0MDM3Ni00ODJlTktkOTkYig3NWVhM2ZiNTQ3liwidCI6IjM0ZTkzYmZlLWVhbnVjYiNDM0NS1hNGZlTgwNWl2N2U0ODBiMCIslmMiOjh9&pageName=ReportSection%22	2019-2022
	Proportion of residential and commercial properties able to access internet connection speeds up to 1 GB per second	WYCA State of the Region Report	https://app.powerbi.com/view?r=eyJrJmJmOTU3MmY1MDU0MDM3Ni00ODJlTktkOTkYig3NWVhM2ZiNTQ3liwidCI6IjM0ZTkzYmZlLWVhbnVjYiNDM0NS1hNGZlTgwNWl2N2U0ODBiMCIslmMiOjh9&pageName=ReportSection%22	2019-2022

Theme	Indicator	Data Sources	Link	Date
Social	Mortality rate from causes considered preventable - <75 yrs (per 100,000 population)	Office for Health Improvement and Disparities	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data	2021
	Percentage of adults classified as overweight or obese - 18+ yrs	Office for Health Improvement and Disparities (based on the Active Lives Adult Survey, Sport England)	https://www.sportengland.org/research/active-lives-survey/	2020/21
	Percentage of physically inactive adults - 19+ yrs	Office for Health Improvement and Disparities (based on the Active Lives Adult Survey, Sport England)	https://www.sportengland.org/research/active-lives-survey/	2020/22
	Admission episodes for alcohol-related conditions - All ages (no. of admissions per 100,000 population)	OHID: Population Health Analysis (PHA) team using data from NHS Digital - Hospital Episode Statistics (HES) and Office for National Statistics (ONS) - Mid Year Population Estimates.	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data	2021/22
	Smoking Prevalence in adults (18+)	Annual Population Survey	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data	2021
	Health Map	Indices of Multiple Deprivation	https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019	2019
	Percentage of adults who feel lonely often / always or some of the time - 16+ yrs	Active Lives Adult Survey, Sport England Office for Health Improvement and Disparities (based on the Active Lives Adult Survey, Sport England)	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data	2019/20
	Violent crime - violence offences per 1,000 population	OHID's Population Health Analysis Team using Home Office crime data and ONS population data	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data	2021/22
	Violent crime - sexual offence per 1,000 population	OHID's Population Health Analysis Team using Home Office crime data and ONS population data	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data	2021/22
	Violent crime - hospital admissions for violence (including sexual violence) per 100,000	OHID's Population Health Analysis Team using Home Office crime data and ONS population data	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data	2021/22
Environmental	Rolling twelve month crime rates (by type)	Home Office	https://data.police.uk/	2022/23
	First time offenders (10+ years) per 100,000 population	Office for Health Improvement and Disparities Ministry of Justice (MoJ) dataset (cohort of offenders identified from police, probation and prison records, offending assessed via Police National Computer). ONS mid year population estimates.	https://fingertips.phe.org.uk/profile/public-health-outcomes-framework/data	2021
	All crime rate	Home Office	https://data.police.uk/	2022/23
	Crime Map	Indices of Multiple Deprivation	https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019	2019
	Homelessness - households in temporary accommodation per 1,000 households	Ministry of Housing, Communities & Local Government	https://www.gov.uk/government/statistical-data-sets/live-tables-on-homelessness	2021/22
	Total CO2 emissions per person (tonnes CO2e)	Department for Business, Energy and Industrial Strategy	https://www.gov.uk/government/collections/uk-local-authority-and-regional-carbon-dioxide-emissions-national-statistics	2020
	CO2 emissions industry and commercial sectors (kt)	Department for Business, Energy and Industrial Strategy	https://www.gov.uk/government/collections/uk-local-authority-and-regional-carbon-dioxide-emissions-national-statistics	2016 - 2020
	Renewable Electricity - Number of sites - Total	Department for Business, Energy and Industrial Strategy (BEIS) - Regional Renewable Statistics	https://www.gov.uk/government/statistics/regional-renewable-statistics	2016 - 2020
	Average minimum journey time by transport type to reach 8 key services (mins)	Journey Time Statistics - Department for Transport	https://www.gov.uk/government/collections/journey-time-statistics	2019
	Area of accessible green and blue space per 1000 population.	Natural England	Green Space Index Fields in Trust	2021
Environmental	Outdoor Living Environment Deprivation	Indices of Multiple Deprivation	https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019	2019
	Residual household waste per household (kg per household)	Department for Environment, Food & Rural Affairs	https://www.gov.uk/government/statistical-data-sets/env18-local-authority-collected-waste-annual-results-tables	2021/22
	EPC Ratngs	WYCA State of the Region Report	https://app.powerbi.com/view?r=eyJrJoiOTU3MmY1MDU0MDM3Ni00ODJlTkkOTktYig3NlWVhM2ZiNTQ3IiwidCI6IjM0ZTkzYmZlWVJlWVJlWVJlNDM0NS1hNGZlTGwNWl2N2U0ODBiMClslmMiOjh9&pageName=ReportSection%22	2023
	Fuel Poverty	WYCA State of the Region Report	https://app.powerbi.com/view?r=eyJrJoiOTU3MmY1MDU0MDM3Ni00ODJlTkkOTktYig3NlWVhM2ZiNTQ3IiwidCI6IjM0ZTkzYmZlWVJlWVJlWVJlNDM0NS1hNGZlTGwNWl2N2U0ODBiMClslmMiOjh9&pageName=ReportSection%22	2021

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