

EQUALITY FRAMEWORK

2020



INTRODUCTION

The West of England Combined Authority (WECA) is committed to the promotion of equality and diversity and ensuring that its strategies, policies and practice work to deliver positive outcomes for everyone within the West of England region. We recognise that residents in the region do not have equal access to its success and the opportunities on offer and we are committed to work towards addressing this wherever possible.

We will achieve this by ensuring that activities undertaken or encouraged by WECA have a positive impact where possible and ensure none have a negative impact on the groups identified in the equality duty. People are not defined by a single characteristic and may be disadvantaged by a range of circumstances. Therefore, in seeking to understand the impact of our work, we will take account of: age; gender; race and ethnicity; disability; religion and belief, or non-belief; marital status, family circumstances or caring responsibilities; sexual orientation; class and socio-economic circumstances.

This framework sets out how we will work to achieve our aims and respond to our duties under the Equality Act 2010.

Contents

EXECUTIVE SUMMARY	3
THE WEST OF ENGLAND	4
THE WECA BUSINESS PLAN	5
KEY EQUALITY & DIVERSITY STATISTICS FOR THE REGION	6
THE DUTY TO PROMOTE EQUALITY	13
EQUALITIES DELIVERY TO DATE	14
OUR FOCUS FOR THE NEXT 12 MONTHS	16
HOW WE WILL MEASURE OUR ACHIEVEMENTS	18

EXECUTIVE SUMMARY

The West of England is a place of growth and innovation, where economic, cultural and environmental diversity is celebrated and forms the foundation of prosperity for all.

We are investing in people and places – including jobs, skills, transport, homes, and digital connections – to ensure we are creating healthy communities where people want to live, work and visit.

WECA has produced this Equality Framework to inform our work in the region, including our own internal operations as an organisation.

This Equality Framework will support the delivery of our ambition to be a driving force for clean and inclusive economic growth in the West of England that benefits everyone who lives, works and travels in the region.

We will achieve our ambitions by investing in three priority areas: infrastructure, skills and business.

We are determined to ensure that all our residents have the chance to both contribute to and benefit from the region's success. We want the West of England to be a place where businesses are keen to locate, where people want to live and where residents have aspiration. For many in the region, the picture is already very positive but experience across the region varies significantly. Inclusion promotes a diverse workforce, sparking creativity and innovation and contributing to increased productivity. It helps create strong communities and tackle barriers to community integration. WCA is committed

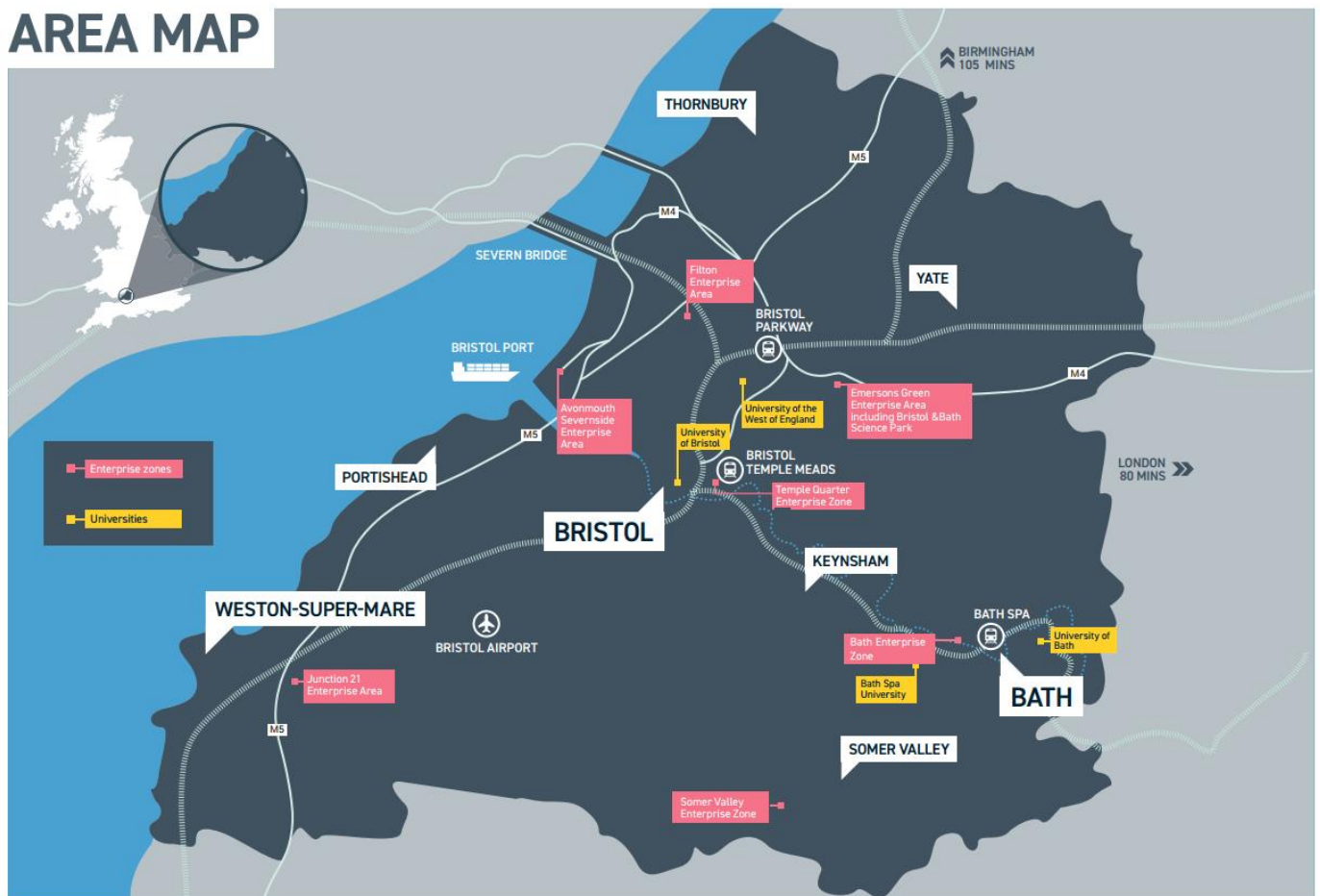
WECA has been delivering positive equality benefits and now seeks to consolidate this approach by setting Equality Priorities, which relate to both the impact of our work across the region and our internal operations within the context of our Business Plan. This will provide a clear and consistent focus to our commitment and to enable us to set priorities for action which are the most relevant to WECA's level of delivery. We do not currently provide any direct services to the public, however we do commission activities which will have a significant impact on the lives of residents in the region. These priorities and the Framework will be reviewed annually as part of our existing Annual Governance reporting to ensure ongoing relevance and demonstrating our ability to incorporate new information or priorities moving forward.

This Framework sets out our commitment to ensuring our work complies with the Equality Act 2010 but further than that, to ensure we use our devolved powers to further equality of opportunity across the region wherever possible.

THE WEST OF ENGLAND

The West of England is an economic leader with an economy worth over £33 billion a year. With a population of over 1.1 million people, one of the highest rates of employment in the country (79%), and over 45,000 businesses, the West of England competes on a global scale. It's a region where highly-skilled people work, where ideas flourish, and where businesses grow. It's also a place that a diverse population of people call home.

AREA MAP



The region encompasses the Combined Authority area of Bristol, Bath and North East Somerset and South Gloucestershire and the broader Local Enterprise Partnership area including North Somerset.

The regions' population is growing faster than the UK average, including in the working age group. This population growth puts an increasing strain on our already overloaded infrastructure and also presents environmental challenges. For many in the region, the picture is already very positive but experience across the region varies significantly. Some of our residents are not included in the regions' vibrant economy and a key factor in delivering clean and inclusive growth will be to ensure that all our residents have the chance to both contribute to and benefit from the region's success.

THE WECA BUSINESS PLAN

Our business plan supports our aspiration to be a driving force for clean and inclusive economic growth in the West of England. The activities included in the business plan aim to ensure that people benefit from more job opportunities, a stronger economy and a high quality of life.

Ensuring that economic growth is inclusive is at the heart of the West of England's ambition and vision for the region's future. The West of England is a place where diversity is valued and the contribution it makes not only to social cohesion but also to the success and vibrancy of the economy is well understood. WECA is aware that significant barriers constrain access for some residents to all the benefits the region offers, and this Framework will support WECA's approach to address these barriers where possible within the context of the Business Plan. The focus will be on supporting skills, infrastructure and transport and will be aligned with our Local Industrial Strategy which was published in July 2019.

Our Business Plan is updated annually and is published on our website: <https://www.westofengland-ca.gov.uk/ourstrategy/>

KEY EQUALITY & DIVERSITY STATISTICS FOR THE REGION

This regional social profile has been compiled from publicly available data. The data in this profile covers the WECA local authorities, but also includes North Somerset to provide a regional view.

POPULATION:

Bath & North East Somerset	Bristol	South Gloucestershire	North Somerset	WECA	West of England LEP	England & Wales
176,016	428,234	262,767	202,566	867,017	1,069,583	64,169,400

GENDER:

The gender split in each of the local authorities in the region is similar to the national average, with a small exception in North Somerset having a slightly larger proportion of females (51.3% compared to the national average of 50.7%).

2011 Census:

	Male	Female
Bath & North East Somerset	86,072 (48.9%)	89,944 (51.1%)
Bristol	213,071 (49.8%)	215,163 (50.2%)
South Gloucestershire	130,424 (49.6%)	132,343 (50.4%)
North Somerset	96,463 (48.6%)	104,103 (51.4%)
WECA	429,567 (49.5%)	467,450 (50.5%)
West of England LEP	528,030 (49.4%)	541,553 (50.6%)
England & Wales	31,661,600 (49.3%)	32,507,800 (50.7%)

GENDER Reassignment:

There is currently no available robust data on the transgender population. The government estimate is that there are approximately 200,000-500,000 trans people in the UK. The Office for National Statistics is researching whether and how to develop a population estimate. Questioning is being developed to include in the 2021 census.

AGE:

Bath and North East Somerset (9.0%), and North Somerset (10.2%) have a higher proportion of 75 and overs than Bristol and South Gloucestershire. Bristol has the higher proportion of 25-44 year olds (31.7%).

2011 Census:

Age	Bath & North East Somerset	Bristol	South Gloucestershire	North Somerset	WECA	West of England LEP	England & Wales
0-4	9,239 (5.2%)	29,633 (6.9%)	15,925 (6.1%)	11,653 (5.8%)	54,797 (6.3%)	66,449 (6.2%)	11,653 (5.8%)
5-15	20,339 (11.5%)	48,948 (11.4%)	34,005 (12.3%)	24,999 (12.3%)	103,292 (11.9%)	128,291 (11.9%)	24,999 (12.3%)
16-24	27,206 (15.5%)	67,004 (15.6%)	29,518 (11.2%)	18,421 (9.1%)	123,728 (14.3%)	142,149 (13.3%)	18,421 (9.1%)
25-44	42,541 (24.2%)	135,912 (31.7%)	69,580 (26.5%)	48,649 (24.0%)	248,033 (28.6%)	296,682 (27.7%)	48,649 (24.0%)
45-64	44,875 (25.5%)	90,865 (21.2%)	69,330 (26.4%)	56,211 (27.7%)	205,070 (23.7%)	261,281 (24.4%)	56,211 (27.7%)
65-74	15,928 (9.0%)	27,725 (6.5%)	24,040 (9.1%)	22,071 (10.9%)	67,693 (7.8%)	89,764 (8.4%)	22,071 (10.9%)
75 and over	15,889 (9.0%)	28,147 (6.6%)	20,369 (7.7%)	20,562 (10.2%)	64,405 (7.4%)	84,967 (7.9%)	20,562 (10.2%)

DISABILITY:

Across WECA c.140,900 individuals reported a long term health problem, of there 46% said their day-to-day activities were limited a lot and 54% said their day-to-day activities were limited a little.

2011 Census:

	Bath & North East Somerset	Bristol	South Gloucestershire	North Somerset	WECA	West of England LEP	England & Wales
Long term health problems	28,295	71,724	40,914	38,740	140,933	179,673	1,0048,441
Day-to-day activities limited a lot	12,267 (43%)	34,570 (48%)	17,842 (44%)	17,335 (45%)	64,679 (46%)	82,014 (46%)	4,769,712 (47%)
Day-to-day activities limited a little	16,028 (57%)	37,154 (52%)	23,072 (56%)	21,405 (55%)	76,254 (54%)	97,659 (54%)	5,278,729 (53%)

RACE:

The diversity across the region as a whole is relatively low, with all authorities apart from Bristol having a higher proportion of individuals identifying as “white” than the England & Wales average. Bristol has larger groups of ethnic minorities, with the largest being Black/African/Caribbean/Black British at 6.0% and Asian/Asian British at 5.5%. It is important to note that underneath these headline statistics, there is significant detail relating to different ethnicities and in understanding impact it is necessary to work at the lower level of detail.

2011 Census:

Ethnicity	Bath & North East Somerset	Bristol	South Gloucestershire	North Somerset	WECA	West of England LEP	England & Wales
White Total	166,473 (95%)	359,592 (84%)	249,574 (95%)	197,076 (97%)	775,639 (89%)	972,715 (91%)	48,209,395 (86%)
Gypsy/ Traveller/ Irish Traveller	58 (0.0%)	359 (0.1%)	271 (0.1%)	176 (0.1)	688 (0.1%)	864 (0.1%)	57,680 (0.1%)
Black and Minority Ethnic Group Total	9,543 (5.4%)	68,642 (16%)	13,193 (5%)	5,490 (2.7)	91,378 (10.5%)	96,868 (9.1%)	7,866,517 (4%)
Mixed/ Multiple Ethnic Groups	2,898 (2%)	15,438 (4%)	3,667 (1%)	2,033 (1%)	22,003 (3%)	24,036 (2%)	1,224,400 (2%)
Asian/Asian British	4,577 (3%)	23,655 (6%)	6,440 (2%)	2,436 (1%)	24,672 (4%)	37,108 (3%)	4,212,531 (8%)
Black/African/Caribbean/Black British	1,326 (1%)	25,734 (6%)	2,218 (1%)	632 (0%)	29,278 (3%)	29,910 (3%)	1,864,890 (3%)
Other Ethnic Group	742 (0%)	3,815 (1%)	868 (0%)	389 (0%)	5,425 (1%)	5,814 (1%)	563,696 (1%)

In WECA 18% of Mixed/multiple ethnic group are Aged 0 to 4. Within this category 22% of White and Black African were Ages 0 to 4, a much higher proportion than for other Ethnicities.

RELIGION:

Across WECA most individuals have a religion (58%), with the majority of being Christian.

2011 Census:

	Bath & North East Somerset	Bristol	South Gloucestershire	North Somerset	WECA	West of England LEP	England & Wales
Has religion	103,452 (59%)	233,234 (54%)	162,725 (62%)	126,499 (62%)	499,411 (58%)	625,910 (59%)	37,940,651 (59%)
No religion	57,626 (33%)	160,218 (37%)	80,607 (31%)	60,867 (31%)	298,451 (34%)	359,318 (34%)	14,097,229 (32%)
Religion not stated	14,938 (8%)	34,782 (8%)	19,435 (7%)	15,200 (8%)	69,155 (8%)	84,355 (8%)	4,038,032 (6%)
Christian	99,468 (57%)	200,254 (47%)	156,504 (60%)	123,545 (61%)	456,226 (53%)	579,771 (54%)	33,243,175 (52%)
Buddhist	941 (1%)	2,549 (1%)	708 (0%)	554 (0%)	4,198 (0%)	4,752 (0%)	247,743 (0%)
Hindu	535 (0%)	2,712 (1%)	1,681 (1%)	340 (0%)	4,928 (1%)	5,268 (0%)	816,633 (1%)
Jewish	254 (0%)	777 (0%)	145 (0%)	157 (0%)	1,176 (0%)	1,333 (0%)	263,346 (0%)
Muslim	1,179 (1%)	22,016 (5%)	2,176 (1%)	869 (0%)	25,371 (3%)	26,240 (2%)	2,706,066 (4%)
Sikh	140 (0%)	2,133 (0%)	623 (0%)	95 (0%)	2,896 (0%)	2,991 (0%)	423,158 (1%)
Other	935 (1%)	2,793 (1%)	888 (0%)	939 (0%)	4,616 (1%)	5,555 (1%)	240,530 (0%)

SEXUAL ORIENTATION: LGBT

2017 – Annual Population Survey – Office for National Statistics

Sexual Orientation	South West	England
Heterosexual or straight	4,135 (92.3%)	41,149 (92.7%)
Gay or lesbian	69 (1.5%)	593 (1.3%)
Bisexual	37 (0.8%)	336 (0.8%)
Other	20 (0.4%)	278 (0.6%)
Don't know or refuse	219 (4.9%)	2,014 (4.5%)

In the City of Bristol 4% identify as Lesbian, Gay, Bisexual or Transgender.

MARRIAGE & CIVIL PARTNERSHIPS:

Marriages (ONS) 2016

In 2016 there were 4,943 marriages in the West of England, 3% of these were between same-sex couples. There were 4,026 marriages in WECA, again 3% of these were same-sex couples. For all UA areas, WECA and WoE there were more same-sex-female marriages than same-sex male marriages.

2011 Census:

	Bath and North East Somerset	Bristol, City of	South Gloucestershire	North Somerset	WECA	West of England LEP	England & Wales
Total Marriages	1,237	1,802	987	917	4,026	4,943	249,793
Marriages of opposite-sex couples	1,186 (96%)	1,736 (96%)	970 (98%)	898 (98%)	3,892 (97%)	4,790 (97%)	242,774 (97%)
Marriage of same-sex couples	51 (4%)	66 (4%)	17 (2%)	19 (2%)	134 (3%)	153 (3%)	7,019 (3%)
Same-sex male	17 (33.3%)	29 (44%)	5 (29%)	8 (42%)	51 (38%)	59 (39%)	3,109 (44%)
Same-sex female	34 (66.6%)	37 (56%)	12 (71%)	11 (58%)	83 (62%)	94 (61%)	3,910 (56%)

Civil Partnerships (ONS) 2016

In 2017 there were 20 civil partnerships formed across WECA.

In England and Wales civil partnership formation numbers in 2017 were around one-sixth of what they were in 2013 before the introduction of marriages of same-sex couples in March 2014.

Civil Partnerships	Bath and North East Somerset	Bristol, City of	North Somerset	South Gloucestershire	WECA	West of England LEP	England & Wales
Total	6	13	1	1	20	21	908
Male	2	7	1	0	9	10	599
Female	4	6	0	1	11	11	309

PREGNANCY:

2017 Births

Area of usual residence	Number of live births
B&NES	1,704
Bristol	5,960
South Gloucestershire	3,191
North Somerset	2,060
WECA	10,855
West of England	12,915
England and Wales	679,106

In 2017 there were 12,915 live births across the West of England and 10,855 live births in WECA; 46% of the births in the West of England in 2017 were in Bristol.

2017 Conceptions

Area of usual residence	Number	Conception Rate per 1,000 women in age group	Percentage of conceptions leading to abortion
B&NES	2,104	55.2	19.9
Bristol	7,344	66.4	21.5
South Gloucestershire	3,806	74.1	17.4
North Somerset	2,512	73.2	19.6
WECA	13,254	66.3	20.1
West of England	15,766	67.3	20.0
England and Wales	847,204	76.1	22.7

In 2017 there were 15,766 conceptions across the West of England and 13,254 across WECA for women aged 15-44.

UNEMPLOYMENT and INCOME:

Unemployment

The unemployment rate demonstrates the number of people who are able to work and want to work who are currently jobless, as a measure this includes those over retirement age. In the 12 months to December 2018 the unemployment rate for the West of England stood at 3.3%, below the unemployment rate for England and Wales which stood at 4.2%.

Unemployment is lower than the national average but higher among some groups of the population. The unemployment rate is higher amongst 16-24 year olds, young men, disabled people, people from ethnic minority communities, people with low skills levels, learning difficulties and people from Bristol.

NOMIS – 2018 (Unemployed are a % for those ages 16 and over. % is a proportion of economically active.)

	Bath & North East Somerset	Bristol, City of	South Gloucestershire	North Somerset	WECA	West of England	England & Wales
Unemployment	3.0	3.8	3.0	2.8	3.5	3.3	4.2

Income by place of residence (2018)

NOMIS – 2018. Median hourly pay (excluding overtime) in pounds for employees living in the area.

	Bath & North East Somerset	Bristol	South Gloucestershire	North Somerset	WECA	West of England LEP	England & Wales
Full- Time workers	15.61	14.41	14.40	14.67	Not available	14.70	14.37
Male Full-Time Workers	16.40	14.99	15.25	16.01	Not available	15.57	14.92
Female Full-Time Workers	14.26	13.82	13.50	12.40	Not available	13.76	13.53

THE DUTY TO PROMOTE EQUALITY

The aim of the Public Sector Equality Duty (2011) is to 'embed equality considerations into the day to day work of public bodies, so that they tackle discrimination and inequality and contribute to making society fairer'. The duty which WECA is working is the general duty' that protects people from discrimination on the basis of certain characteristics. These are referred to as protected characteristics and cover the following:

- Age;
- disability;
- gender reassignment;
- pregnancy and maternity;
- race, religion or belief;
- gender; and
- sexual orientation.

Marriage and civil partnership are also covered but only in respect of having due regard to the need to eliminate discrimination.

The duty also requires public bodies to publish information on equality and demonstrate how they are delivering improvement. This information should be proportionate to the organisation's size, resources and relevance to the issues of equality and good relations.

The duty has three main aims and requires public bodies to have due regard to meet the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity between people from different groups; and
- foster good relations between people from different groups.

Having 'due regard' means consciously thinking about the three aims of the general duty as part of any decision-making processes, thereby considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics;
- meet the needs of people with protected characteristics; and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

EQUALITIES DELIVERY TO DATE

WECA has been delivering positive equalities benefits through its work over the past 18 months. This work demonstrates the organisations commitment to date in making a positive difference to and for equalities communities in the region. A brief outline of this work is included below:

Direct external delivery:

Women into Digital Jobs, Education and Training (WIDJET) programme March 2019 to date.

Women are currently under-represented in digital roles and the West of England secured funding from the Department for Digital, Media and Sport for this new programme to support women into digital jobs, education and training. The project seeks to tackle under representation by engaging with a wide group of women in communities, with the aim of moving us towards more representative and inclusive employment in digital roles across the region. Working with local organisations with strong outreach and diverse community access and reach to jointly deliver activities and training.

WIDJET works with women across the region, providing digital skills and training from entry-level taster sessions through to high-level industry specified courses. Participants can take part in a range of skills courses, training or seminars designed directly with business needs in mind, with the aim of them securing jobs in digital roles.

Future Bright: Spring 2018 to date

The programme aims to provide career support for all WECA residents in paid work and claiming benefits to top up their incomes, focusing on those experiencing poverty and disadvantage. We aim to reach those most in need of support, including targeting the most deprived areas within each local authority delivery area. Example of current equalities related delivery:

- 70% women (we don't intentionally target women, although the eligibility criteria and some of our referral sources may mean we are more likely to recruit women)
- 15% with a disability
- 21% have mental health issues (although this figure is believed to be higher)
- 22% are BAME
- 12% with a learning difficulty
- We also collate data on eg care leavers, ex-offenders, and drug and alcohol issues and we are working with the Centre for Ageing Better on a research project they are planning about over 50s in employment.

West of England Careers Hub

Supporting young people to improve career opportunities by developing understanding of the range of opportunities available to them in the future. The Careers Hub and Enterprise Adviser Network (business volunteers) works with all secondary schools and colleges across the region to improve the quality of careers advice for all young people. From April 19 six SEND schools have been included within the hub supported by our specialist SEND Enterprise Coordinator delivering industry placements for local students.

Growth Hub – Entrepreneurial Outreach Project

Supporting business engagement within diverse communities. Working with project officer and Better Business for All (BBfA) regulatory teams within the Unitary Authorities to support local business communities. Recently awarded BBfA funding for 1st generation migrant translation of regulations and delivery of conscious and unconscious bias training for UA regulatory teams.

Apprenticeship Grant for Employers - 2017

Using devolved Skills Funding to increase grants payments to employers recruiting BAME apprentices & 16-17yrs age group to support the reduction of NEETs. Underspend of AGE was distributed to Unitary Authorities in 2018 to deliver local programmes to respond to the needs of the local area.

Internal activity:

- WECA has developed a Social Value Policy with Local Authority Partners which will guide its commissioning approach and ensure the delivery of social value across all its contacts. Work is underway to localise the priorities for WECA within this process to further maximise the impact on delivering social impact through all its work.
- WECA has an Equality & Diversity policy, which guides its internal operations including recruitment and selection.
- WECA organisational values demonstrate clear equality commitments, and there is a Value Champions Group supporting embedding these within the organisation.
- Internal staff networks support staff with protected characteristics are in development, with the aspiration to join them up with Local Authority Partners staff groups to ensure effective connections and networks.
- There is an existing focus on reviewing internal HR policies to demonstrate clear commitment around equalities, support for the workforce and workforce diversity.
- There is an Equality Impact Assessment process in place which exists alongside guidance to apply to all plans and projects.

OUR FOCUS FOR THE NEXT 12 MONTHS

WECA is leading on a number of significant strategies, which will have potential to deliver against an improved equalities agenda by leading at the strategic level, namely:

- **Local Industrial Strategy:**
“Cementing the West of England as the place to develop and test innovative solutions to the challenges of the future. To enable us to raise our productivity and drive economic growth in a way that is sustainable and offers opportunity to all our residents”

- **Employment & Skills Plan:**
“By 2036, the West of England will be internationally recognised for its sustainable, inclusive and diverse economy, providing a high quality of life, prosperity and opportunities for all its residents. Our people will be skilled, healthy and able to access pathways of opportunity to achieve their potential. Our businesses will play an active role in shaping employment and skills provision across the region and they will be able to find the skills and talent they need to innovate, add greater value and thrive”

- **West of England Joint Local Transport Plan:**
Connecting people and places for a vibrant and inclusive West of England, by
 - Supporting sustainable and inclusive economic growth
 - Enabling equality and improve accessibility
 - Addressing poor air quality and take action against climate change
 - Contributing to better health, wellbeing, safety and security

WECA has chosen to set key equality and diversity priorities to inform this work over the next 12 months and beyond. These cover internal and external activity and have been selected to support the organisation’s equalities focus, i.e. using these priorities to thread throughout the high level strategic and operational work of the organisation.

These priorities will exist alongside the standard process of fulfilling the requirements of the Equality Act 2010 and our established process of applying Equality Impact Assessments to all direct services and programmes, as well as our expectation of organisations commissioned by WECA.

The purpose of the external priorities is to make a tangible difference to outward facing work led by WECA or delivered in partnership. Acknowledging that WECA does not deliver frontline services, these objectives relate to how we commission with our understanding of potential equalities impact integral to our thinking, and how we use our influence as commissioners to drive positive improvements to those currently not benefiting from the city’s opportunities and success

Internal Priorities	SMART Objectives
Monitoring of workforce data	<ul style="list-style-type: none"> • Deliver an improved workforce reporting solution (iTrent) to enable comprehensive reporting, by Q4 19/20 • Quarterly workforce data to SMT, to include equalities metrics as part of regular reporting from Q1 20/21
Routes into employment	<ul style="list-style-type: none"> • Further develop internship programmes with HE partners • Explore areas within WECA structure for developing meaningful apprenticeship opportunities for individuals from all backgrounds
Learning, development and progression	<ul style="list-style-type: none"> • Develop and sign off organisational learning and development programme by December 2019 • Develop action plan from staff survey to ensure success is celebrated and areas for improvement are addressed, by December 2019
Progress reporting	<ul style="list-style-type: none"> • Six monthly progress report provided to SMT • Annual report (published) includes progress towards equalities priorities • Framework and priorities are reviewed annually

External:	SMART Objectives
Targeted interventions	<p>Use research to target and monitor our interventions:</p> <ul style="list-style-type: none"> • Adult Education Commissioning for 20/21 • Implementation of the Employment and Skills Plan • Future Bright
Consultation and Engagement	<p>For consultations define specific target groups to consult with, with the aim of ensuring that as far as possible we have a representative cross section of views from people who will directly and indirectly benefit and be affected by the outputs and outcomes of the intervention(s).</p>
Responsible Procurement	<ul style="list-style-type: none"> • Q4 19/20 Launch the Professional Services Framework which includes Social Value commitments. We will promote the Social Value (Themes, Outcomes & Measures) Framework to demonstrate how business can make a social contribution to our region. • Q1 2020 launch and promote the WECA Responsible Procurement policy which will define WECA approach to delivery of specific regional priorities linked to our LIS. • Six monthly reports to SMT.
Aligned investment	<ul style="list-style-type: none"> • Explore the alignment of investment in targeted places and communities where levels of deprivation and inequalities. This might include bids for interventions such as Future Mobility Zones. • Through aligned activities test what increased collective impact can be achieved by bringing together and better co-ordinating a broad range of existing budgets and interventions in those communities. This might include engagement in the labour market.

HOW WE WILL MEASURE OUR ACHIEVEMENTS

This Equality Framework will be integrated into our Annual Governance reporting and progress against our priorities will be measured in this context. There will be a series of Equality Impact Assessments which will be informing our performance against the Equality Duty for all the work undertaken by WECA, and findings from these assessments will also be summarised within this annual report.

The Equality Priorities within the Framework will be reviewed annually to enable WECA to develop and enhance our delivery against these important areas of work.