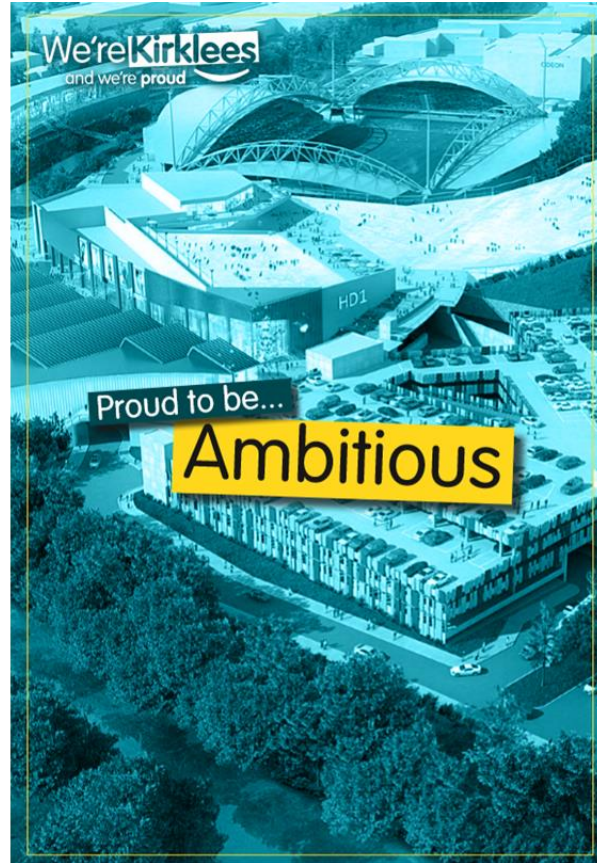
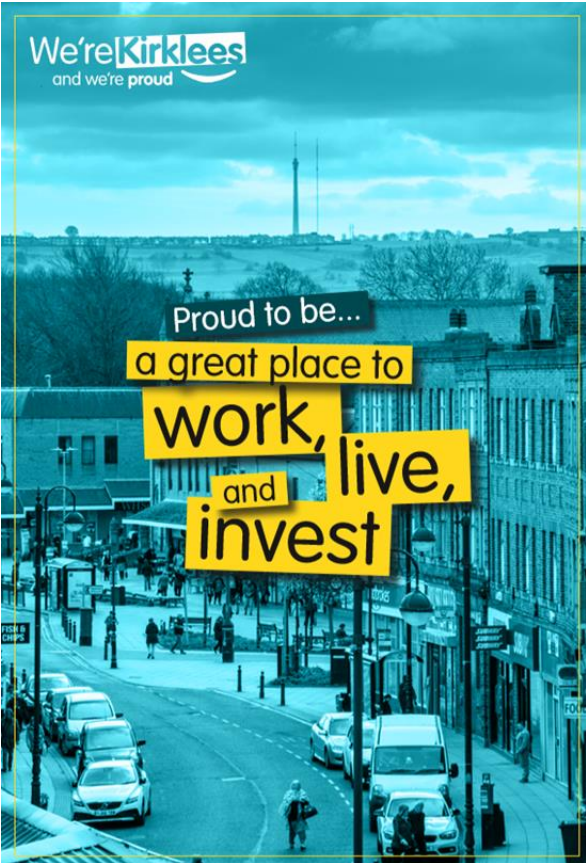


Corporate Performance and Impact Report



Mid-year update 2021/22



Our Vision

Our vision for Kirklees is to be a district which combines a strong, sustainable economy with a great quality of life – leading to thriving communities, growing businesses, high prosperity and low inequality where people enjoy better health throughout their lives.

Key Highlights

Cross-cutting issues



The impact of the **Covid-19 pandemic** on 'business as usual' remains a consistent theme for many areas of council activity. Recovery is now evident in some areas but this will need to be closely monitored



Nationally a white paper on **Levelling Up** is expected in 2022 which may provide more clarity on its scope and expectations. Locally our progress towards reducing **inequalities** will need to be closely monitored in all areas of activity.



The Institute for Fiscal Studies (IFS) notes that **Grant funding** for local government will rise by £1.6bn next year but will be frozen after that. The IFS argues that councils will increasingly rely on council tax increases to manage resulting shortfalls

Best Start

Headline successes & achievements



Launch and implementation of an ambitious hub-based model, '**Kirklees Families Together**', to develop and support place-based Early Support in communities.



The **stability of placements** for children looked after in Kirklees is excellent. We are better than our statistical neighbours and the national average for the percentage of children with 3 or more placements in the previous 12 months and long-term placement stability.



There has been a change in where contacts to the **Children's Services front door** have been directed with higher numbers progressing to Early Support rather than Children's Social Care

Headline challenges & risks



Timeliness in issuing new **Education, Health and Care Plans (EHCPs)** within 20 weeks of the request



The percentage of all pupils achieving a Good Level of Development (GLD) at the **Early Years Foundation Stage** is lower than national benchmarks

Well

Headline successes & achievements



Due to the success of the **vaccination programme**, hospitalisations and deaths from **COVID-19** remain relatively low despite an increase in case numbers



Quit rates resulting from **smoking cessation support** within the Wellness Service are above the national average

Headline challenges & risks



The number of people suffering from **long Covid** continues to rise. Modelled estimates suggest around 400 new cases per week, with around 1 in 5 of those requiring service support



Referrals into **adult mental health services** are up by 46% for April-September 2021 compared with this period in 2020, and up by 20% compared with this period in 2019

Key Highlights

Independent

Headline successes & achievements



Over the last 12 months the number of people receiving homecare has increased by 36% and the hours of support provided has risen by over 43%; reflecting the **increasing complexity of people supported in the community**.



Our reablement services has helped 80% of people referred to regain some **level of independence** following hospital admission or period of ill health.

Headline challenges & risks



Workforce capacity remains a challenge for the Council and our service providers. The mandated Covid19 vaccine policy may exacerbate staffing issues as may the impact of increased infection rates over the winter period.



We are working to assess the impact for Kirklees of the recent government policy changes in terms of the re-introduction of the **CQC inspection regime** and the changes to the **personal care costs cap**.

Aspire & Achieve

Headline successes & achievements



Successful co-production and launch of **Our Kirklees Futures**, a system-wide 10-year strategy for the lifelong learning journey across Kirklees.



Successfully securing £36 million investment in capital build projects, in line with an ambitious **SEND Transformation Plan**, for ambitious re-building of two special schools.

Headline challenges & risks



Low **educational outcomes** in the Early Years Foundation Stage and between young people identified with SEND and their peers.



Exclusions and suspensions for the SEND support and EHCP groups higher than national rates.



The numbers of children **electively home educated** increased in the autumn term, and there is pressure to find appropriate school places for those who are temporarily home educated..

Sustainable Economy

Headline successes & achievements



The rapid deployment of significant resource to **support local businesses** through the pandemic appears to have mitigated against significant business closures and job losses. The Business Growth and Economy service is now transitioning towards **supporting the recovery**, with greater focus on business start-ups and innovation.



Employment and skills support has successfully supported more people into work and exceeded delivery objectives in adult community learning. The Works Better programme and work with partners is placing a greater emphasis on supporting people in work to develop skills and progress careers.

Headline challenges & risks



There remain significant risks to economic recovery. **Businesses** face substantial **cost pressures** whilst many face **challenges recruiting staff**, and household finances remain tight as costs increase faster than incomes for many people.



Funding for **growth & regeneration priorities** is likely to be channelled through competitive bidding processes via West Yorkshire Combined Authority or central government. The council needs to be well placed to successfully secure funding and deliver planned major projects.

Key Highlights

Safe & Cohesive

Headline successes & achievements



COVID “bounce back” – Intensive work undertaken to engage with individuals and voluntary and community sector organisations. Successes included opening of Birkby Library, Community Champions and EU settlement scheme.



Collaborative work to undertake needs assessment relating to domestic abuse connected with Safe Accommodation and development of the **Domestic Abuse Strategy**.

Headline challenges & risks



Disproportionate impact of post COVID **disadvantage** and the possibility of **cohesion issues** with communities feeling marginalised and voices not heard.



Afghan resettlement and Asylum dispersal programmes have created pressures with availability of suitable housing and access to provision for complex support needs.

Clean & Green

Headline successes & achievements



The council reduced its **carbon emissions** by 53.5% in 2019/20 against the 2005-6 baseline, exceeding the 40% target set in 2010 and achieving it early.



Resources and Waste Strategy 2021-30 approved in September and interim waste contract agreed up to 2025.

Headline challenges & risks



The council has no direct control over many areas of activity that contribute to our borough’s carbon emissions. Other key challenges to **achieving net zero** include: energy market volatility, energy inefficient housing and buildings; the funding required to decarbonise these and the currently limited market capacity for delivery of deep retrofit schemes. .



Only 25% of household waste was **recycled** in 2020/21. The rate in 2019-20 was 26.7% - significantly lower than all other LAs in the Y&H region (44.2%) and than nationally (43%).



Total **cost of backlog repairs** on roads and pavements estimated at £259 million. Rises in inflation will have a significant impact on future material costs

Effective and Efficient

Headline successes & achievements



Increased **spend with local suppliers** in Kirklees



The launch of our new **careers site** to support our **recruitment challenges** and help us become an inclusive employer of choice



The continued rollout of **My Space** – a digital tool to enable front-line workers to engage with the Council and access information such as pay details, wellbeing support and Council updates

Headline challenges & risks



Significant **recruitment and retention** challenges – highlighted in a report to the [Personnel Committee](#) in November 2021.



Increased **mental health issues** for Kirklees Council staff

(1) Children in Kirklees have the best start in life



Outcome Definition

The first few years of every child's life help shape the skills they gain and the choices they make throughout their lives. We want children and their families, communities and services to work together to provide positive childhood experiences, support when it is needed and to ensure every child in Kirklees starts school healthy, happy and ready to learn.

Headlines

- The percentage of all pupils achieving a Good Level of Development (GLD) at the Early Years Foundation Stage has consistently fallen below national benchmarking.
- The stability of placements for children looked after in Kirklees is excellent. We are better than our statistical neighbours and the national average for the percentage of children with 3 or more placements in the previous 12 months and long-term placement stability.
- The increased number of support requests over the last year into the Thriving Kirklees Emotional Health and Wellbeing Pathway has led to increased waiting lists for mental health support although evidence shows that the waiting for this service is now gradually reducing.
- The number of referrals to Children's Social Care is stable, albeit significantly lower than the Statistical Neighbour and England averages.
- The number of children starting a Child Protection Plan has been lower overall than the number ceasing a plan, leading to an overall reduction in the number of children on a child protection plan. The rate of those starting a plan is also lower than Statistical Neighbour and England.
- The timeliness of processes in Children's Social Care shows a mixed picture with the timeliness of Initial Child Protection Conferences (ICPCs) being above national benchmarking but the timeliness of Children's Social Care Assessments being below national benchmarking.
- There has been a change in where contacts to the Children's Services front door have been directed. The number that have progressed to Early Support has been on a significant increasing trend, whilst the number being passed to Social Care has been more consistent.
- The take up of free early education for two year olds has fallen since the start of the pandemic, although it is now starting to increase again. There is also a similar picture for 3 and 4 year olds.



Population outcome indicators

School readiness: good level of development at the end of Reception

	Kirklees 2019	Statistical Neighbours 2019	Eng. 2019	Y&H 2019	Kirklees Diff to Eng.	National Rank	National Quartile
All children	70%	69%	72%	70%	-2%	114	D
SEN Support	19%	27%	29%	29%	-10%	143	D
EHCP	0%	3%	5%	3%	-5%	113	D

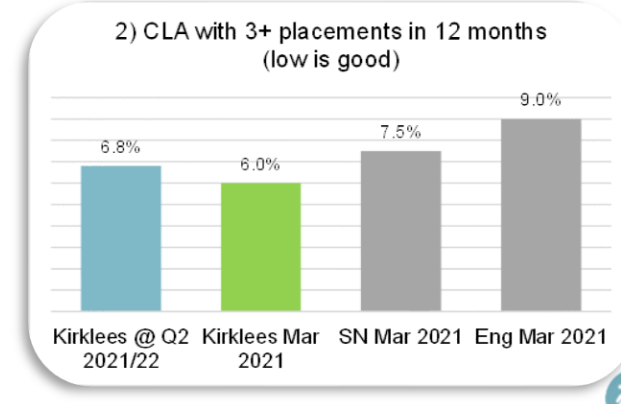
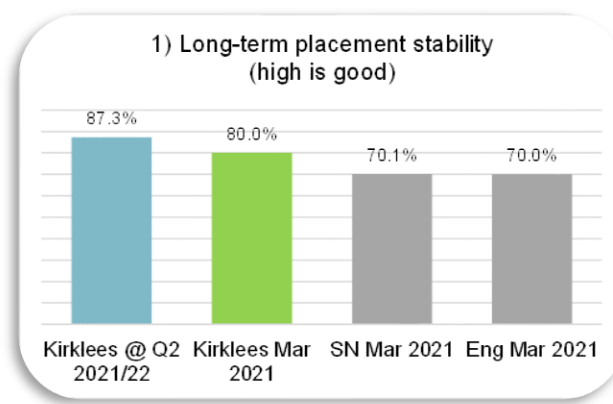
Placement stability for our Children Looked After

	20/21 Q3	20/21 Q4	Q1	Q2
Percentage of children looked after with 3 or more placements in the last 12 months	7.2%	6.2%	5.8%	6.8%
Long-term placement stability - same placement for at least two years	80.7%	87.0%	86.8%	87.3%

From 2007 – 2012, the percentage of all pupils achieving a **Good Level of Development** (GLD) was consistently higher than national and regional figures. In 2013 a new Early Years Foundation Stage Profile was introduced and from 2015 Kirklees figures have consistently fallen below national. In 2019 the Kirklees figures were in the bottom (D) quartile of all LAs. For all pupils at EYFS there has been a steady fall in the achievement of the Early Learning Goals of Shape, Space and Measure and Numbers and this is the most significant gap when compared with national figures. There is a smaller but significant gap in the achievement of Reading and Writing goals. This is reflected for SEN Support pupils.

The **stability of placements for children looked after** in Kirklees is excellent, as measured by two nationally published indicators:

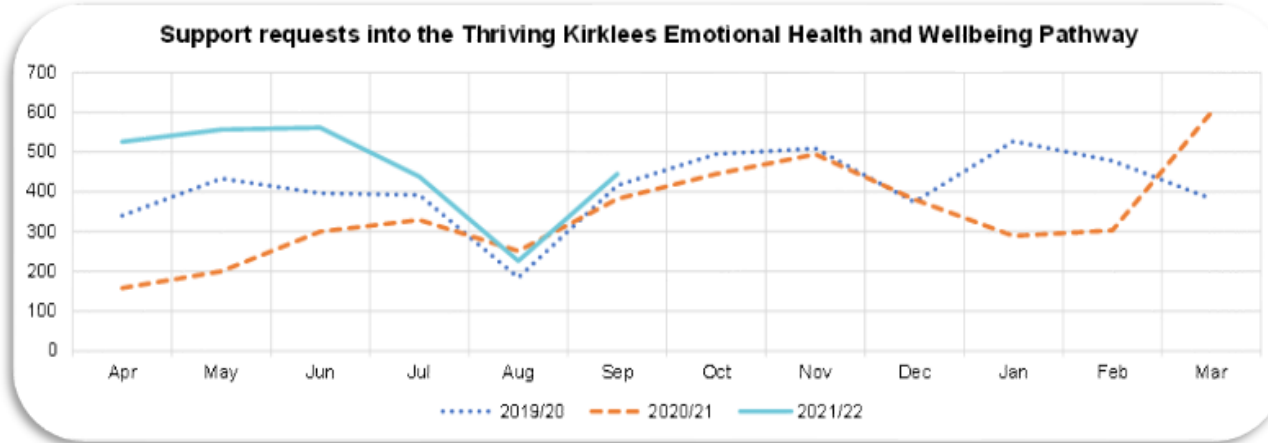
1. The percentage of children and young people that have been in the same placement long-term (2 or more years for those in care over 2 ½ years) is higher than statistical neighbours (SN) and the national average and improving.
2. The percentage with 3 or more placements in the previous 12 months is also better than our statistical neighbours and the national average, although it has increased slightly since the last benchmark date of March 2021.



How much

	20/21 Q3	20/21 Q4	Q1	Q2
Support requests into the Thriving Kirklees Emotional Health and Wellbeing Pathway	1745	840	2075	1481

The Thriving Kirklees Emotional Health and Wellbeing Pathway (TKEHWP) is the single point of access into children’s mental health services in Kirklees. This is a triage service that is based on professionals’ conversations. Children and young people are then referred to the appropriate service.



The number of referrals into the pathway in Quarter 2 was well below the high seen in Quarter 1.

The chart shows the variation in the number of support requests into the TKEHWP. This is now beginning to follow the trends for previous years as shown in the chart below. However, the increased number of referrals over the last year has led to increased waiting lists for mental health support although evidence shows that the waiting time for this service is now gradually reducing. The Commissioning Team is working with providers to develop additional data on waiting times for all services. Waiting time data is currently available for Generic CAMHS and the Neuro-Developmental pathway (see next slide).



Confident children ready to do well at school and in life (2 of 2)

How well

	20/21 Q3	20/21 Q4	Q1	Q2
Health visiting – 2 year health check	39%	44%	47%	40%
Average wait in weeks - Generic CAMHS	5	9	8	8
Average wait in weeks - Neuro-developmental pathway	46	71	69	92
Emotional wellbeing scores from Young People's Survey	17.7	-	-	19.9

The total number of children who were due a 2-2½ year old review by a Health Visitor and received their review was on an improving trend until the end of Q1 but reduced slightly in Q2. However, the outcome of 40% was well above the Q2 outcome in 2020/21 of 26%.

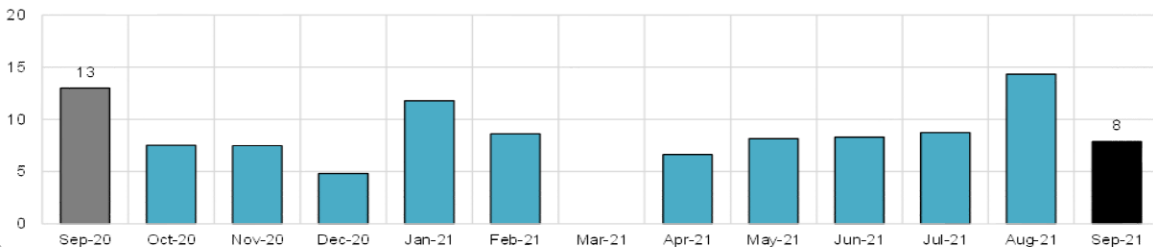
The percentage of children and young people who have accessed services at Northorpe Hall Trust and saw an improvement on discharge (based on paired outcome data) has remained at the high level of 94% at the end of Q2. The outcomes for Specialist CAMHS are more variable, albeit based on much smaller numbers of children and young people. The outcome for Q2 21/22 stood at 72%.

A children's survey used the short version of the Warwick-Edinburgh Mental Wellbeing Scale (WEMWBS) to measure the wellbeing of Kirklees pupils at three time points during the pandemic; individual WEMWBS scores can range from a low of 7 to a high of 35. The average WEMWBS score in July 2021 (19.9) was significantly higher than the average in December 2020 (17.7), but significantly lower than the average in July 2020 (21.9). In comparison, the average WEMWBS score from the 2019 Kirklees Young People's Survey was 22.2.

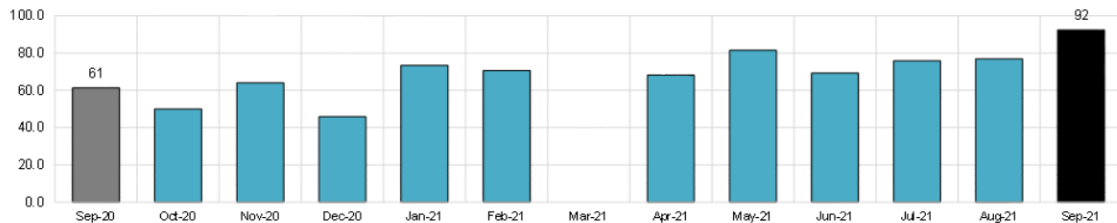
Areas of focus / improvement - The time that children and young people are waiting for Generic CAMHS services was approximately 8 weeks as at the end of September 2021 and for the Neuro-Developmental Pathway it was 92 weeks. Kirklees CCG has recently provided additional funding to increase the capacity within this service provided by CAMHS (SWYPFT) as well as through two external providers (Evolve and Clinical Partners). The additional funding will increase capacity to support in:

- Eating disorders
- Crisis support
- Discharge support
- Neuro development

Generic CAMHS - Average waiting time (weeks)



Neuro-Developmental Pathway - Average waiting time (weeks)



How much

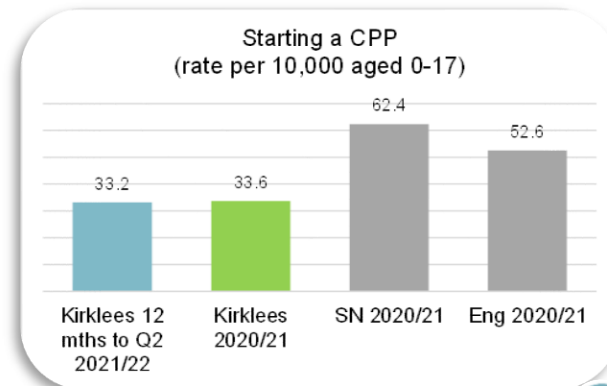
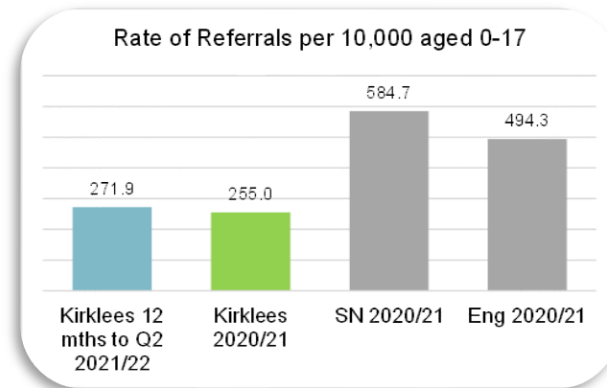
Children's Social Care demand	20/21 Q3	20/21 Q4	Q1	Q2
Number of referrals	706	646	707	663
Percentage of referrals with Domestic Abuse as the primary presenting issue	20.0%	24.5%	20.2%	22.3%
Number of children starting a child protection plan	72	74	107	79
Number of children ceasing a child protection plan	131	78	82	110
Number of children starting to be looked after	69	34	41	29
Number of children ceasing to be looked after	57	70	56	45

The number of referrals to Children's Social Care in Quarter 2 (663) was similar to that seen in the previous 3 quarters, albeit significantly higher than the 494 seen in the same quarter of 2020/21. However, the rate of referrals (per 10,000 population aged 0-17) is significantly lower than the Statistical Neighbour and England averages from 2020/21 as shown in the chart to the right. The percentage of referrals with domestic abuse as the primary presenting issue has remained fairly consistent at just above the 20% over the last 12 months.

Areas of focus / improvement - We continue to invest and improve our Front Door capacity and staff capability. The quality of contacts has improved although there is still ongoing work to undertake with the team. Weekly analysis meetings with partners are held to ensure decision making takes place safely and appropriately and that we continue to ensure relevant referrals go to Children's Social Work with appropriate alternative pathways for all other referrals. Timeliness continues to be an area of focus. Staff vacancies in the front door have significantly impacted on capacity. Moving forward this should improve as recruitment and placement of new staff is underway and we are hopeful that by January 2022 the front door will be back to full capacity thus enabling a more robust focus on timeliness.

Over the last 12 months, the number of children starting a Child Protection Plan has been lower overall than the number ceasing a plan, leading to an overall reduction in the number of children on a child protection plan. The rate of those starting a plan is also lower than Statistical Neighbour and England averages from 2020/21 when converted to an annual rate per 10,000 aged 0-17. This is shown in the chart to the right.

Areas of focus / improvement - Assurance work is being completed on an ongoing basis, following the identification of this theme within the data. Scrutiny has been applied to plans ending, decision making by the multi-agency partnership, children re-referred following 12 months of a plan ending and any children where plans have ended within a 9-month period. We are reassured that the correct decisions are being made and the appropriate levels of support are being applied to children and families



How well

Children's Social Care timeliness and quality	20/21 Q3	20/21 Q4	Q1	Q2
Percentage of single assessments authorised within 45 working days	87.5%	85.1%	85.7%	67.6%
Percentage of initial child protection conferences within 15 working days of the start of the S47 enquiry	100.0%	96.3%	83.6%	91.2%
Percentage of CSC cases where the child has been seen or contacted in the last 4 weeks	93.1%	94.6%	91.1%	81.8%
% of Kirklees Children's Homes rated by Ofsted and Outstanding or Good	100.0%	100.0%	100.0%	80.0%

The timeliness of processes in Children's Social Care show a mixed picture. The percentage of Initial Child Protection Conferences (ICPCs) that were held within the statutory timescale of 15 working days from the start of the Section 47 enquiry compares well to the 2021 Statistical Neighbours and England averages of 80.2% and 83.0% respectively (good performance is a higher percentage) but there has been a reduction in timeliness of single assessments. There has also been a reduction this quarter in the percentage of children seen or contacted within the last 4 weeks.

With regard to the timeliness of visits, children and their families are seen, risk is identified, and plans put in place to ensure that children are safeguarded. Although the 4-week measure has reduced slightly in September, the timeliness of statutory visits shows a high level of compliance with our practice standards.

In terms of placements for Children Looked After, one of the Kirklees Children's homes was rated as "Requires Improvement" in Quarter 2, reducing this measure to 80% rated outstanding or good.

Areas of focus / improvement - The percentage of single assessments completed within 45 days reduced to 67.6% in Quarter 2. This is below both the 2021 Statistical Neighbours average of 89.7% and the England average of 87.6%. Assessment and Intervention teams are focussing on improving the timeliness of 45 day assessments. Systems have been established to ensure time is allowed for quality assurance to ensure assessments can be completed and have manager sign off by day 45.



Child focused activities that support families

How well

	20/21 Q3	20/21 Q4	Q1	Q2
Take up of free early education by eligible 2 year olds (Termly - end July, December, March)	67%	64%	71%	71%
The take up of Early Education for 3 and 4 year olds.	93%	90%	92%	92%

The free early learning and childcare entitlement is a national scheme which provides free early learning and childcare for all three and four-year-old children and some two-year olds. Children can have up to 15 hours each week for 38 weeks of the year, 570 hours in total. Some providers offer free places during the school holidays where the entitlement is spread across the year by taking less hours each week, supporting working parents during the school holidays and providing consistency for the child.

In September 2017, the entitlement was extended to some working parents of 3- and 4-year-olds so they could receive an extra 15 hours per week of free childcare, (this is known as the extended entitlement). Eligible parents can therefore access up to 1,140 free hours until their child starts a reception class in a school.

The take up rate for two year olds has fallen since the start of the pandemic, although it is now starting to increase again. The Kirklees rate reported in the published under 5's statistics this year is 2 percentage points below the national average. The Kirklees average for Summer 2021 has reached the same level as in Summer 2019 however average take-up levels mask significant variations at ward level.

In terms of 3 and 4 year olds, the take up rate has fallen since the start of the pandemic but is also starting to increase again. The Kirklees rate reported in the published under 5's statistics this year is comparable to the national average. Some wards have lower take-up rates than the Kirklees average, however strategies employed to increase 2 year old take-up in these areas should also impact on 3 and 4 year old take-up.

Areas of focus / improvement - We are focusing on targeted interventions in ward areas with the lowest take-up rates and continue to develop strategies and work with partners to offer support and encouragement to parents with eligible 2-year-olds to take up their free place.



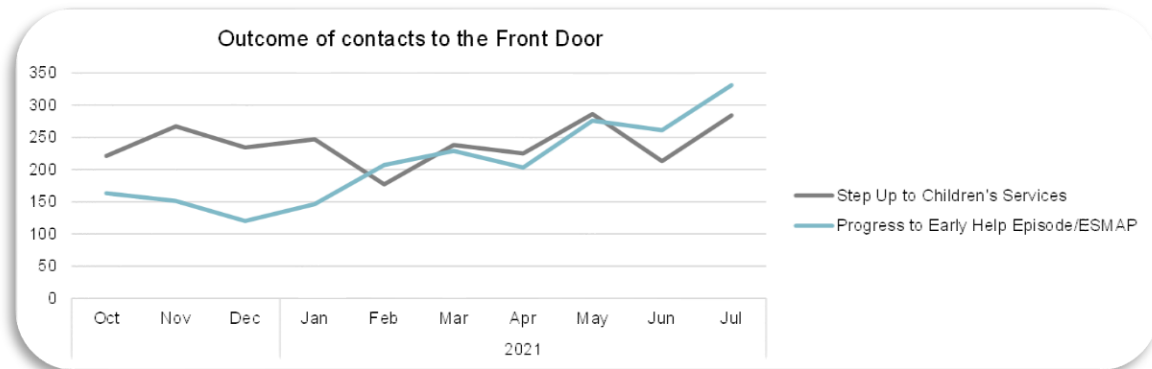
Best Start

As many children as possible staying with their families

How well

Front Door	20/21 Q3	20/21 Q4	Q1	Q2
Numbers of contacts into the Front Door progressing into Early Support	434	582	740	716
Numbers of contacts into the Front Door progressing into Children's Social Care	722	662	724	678

There has been a change in where contacts to the Children's Services front door have been directed. The number that have progressed to Early Support has been on a significant increasing trend to July, whilst the number being passed to Social Care has been more consistent, as shown in the chart below.



Permanence	20/21 Q3	20/21 Q4	Q1	Q2
Number of children ceasing to be looked after by end reason - Planned return home to parents / other parental responsibility	11	13	11	10
Number of children ceasing to be looked after with the outcome of Adoption, Special Guardianship Order or Child Arrangement Order	11	22	23	15

The number of children who cease to be looked after and move to family settings has been at a higher level this year. So far in the 2021/22 financial year there have been 22 adoptions compared to 7 at the same point in 2020/21. In the 6 months to the end of Q2, 20% of children ceasing to be looked after have moved to a Special Guardianship Order (SGO) arrangement, comparing well to the 2021 England and statistical neighbours averages as shown in the chart to the right.



Areas of focus / improvement - Work will be undertaken to focus on whether the improvement activity that has taken place has resulted in improved outcomes for children looked after and to identify what are the key issues that impacted on outcomes. Contributing to greater permanence and timely accessing of early support services has been achieved through Family Group Conference (FGC) service that is a family-led meeting in which the family and friends network come together to make a plan for a child and the promotion of SGOs. We want to continue to improve children's experiences and to secure quality timely permanence with connected family and friends.



Impacts of the Pandemic

- The focus of COVID-19 response has been to support and protecting our most vulnerable children. We developed a whole system response bringing together the activities of schools, community engagement teams, voluntary sector partners and volunteers and social care to provide a coherent support offer and maintaining contact with our most at risk young people.
- The response to the COVID-19 pandemic continues to show the strength of the partnership working across Kirklees. Summer holiday programmes were organised through our community hubs with buses provided in North and South Kirklees for outreach summer holiday programmes and also to provide drop in and advice
- We have maintained a business as usual philosophy throughout the pandemic to assure ourselves about the safety of our most vulnerable and other children. Robust business continuity planning meant all statutory systems and processes to safeguard and protect children in care remained in place. Children continued to be seen with the method of contact being adjusted as appropriate.
- All children looked after have been contacted by our Children's Rights Team and actively supported. Independent Visitors have remained in contact with children and young people by visiting and using several social media platforms, to maintain relationships and provide independent emotional and practical support to young people.
- COVID-19 has had an impact. We know that educational experience and opportunities have been affected and this disproportionately impacts on our most vulnerable learners. We continue to work with schools and partners to address these concerns as well as keep schools safe at the start of a new academic year.
- Our Children's Homes face significant pressure particularly when permanent staff are affected by COVID. In response to this we have drawn in staff with appropriate experience to support of residential establishments including social workers and other social care staff.

Inequalities

- Children of Mixed ethnicity are significantly over-represented in the Children's Social Care cohort. For example, as at the end of September 2021, 16.2% of Children Looked after were of Mixed ethnicity compared to 5.3% of the Kirklees population aged 0-17.

Next Steps

- Increase the capacity within the service provided by CAMHS (SWYPFT) as well as through two external providers (Evolve and Clinical Partners) via additional funding from Kirklees CCG.
- Recruitment and placement of new staff in the Children's Social Care front door with a view to being up to full capacity by January 2022, enabling a more robust focus on timeliness.
- Establish systems to ensure time is allowed for quality assurance and that Children's Social Care assessments can be completed within statutory timescales.
- Recruitment and retention of foster carers is a priority. We are focussed on recruiting foster carers who can help us to meet our sufficiency needs around placements for older children, children with complex needs, offering long-term placements and emergency placements.
- Under the wider sufficiency agenda, we are in the process of opening a new children's home in Huddersfield to support bringing children back to Kirklees and/or reducing external placements.



(2) People in Kirklees are as well as possible for as long as possible



No matter where they live, we want people in Kirklees to be able to live their lives confidently, in better health and for longer. Preventing problems and supporting people early will help people choose healthy lifestyles and increase physical and mental health and wellbeing.

Headlines

COVID-19 has had a significant impact on people's lives and health since Kirklees saw its first case in March 2020. Since then, Kirklees has had over 67,000 cases and more than 1,000 deaths have been registered where COVID-19 was listed as a contributing factor on the death certificate. Along with the direct impact of the virus, the indirect effects of enforced lockdowns and local restrictions, financial insecurity and access to and availability of health-related services have all impacted on people's physical and mental health.

With the easing of restrictions and the success of the vaccination programme, particularly amongst those most vulnerable to the virus, services are now shifting focus towards recovery from, rather than responding to, the pandemic. However, case numbers remain high in Kirklees and across the country and COVID-19 will add to the usual burden of winter pressures felt by health services that are already very busy across the system.

Current Living in Kirklees (CLiK) Survey

One important source of evidence for the impact of the pandemic on the health and wellbeing of Kirklees residents will be the 2021 CLiK survey. The survey went live on 01 November and includes questions on a range of topics, many directly or indirectly related to health. A total of 43,000 households were randomly selected and invited by letter to take part; in addition, an open online version of the survey was made available to any Kirklees resident aged 16 or above.

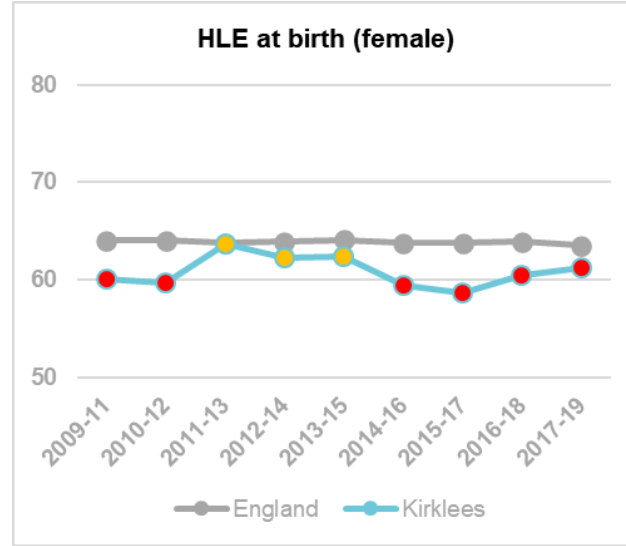
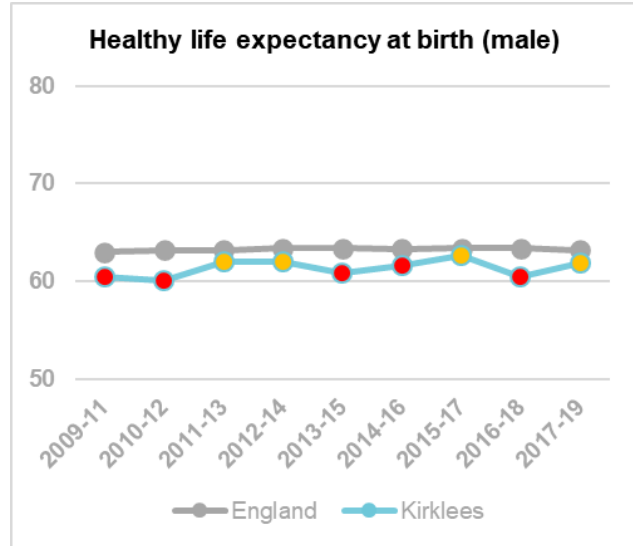
The 2021 survey was a partnership collaboration between Kirklees Council, Kirklees Clinical Commissioning Group and local NHS Trusts, Locala, the University of Huddersfield, Kirklees College, Third Sector Leaders, West Yorkshire Police, and Mid Yorkshire Chamber of Commerce.

As well as providing an up-to-date view on health and health-related behaviours, comparisons with previous CLiK surveys (including the most recent one in 2016) enable trends over time to be monitored. Several of the population outcome indicators in the corporate performance report rely on the CLiK survey, with preliminary results from the survey expected in early 2022.



Population outcome indicators

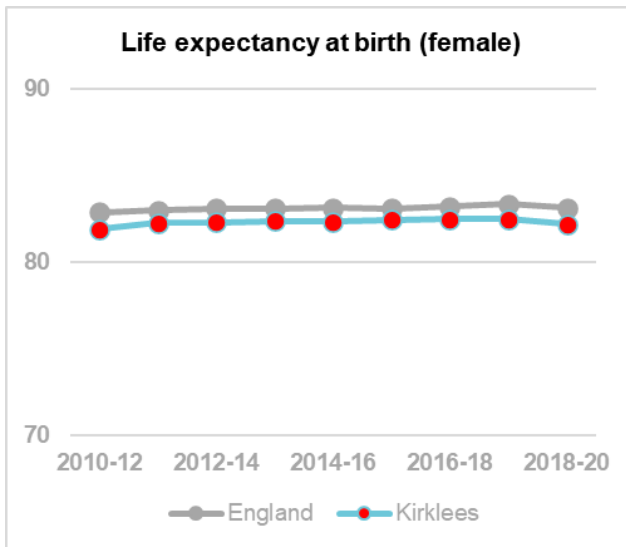
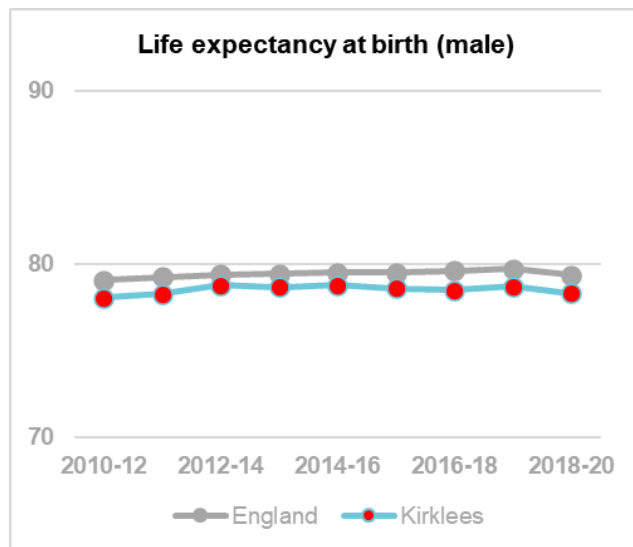
Healthy life expectancy



Healthy life expectancy (HLE, the number of years a person may expect to live in good health) is not yet available for 2020, but data for 2017-19 shows Kirklees males had a HLE at birth of 61.9 years, which was above the Yorkshire and the Humber average (61.2) but below the England average (63.2).

Kirklees females had a HLE at birth of 61.2 years, which was below the Yorkshire and Humber average (61.9) and significantly lower than the England average (63.5). Compared to 2016-18, HLE increased in Kirklees (for males and females) but decreased regionally and nationally.

Life expectancy



Life expectancy (LE) figures for 2018-20 reflect the impact of COVID-19 on mortality rates, showing a drop of around 0.4 years locally and nationally for males and 0.3 years locally and 0.2 years nationally for females (compared to 2017-19). LE at birth for Kirklees males is 78.4 years and for Kirklees females is 82.2 years (both significantly lower than the national figures of 79.4 and 83.1 years for males and females, respectively).

In combination, LE and HLE figures show that females in Kirklees live longer in poor health than males: 21.3 years for females and 16.8 years for males (based on 2017-19).

Chart data source: Public Health Outcomes Framework, DHSC
 Key: ● Kirklees significantly lower than England ● Kirklees similar to England

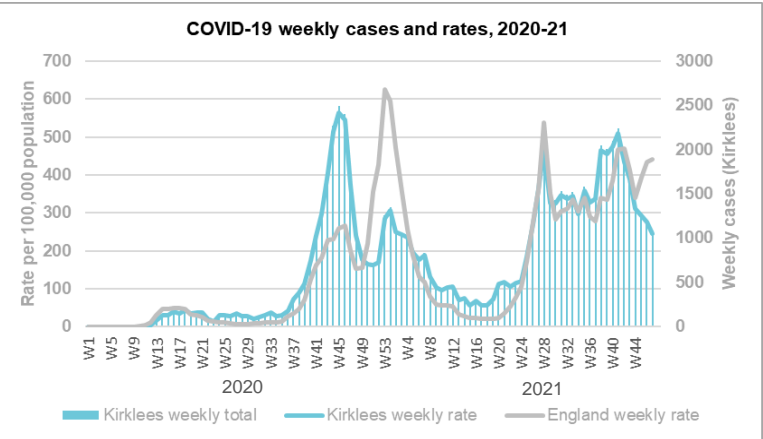


(2) People in Kirklees are as well as possible for as long as possible



COVID-19

Cases and vaccination rates

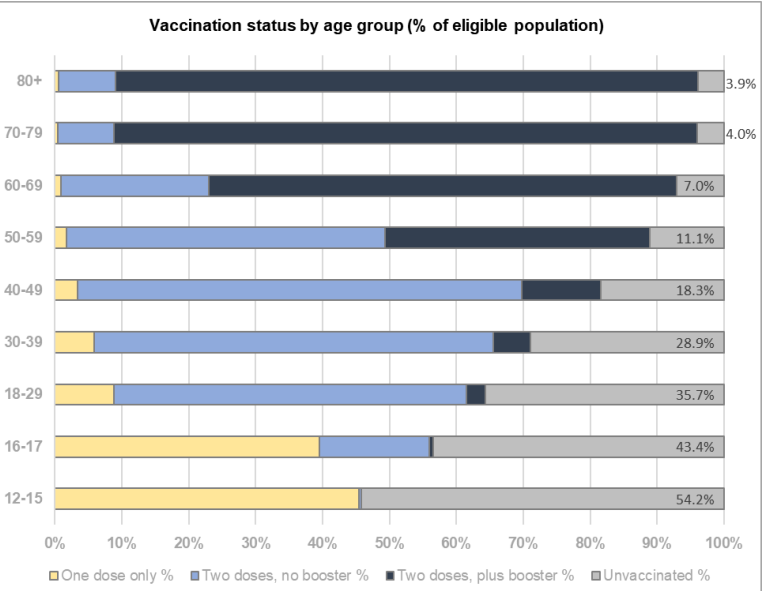


COVID-19 continues to have a direct and indirect impact on health and wellbeing in Kirklees. In October 2021, COVID-19 cases in Kirklees exceeded 2,000 per week, close to the peak seen in November 2020. This equates to a rate of over 500 per 100,000 population, with Kirklees tracking close to the latest national rate.

The COVID-19 vaccination programme is progressing well, with over 272,000 residents having received two doses of the vaccine by the end of October 2021. Uptake rates are highest in our older, more vulnerable populations, where we are now also seeing a large proportion of residents receiving their booster or third dose. Uptake rates are lower in our younger age groups; this will be driven partly by the process by which 12–15-year-olds have been accessing the vaccine, and the shorter time that younger age groups have been eligible. Although lower than other age groups, Kirklees COVID-19 vaccine uptake rates for 12-15-year-olds are amongst the highest in the region.

In line with the regional and national picture, there are significantly higher proportions of unvaccinated people in our most deprived areas, in males (compared with females) and in non-White British ethnic groups (compared with White British ethnicity).

For the latest picture on COVID-19 cases and vaccination uptake, follow the link here: <https://www.kirklees.gov.uk/beta/health-and-well-being/covid19-cases.aspx>



Impact

Although COVID-19 case numbers were recently close to the highest levels seen at any time during the pandemic, the impact of the vaccination programme means that hospitalisations and deaths associated with COVID-19 have remained relatively low.

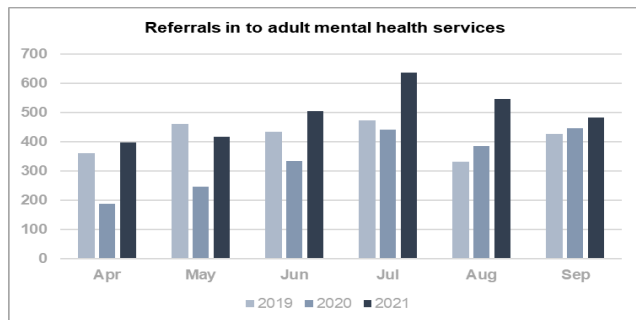
The number of people suffering from post-acute COVID* continues to rise. Modelled estimates suggest there are currently around 400 new cases per week in Kirklees and approximately one in five of these cases (70-80 additional people per week) will require service support for this condition.

*Also known as long Covid, defined as signs and symptoms that develop during or after infection consistent with COVID-19, which continue for more than 12 weeks and are not explained by an alternative diagnosis



Mental health and wellness

Adult mental health



Adult mental health services	20/21 Q3	20/21 Q4	Q1	Q2
Referrals in	1325	1346	1323	1669

Referrals into adult mental health services are up by 46% for April-September 2021 compared with this period in 2020, and up by 20% compared with this period in 2019.

Evaluation is underway of local initiatives to support improvements in mental health across the seven Kirklees places, utilising funding allocated by Kirklees Council.

Contribution of libraries

The contribution of Kirklees libraries to improved mental health includes:

- Staff received Mental Health Awareness training.
- 'Reading Well for Children' collections, designed to help children deal with worries and feel better.
- Delivered sessions on how colour therapy can improve mood.
- Shortlisted for three Libraries Connected awards including Transcription Service for flexibility and support during lockdown, and 'Death Positive' project, promoting role of libraries as compassionate spaces for conversations around death and bereavement.

Kirklees Integrated Wellness Service

The Wellness Service continues to support people to achieve their health-related goals. As coronavirus restrictions have eased, the service has increased its exposure in communities, making use of community venues, reintroducing face-to-face appointments and re-engaging with voluntary and community sector partners. Key activities/headlines include:

- The mixed model approach (a combination of online and face-to-face delivery) has enhanced the accessibility of services, and referrals continue to rise.
- As a triage option for the Post Covid Multi-Disciplinary Team, the Wellness Service has so far supported 50 people with Post Covid Syndrome (Long Covid) via a 'walk and support' group.
- Healthy Weight Programme group sizes have expanded to cope with increased demand, particularly via GP referrals; a 'weight neutral' approach is now being piloted, aiming for long-term sustainable improvements in health rather than focusing on short-term weight loss. The course covers topics including nutrition, physical activity, sleep, self-care, and mindfulness.
- Q2 saw 35 quits out of 65 users of the smoking cessation service (56%, above the national average of 40%).
- The health coach at Batley and Birstall PCN received an average client satisfaction score of 4.97 out of 5 from clients completing their journey in Q2.

Impact

Wellness Service: Impact	Q1	Q2
Closed cases	359	501
Goal outcome		
Goals achieved	113 (31%)	166 (33%)
Partly achieved	50 (14%)	81 (16%)
Information given	47 (13%)	65 (13%)
Signposted to specialist provision	9 (3%)	21 (4%)
Unable to contact/disengaged	77 (21%)	89 (18%)

Healthy Weight Programme: "The support I got has really helped me to make simple changes that make a difference"

Smoking cessation: "...Knowing my wellness coach was going to call and actually cared about what I was trying to achieve made a big difference. With just the products alone and no support I don't think that I would be a non-smoker now"



Integrated Wellness Service

How much have we done and how well have we done it?

- Referrals for Q1 + Q2 were almost three times higher than the equivalent quarters in 2020/21.
- Around half of all referrals came via primary care in Q2.

Wellness Service: How much	Q1	Q2
Referrals	434	569
Central	40%	36%
Rural	14%	19%
Batley and Spen	30%	28%
Dewsbury and Mirfield	16%	17%
Referral source		
Primary care	37%	48%
Self-referrals	37%	29%
Secondary care	8%	6%
Mental health services	5%	3%
Adult social care	4%	3%
Post Covid MDT	2%	4%
Referral priority 1		
Physical health	32%	22%
Healthy weight	26%	41%
Mental wellbeing	15%	15%
Smoking cessation	17%	14%

- The majority of referrals were allocated to staff within one working day
- Client satisfaction scores averaged 4.7 out of 5 in both Q1 and Q2.

Wellness Service: How well	Q1	Q2
Transition (number of days)		
Referral to allocation	1.6	1.8
Allocation to first contact	8.3	10.0

Inequalities

- Referrals across Q1 and Q2:
 - 27% were from non-white British ethnic backgrounds (where ethnicity was known)
 - 33% considered themselves to have a disability
 - 34% were unemployed
 - 14% were carers
- There were 58 referrals to carers courses (Q1 + Q2), with all participants gaining confidence through the programme. A larger proportion of younger carers were supported in Q2 (48% under 50, compared with 26% in Q1).
- Engagement via Wellness on Wheels (the 'Wellness Wagon') included an event at Masjid Omar Mosque in Birkby, attended by over 1000 people; plans are underway to replicate this with other Kirklees mosques.
- The van is also attending engagement events to support The Mast Primary Care Network with their inequalities project.

Next steps

- The Health Checks Pilot, aimed at reducing health inequalities through targeted increased uptake rates using a community delivery model, will begin in November 2021.
- The exercise referral scheme pathway is being built into the existing referral form and should go live from the end of November 2021.
- The 'Mental Health for You' course has been developed, with preparations for roll-out underway.



(3) People in Kirklees are independent and have control over their lives



Outcome Definition

We want people in Kirklees to live their lives confidently, independently and with dignity. The right advice, help and support at the right time will empower people to take control of their own health and wellbeing, and connect people with caring and supportive communities.

Headlines

The number of older people with complex needs who are staying at home with the support of home care services is growing, and we know that older people prefer to stay in their own homes for as long as possible. Results from the adult care survey suggests that services provided generally help people feel they have control over their daily lives

Risks and Challenges

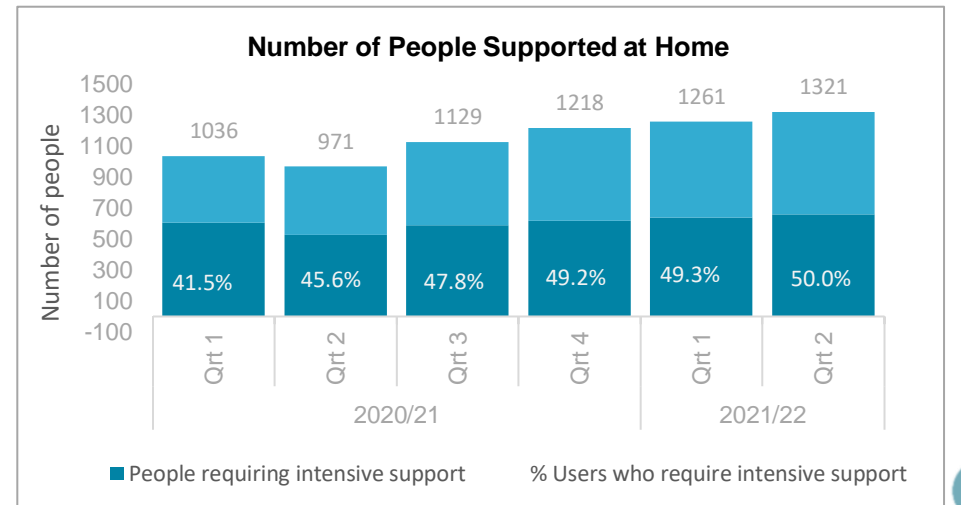
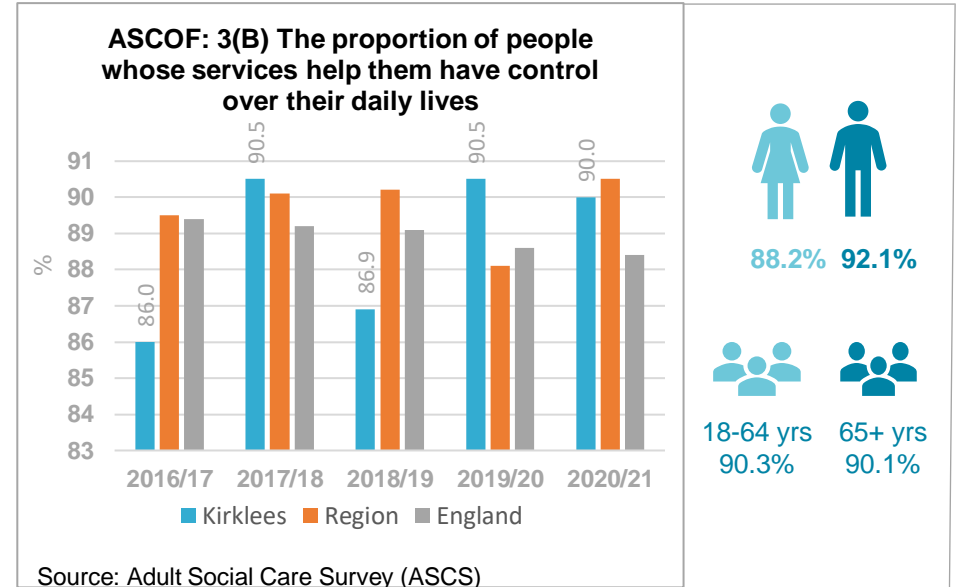
Workforce capacity remains a challenge for both the Council and our service providers. We are seeing more people with complex needs requiring intensive support and care. This combined with the current staffing issues may impact on our future ability to assess, review and provide services in a timely way. The mandated Covid19 vaccine policy has the potential to exacerbate staffing issues, but a significant amount of work has been undertaken since the summer to maximise the uptake of the vaccine, including listening sessions with staff to understand and alleviate their concerns and to promote the benefits of vaccinations

Population outcome indicator

People who need help or support to continue to live in their own home

From of recent survey of people in Kirklees who are receipt of adult social care, **90% feel that the services we provide help them have control over their daily life**. This was taken from a sample size of 1,300 and a 38.7% response rate (503 completed surveys returned).

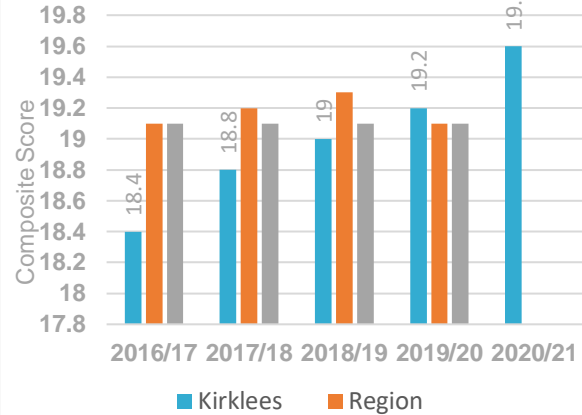
The number of people we are supporting to live independently at home continues to increase.



Overall Quality of Life and Satisfaction with Provision

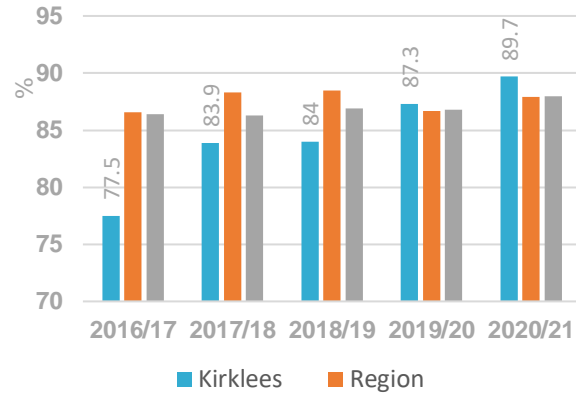
Impacts and Outcomes

ASCOF: 1(A) Social Care Quality of Life Score



Source: Adult Social Care Survey (ASCS)

People who answered 'yes' to 'Do Care & Support Services help you in feeling safe?'

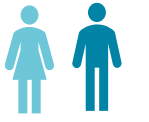


Source: Adult Social Care Survey (ASCS)

The Adult Social Care Survey (ASCS) asks service users questions about quality of life and what impact care and support services have on their quality of life. The results help us identify areas where outcomes can be improved. Our overall service population was 4,237. We distributed 1,300 surveys and had a 38.7% response rate (503 completed surveys returned).

Social Care Quality of Life

Overall adult social care quality of life is a composite measure out of a maximum of 24 points. In Kirklees we generally perform well and are improving. The score is slightly higher for men than women and is also higher for younger people. Both reflect the national picture.

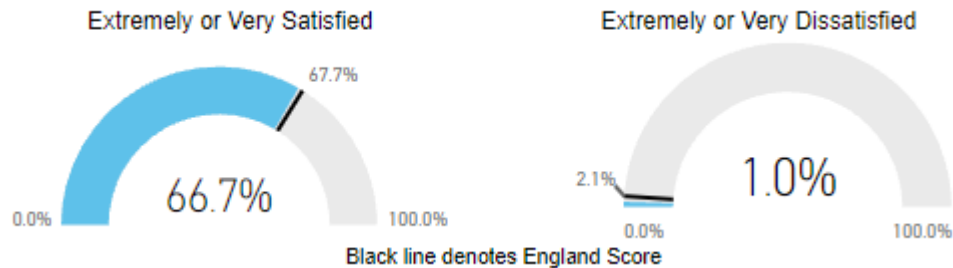


19.5 19.8



18-64 yrs 20.0 65+ yrs 19.4

Reported satisfaction with support that people in Kirklees receive 2020/21:



Care and Support Services making people feel safe

Almost 90% of respondents think that the support provided helps them feel safe. This has been improving year on year and exceeds the national and regional results.

Satisfaction with Social Care Services

66.7% of the service users asked were very or extremely satisfied with the care and support they receive. This is only very slightly below the England average and is an improvement on the last four years results, despite the impact of the pandemic.

The result was lower for people receiving community services (55%), and higher for people with Learning Disabilities (74.5%) across all settings



Independent

Prevention and pro-active support to enable people to stay well and independent at home.

Under the Care Act (2014) all local authorities have a responsibility for prevention and promoting well-being. For us this means intervening early to support individuals, helping people retain their skills and confidence, and preventing need or delaying deterioration wherever possible.

Prevention and pro-active support to enable people to stay well and independent at home	19/20 Q1	19/20 Q2	19/20 Q3	19/20 Q4	Q1	Q2
Number of referrals to Rapid Response, Hospital Avoidance and step-up Reablement Services	529	505	645	604	502	457
% of people who received a review in last 12 months	69%	55%	72%	87%	74%	65%

In Kirklees we have several services directed at supporting people in crisis or early intervention. **We estimate that these services prevent around 500 admissions or escalation in need every quarter.**

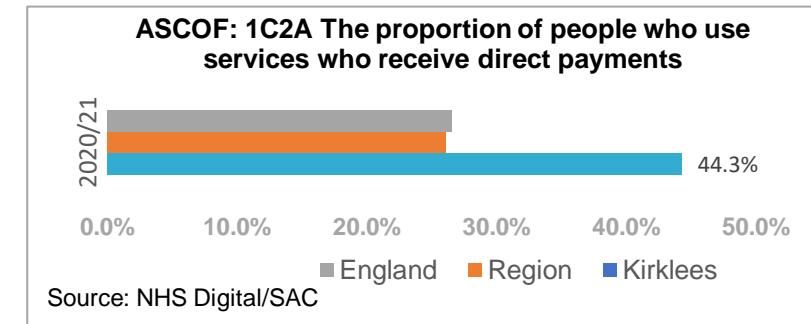
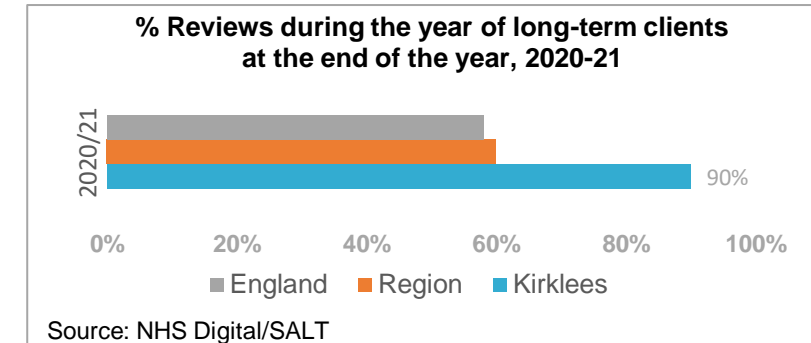
We have also improved the rate at which we review existing service users to ensure they are supported back to independence where possible.

Our overall rate of completing reviews for people was considerably higher than the regional and England average. We were able to catch-up with many of our outstanding reviews during the early part of the year.

In Kirklees we have a **high proportion of people receiving direct payments**. A Direct Payment encourages an individual to take ownership of their care planning and be free to choose how their needs are met.

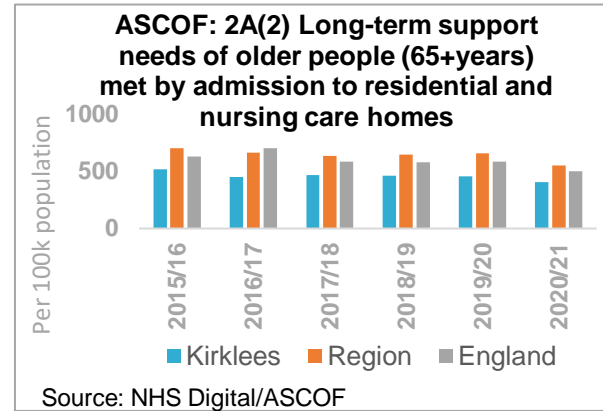
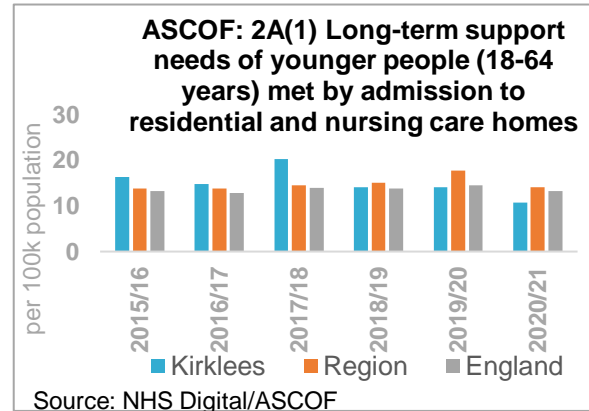
An important part of our role in prevention and early intervention is to ensure our assessments are carried out as promptly as possible. We have routinely been completing these within 28 days. Quarter 2's performance was slightly lower, and this has been primarily due to capacity constraints in adult social care.

Prevention and pro-active support to enable people to stay well and independent at home	19/20 Q1	19/20 Q2	19/20 Q3	19/20 Q4	Q1	Q2
Proportion of People receiving an Assessment within 28 days	89%	85%	84%	82%	81%	80%



Independent

Compared to the Yorkshire & Humber Region and the England average, we remain having a relatively low reliance on permanent placements to nursing and residential care.



Our rate of admissions into permanent has risen compared with last year for both the younger and older age groups. However, this is due in part to the low rates of admission during the early part of the pandemic.

Prevention and pro-active support to enable people to stay well and independent at home	19/20 Q1	19/20 Q2	19/20 Q3	19/20 Q4	Q1	Q2
Longer term care needs for People aged 65+ met by admission to permanent residential/nursing care (per 100,000 population)	270.7	385.2	412.9	419.0	374.7	453.2
Longer term care needs for People aged 18-64 met by admission to permanent residential/nursing care (per 100,000 population)	15.3	15.3	14.3	15.3	21.4	20.6

Urgent Community Response (UCR)

Supporting people back to Independence	19/20 Q1	19/20 Q2	19/20 Q3	19/20 Q4	Q1	Q2
% of people who receive a re-ablement service within 2 days	n/a	n/a	n/a	58.9%	58.90%	84%

Kirklees is a national accelerator site for the Urgent Community Response programme. This initiative is the collective name for services that improve care for people through delivery of an urgent, crisis response.

In Kirklees this is delivered through a collaborative with Locala, Local Care Direct and Curo. For our part we contribute to the overall 2-hour response target, but we also have to deliver against the reablement standard for community referral's.

The reablement two-day standard is two overnights or fewer between clock start and clock stop. Services should deliver reablement care or intermediate care (home or bed-based) for people who need it within a maximum of two days.



This is new and improving indicator, the target is to deliver 80% of services within 2 days by March 2022.

As a local authority providing care funded by the NHS, we also are mandated to submit data to NHS Digital under the banner of the CSDS (Community Services Data Set). Kirklees has been providing this since January 2021 and will enable national benchmarking to be provided in due course.



Independent

Supporting people back to independence

We work with our system partners to support people after illness or hospital discharge. Our step-down re-ablement services supports timely hospital discharges and helps prevent re-admissions.

Over the last year we have experienced a 40% increase in the number of hospital referrals to re-ablement. This was due, in part, to the lower number of non-covid admissions during the early part of 2020/21. This was because that there were fewer people leaving hospital that were amenable to re-ablement services.

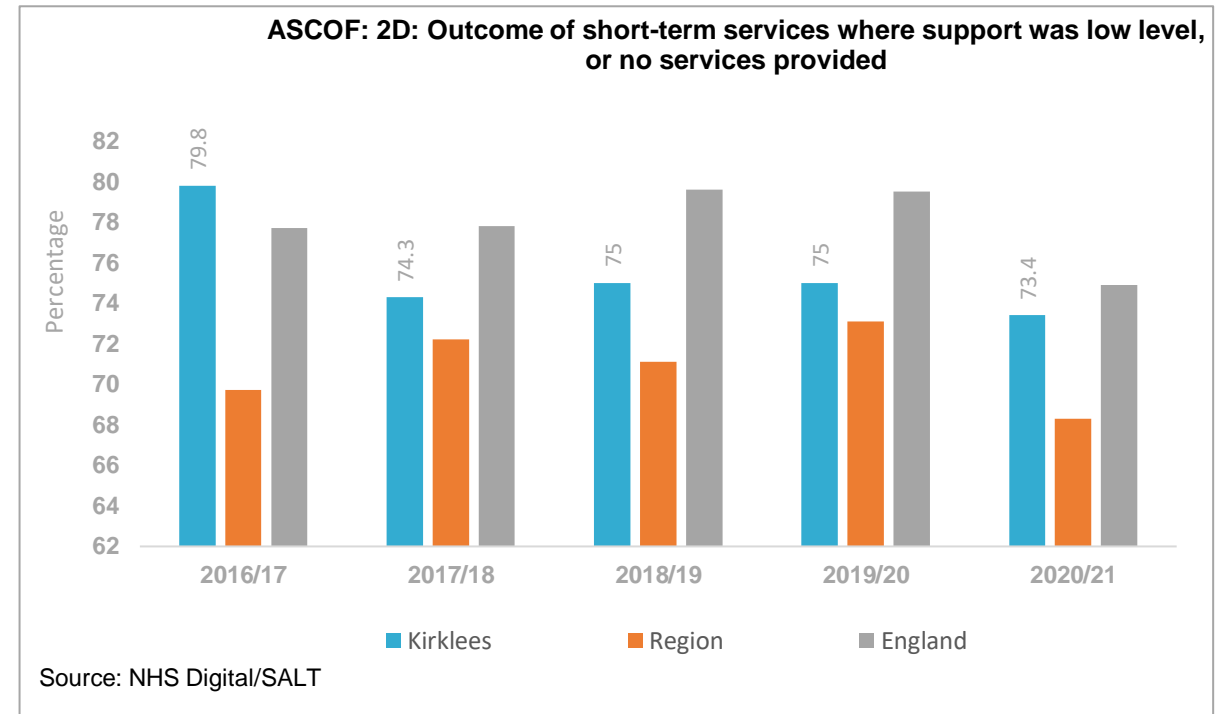
Supporting people back to Independence	19/20 Q1	19/20 Q2	19/20 Q3	19/20 Q4	Q1	Q2
Number of people supported back through Step-down services	314	331	398	377	464	448

Our outcomes following re-ablement have been improving. We aim to have at least 70% of people leaving our service requiring no additional support to live well at home.

During quarter two we achieved over 80% of people helped back to independence following an hospital admissions or period of ill health.

Supporting people back to Independence	19/20 Q1	19/20 Q2	19/20 Q3	19/20 Q4	Q1	Q2
% of people ending Reablement needing no further support or reduced support (during the month)	52.9%	58.5%	55.1%	56.2%	56.0%	80.4%

Compared to the Yorkshire & Humber Region and the England average, our outcomes for people leaving our short-term services remain good with on average 73% requiring either a low level or no services after our intervention.



Discharge to Assess

The Discharge to Assess Pathway supports rapid hospital discharge. The default option for patients is still home first but where this is not possible, the Council in partnership the CCGs are now spot purchasing a range of beds in line with demand (a mix of nursing and residential care) to facilitate rapid hospital discharge where there is a need for further recovery (up to 4 weeks) before undertaking a statutory Care Act Assessment.

We have been working with Calderdale and Wakefield colleagues on the provision of Covid contact beds which have been commissioned on a wider system footprint. These beds are managed by the Kirklees Adult Social Care Bed Coordinator to ensure effective flow and assessment of service users both into, and out of, the beds with the appropriate care and support.

There are 63 intermediate care / therapy beds in the system provided in partnership by Kirklees Council and Locala which are used flexibly alongside the 17 transitional beds owned by Kirklees Council to ensure hospital flow and community resilience is maintained.

Discharge to assess beds are used to support;

- Rapid hospital discharge of patients
- Non weight bearing pathway
- Continuing Health Pathway
- Emergency respite (carer breakdown)

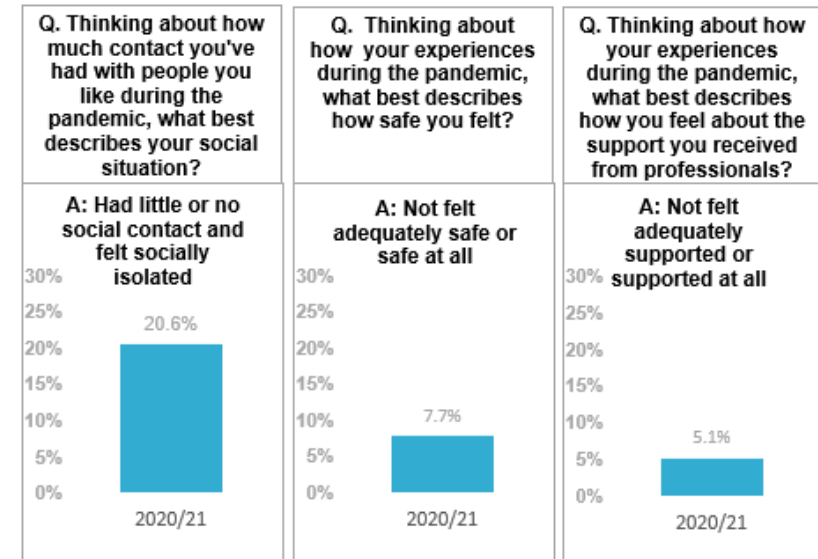
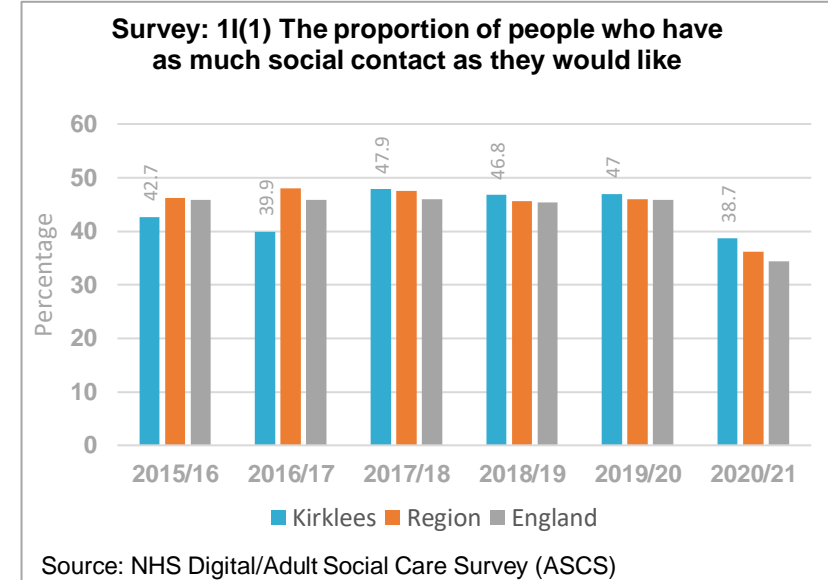
Impacts of the Pandemic

The impact of loneliness and isolation on a person's physical and mental health, emotional and social wellbeing, relationships and ability to contribute to society makes it a crucial area for prevention under the Care Act (2014).

People's feelings of loneliness and isolation were magnified during the pandemic. The results from the adult social care survey demonstrates the impact for people on their social contact, safety and how supported they felt.

Over 20% of respondents said that they had little contact and felt socially isolated.

Loneliness is a major problem for older people living at home. There can be high rates of depression and loneliness particularly among those with complex health problems or who have suffered bereavement, which social interaction can alleviate (1).



Source: ONS & Kirklees LA



(1). Source: SCIE

Keeping People Safe

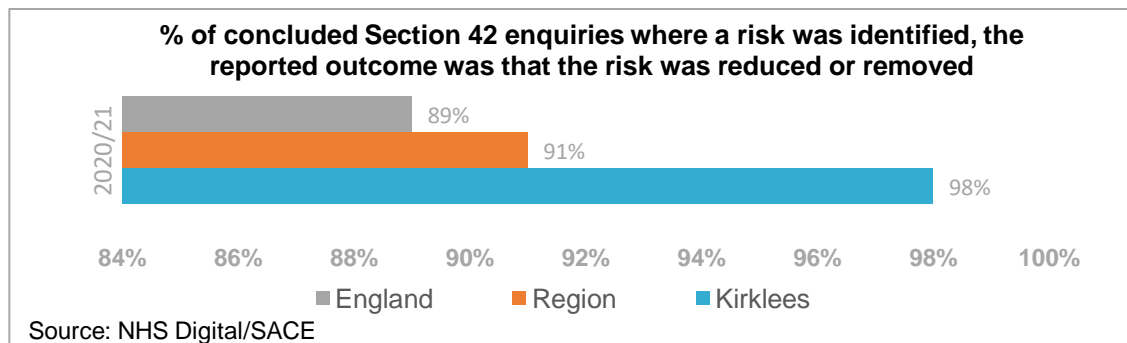
Safeguarding Adults is a statutory duty for Councils with Adult Social Services Responsibilities in England under the Care Act 2014, in order to safeguard vulnerable adults from abuse or neglect.

We had seen a drop in the number safeguarding concerns raised during the early part of the pandemic, but the first half of this year has seen a 21% rise on the same period last year.

The percentage of completed enquires where we have worked to reduce or remove the risk is in excess of 90%

Keeping people safe and well cared for	19/20 Q1	19/20 Q2	19/20 Q3	19/20 Q4	Q1	Q2
% of Safeguarding closed cases where risk is removed or reduced	98.9%	98.9%	94.3%	94.2%	95.5%	90.0%

Generally, the percentage of risks where we have worked to reduce or remove the risk once the section 42 enquiry was completed is high compared to the Regional and England averages.



Quality of Care

45 of our providers require improvement under the CQC inspection regime. One provider was assessed as having an overall rating of Inadequate in June 2021.

Overall Rating		
Outstanding	5	2.2%
Good	131	56.5%
Requires Improvement	45	19.4%
Inadequate	1	0.4%
Not Rated	50	21.6%
		232

We are working with them to address the issues through an action plan and through enhanced quality surveillance and provider performance meetings. CQC are due to revisit in the next few weeks.

As the CQC has worked to respond to the pandemic, some providers will not have received an early re-inspection. This may mean that although improvement will have been made, the rating will remain unchanged. All data is publicly available on the CQC website (<https://www.cqc.org.uk/what-we-do/how-we-do-our-job/inspection-reports>).

Inequalities

Our recorded ethnicity recording has some gaps, this is being picked up through the data quality work being undertaken in advance of our new case management system.

From the data we have it appears to show that our service user population is not wholly representative our estimated population by ethnic group across Kirklees (source: ONS).

We see slightly more people who identify as white, and less people who identify as Asian or Asian British than the overall population estimates suggest. Some of this gap may be attributed to unrecorded episodes.

We are developing some more detailed analysis and a broad action plan to redress emerging issues across all protected characteristics.



Next Steps

Policy Changes

- The government has set-out its long-term plan for Health & Social Care. In terms of actions for the intelligence and performance function, we need to prepare for the development of the enhanced assurance framework, quantify the impact of the changes to the minimum impact guarantee and ensure we play our part in the developing ICS's in terms of data integration and sharing. The Council now has a Corporate Covid19 Vaccination Policy for all staff working in a care home setting.

Carer's experience

- We are currently running the bi-annual adult carers survey. The survey seeks the opinions of carers aged 18 or over, caring for a person aged 18 or over, on several topics that are indicative of a balanced life alongside their unpaid caring role. The survey will feed into monitoring of the impact of the National Carers Strategy, and it will also be used to populate several measures in the Adult Social Care Outcomes Framework.

Inequalities Data

- We have some gaps in our recording of ethnicity. It is important to know that our services are accessible by all those that need it, particularly hard to reach groups. Accurate recording of ethnicity will help us understand this. Beyond better understanding of the data and how we compare against our peers, our plan is to evaluate access rates across a range of protected characteristics and development service-led action plans as required.

Implementing new technology

- We are preparing for the implementation of our new Integrated Care Management System. We are currently resolving historic data recording issues in advance of data migration in 2022/23. We hope to be able to improve the data we have across a person's pathway, improve our equalities data and better understand outcomes at an individual level. This will help us move our performance narrative further to an outcomes based model.
- We are in the process of on-boarding a new system to better collect and share information about hospital discharges. This will improve reporting across the wider Kirklees health and care system and contribute to a more streamlined process for people who are leaving hospital with some additional support.
- Kirklees Council is exploring opportunities of using Assistive Technology solutions to enable people to maximise their independence and take control back in their lives. These solutions will be identified following a strength-based, person-centred assessment to identify what matters to the individual to support them to continue living in an environment of their choice and in a way that is right for them. These may include activities of daily living equipment, adaptations, digital platforms or applications.



(4) People in Kirklees have aspiration to achieve their ambitions through education, training employment and lifelong learning



We are incredibly ambitious for the people of Kirklees. We want children and their families, communities and services to work together to provide positive childhood experiences, support when it is needed and to ensure every child in the district starts school healthy, happy and ready to learn.

Children's journeys through school and into adult life shape the rest of their lives. We want to prepare all children for successful, independent lives where they have the skills they need to achieve their **aspirations**.

How much have we done?

Over the last 12 months, we have :

- Worked with parents of children with additional needs and multiple stakeholders to develop a new and comprehensive and co-produced **local offer** website
- Developed a comprehensive special educational needs and disabilities (SEND) **data dashboard**, allowing for much improved baselining, strategic decision making and systems management
- Continued to have very low rates of those **Not in Education, Employment or Training** with performance well beyond neighbouring Local Authorities
- Provided access to **holiday activities and food provision** which has been co-designed and provisioned with our voluntary sector partners.
- Received approval to develop our Family Hub proposals, following extensive engagement across the district
- Developed and launched an ambitious, inclusive learning strategy – known as **Our Kirklees Futures** – which outlines the aspirational approach we have for people in Kirklees to flourish and thrive in their learning

Impacts of the Pandemic

The last 12 months has seen the continued commitment and collaboration of the Council and partners to provide an excellent educational offer. Whilst challenging, our schools, colleges and learning settings are to be **thanked for their extraordinary efforts and partnership working** during this time.

Maintaining this offer has been one of the most challenging experiences we have ever faced. We are immensely proud of how our most vulnerable children have been so well supported, how childcare settings continued to make provision for families, and how our inclusive approach has been recognised throughout the system.

Next Steps

Over the next 12 months we will :

- Progress work to meet sufficiency and capacity challenges through investment in **capital projects**, with a focus on our specialist and secondary learning spaces
- Place improved data analysis and **intelligence** at the centre of our improvement journey
- Deliver on our **transformation plan** for those with special educational needs and disabilities (SEND) to transform services
- Launch and deliver the first phases of **'Our Kirklees Futures'** our Learning Strategy, working across the district and in partnership with our families. Through the Education and Learning Partnership Board, engage and develop our plan to drive forward improvements in educational outcomes for young people, families and communities across Kirklees
- Develop partnership-based voluntary **internship, traineeship and pre-apprenticeships** routes and creative solutions for workplace training and experience
- Launch and implement our ambitious hub-based model, **'Kirklees Families Together'**, to develop and support place-based Early Support in communities



Population

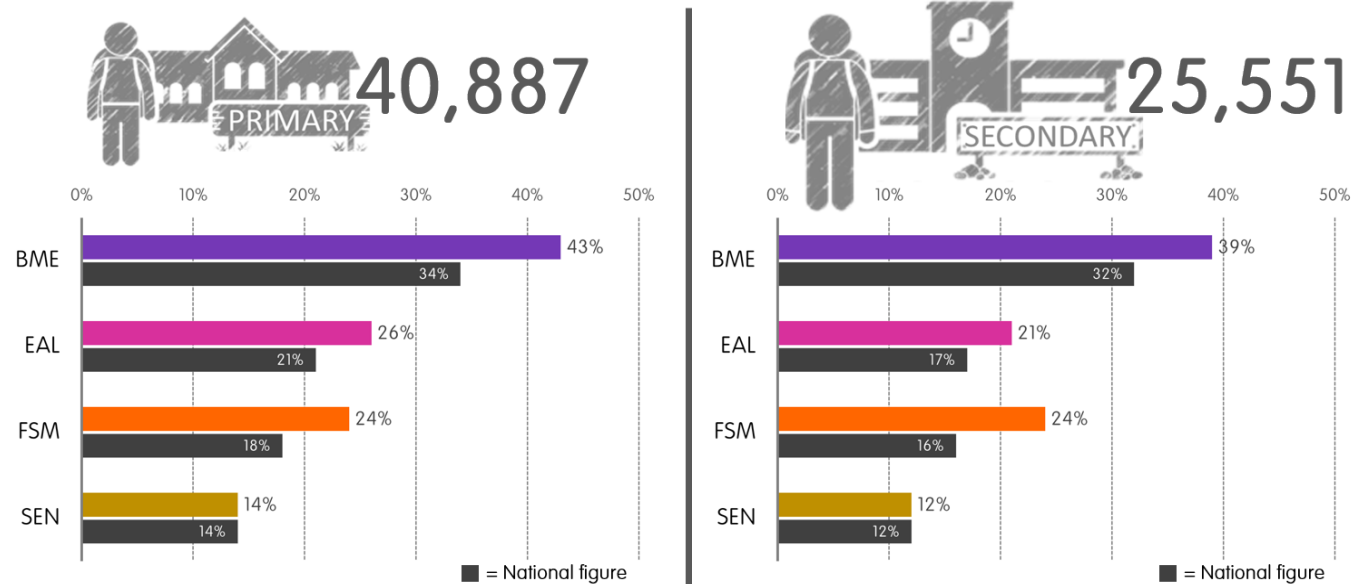
Educational Settings

Kirklees has a set of rich, diverse and ambitious settings providing for learning opportunities. Our educational provision includes over 750 early learning and childcare providers (many of which are private, voluntary and independent providers), school-aged faith and independent schools, 6 colleges, 1 further education college and the University of Huddersfield.

There are **180 schools in Kirklees including 6 special schools, 3 alternative provision and a nursery school. 75 primary schools have nursery classes and 6 secondary schools have school sixth forms.** 65% of schools are maintained by the Local Authority and 35% are Academies.

Irrespective of designation, all are part of the Kirklees learning family and serve a large and diverse population with over 5,000 children and young people in every year group. A population peak of around 6000 pupils is expected to transition to year 7 in 2022/23. The size of cohorts of children entering reception classes has been gradually declining since 2015/16. These children and young people are representative of our communities and include many different ethnicities, languages and needs.

There are around **110,150** aged 0-19s living in Kirklees of which around **67,336** are educated in Kirklees schools and academies. A group breakdown by primary and secondary phase can be found below:



Kirklees school services

Impacts of the Pandemic

Free School Meal (FSM) Eligibility

- Claims received for a Council Tax Reduction increased as lockdown started in March 2020 and people started to lose their jobs
- At this time, we did a proactive call to all of those that had school age children
- A peak was seen due to the Marcus Rashford effect raising awareness of FSM and again just before summer 2020 as a result of the summer FSM voucher offer
- An **increase of 2,241 newly eligible children** Spring 2020 to Summer 2021

How much have we done

Food Poverty

- School closures during the initial lockdown would have increased the risk of food poverty for a number of children, as school catering provided vulnerable children with a substantial and nutritious meal during the school day
- Families across the borough were supported with cook and eat activities during the summer holidays. Including **400 meal packs** and recipes provided to vulnerable young people. Partnership working with Children's services, Public Protection, Public Health and Huddersfield Town
- Provided a meal provision during the 2020 school holidays across 167 schools, equating to over **200,000 meals for key worker and vulnerable children** alongside collaborating to implement 167 individual site risk assessments to ensure Covid19 security
- Delivered specific allergen legislation training to 167 front line management/supervisors in a Covid19 secure environment
- In Autumn 2020, provided 273 children with weekly food parcels while isolating across seven schools outside of Kirklees

Free School Meal Eligible	2019 Spring	2020 Spring	2020 Autumn	2021 Spring	2021 Summer	Total Increase Spr 2020 to Sum 2021	More than previous years
England Schools Percentage	15%	17%	20%	-	-	-	-
Kirklees Schools Percentage	20%	21%	23%	24%	24%	3%	2%
Kirklees increase since previous Census (newly eligible)	704	683	1127	747	367	2,241	1,548

Digital Services

- At the start of lockdown 1 the DfE provided Kirklees with **1,383 laptops and 200 routers** for specific groups of vulnerable children and young people for maintained schools (Academies had their own DfE allocation)
- In addition, Kirklees funded **10 iPads** for a special school and an extra **120 routers** to mainly support the asylum seeker cohort
- Kirklees Looked After Children continue to be supported by the Virtual School for their IT needs - Approximately **170 digital devices** were allocated to support the education of our Children in Care during Covid-19
- There was also a separate project offering all school age children of Kirklees foster carers a new IT device
- Phase 2 of DfE initiative (September 2020 onwards), DfE allocated devices to a wider cohort of Year 3-11 children for maintained schools (academies had their own DfE allocation). From late-September to mid-November, we provided **1,664 additional devices to schools**

Travel

- School travel have continued to provide transport for vulnerable children and children of key workers throughout the lockdowns during the Covid pandemic..



Impacts of the Pandemic: Spring to Summer 2020

- Children of key worker parents or vulnerable children only were able to attend school during 23rd March to end-May 2020
- During June to July 2020, the Government advised of a phased return, beginning with Reception, Year 1, 6, 10 and 12

How much was done

Throughout the early stages of the pandemic our schools all remained open for our most vulnerable children and key workers. Social workers, teachers and the virtual school worked in partnership to ensure that our most vulnerable children continued to attend school. We are aware that smaller school establishments were disproportionately impacted by the Covid outbreak and we sought to support them to remain open.

In supporting the return to school in September 2020 we ran a campaign called '**Back Together, Better Together**'. Our aim was supporting our family of schools in helping pupils and families adapt to the changes, to build their confidence and to **promote good levels of attendance**

Impacts of the Pandemic: Autumn 2020 to Spring 2021

- September to December (Autumn) 2020 saw a full opening of schools where possible
- England entered a third national lockdown 6th January 2021 to 6th March, with schools open again only to children of key worker parents or vulnerable children

Outcomes

Primary School Absence	2017-18	2018-19	Autumn 2019	Autumn 2020	Eng Autumn 2020	Difference to Eng Aut 2020
Authorised Absence	3.0%	2.9%	3.3%	2.6%	2.6%	0.0%
Unauthorised Absence	1.1%	1.1%	1.0%	1.0%	1.0%	0.0%
Persistent Absence	8.7%	8.8%	11.7%	9.9%	9.9%	0.0%

Secondary School Absence	2017-18	2018-19	Autumn 2019	Autumn 2020	Eng Autumn 2020	Difference to Eng Aut 2020
Authorised Absence	4.0%	3.9%	3.8%	3.8%	3.9%	-0.1%
Unauthorised Absence	1.5%	1.6%	1.5%	1.5%	1.8%	-0.3%
Persistent Absence	13.4%	13.6%	14.0%	15.3%	16.3%	-1.0%

- Absence rates were **in line** with or lower than national figures



Suspensions and Exclusions

Outcomes

The Exclusion rate for all pupils is generally **in line** with the national rate for suspensions and permanent exclusions for 2019/20

Exclusions	2017/18	2018/19	2019/20	England 2019/20	Yorkshire & Humber 2019/20	Difference to England 2019/20
Suspensions	5.9%	6.1%	4.1%	3.8%	5.4%	0.4%
Permanent exclusions	0.11%	0.10%	0.08%	0.06%	0.06%	0.02%

Inequalities

Learners with Special Educational Needs (SEN) have the widest group difference to the national rate, with those on a Educational Health and Care Plan (EHCP) suspensions at 14% (national 12%), and permanent exclusions at 0.1% (in line with national 0.1%). Learners with **SEN support have a higher than national rate in both measures**, at 15% for suspensions (national 11%) and 0.3% for permanent exclusions (national 0.2%).

Suspensions by phase

- Secondary School SEN suspensions rate was 29% in 2019/20, with a difference to the national SEN rate narrowing to 8%
- Primary School SEN suspensions rate was 7% in 2019/20, with a difference to the national SEN rate narrowing to 2%
- Special School SEN suspensions rate was 1% in 2019/20, which is 7% lower than the national rate (2018/19 and 2017/18 was also 1%, which was 11% lower than national). **Special school SEN Suspensions has been lower than the national rate for Special school SEN pupils since 2014/15**

Permanent Exclusions by phase

- Secondary school SEN Permanent Exclusions rate was 0.5% in 2019/20, with a difference to the national SEN rate lowering to 0.2%
- Primary school SEN Permanent Exclusions rate was 0.2% in 2019/20, with a difference to the national SEN rate narrowing to 0.1%
- Special school SEN Permanent Exclusions rate was **0.0% in 2019/20 and has been since at least 2006/07**. This is 0.04% lower than the national special schools rate in 2019/20

How much have we done?

The Local Authority encourages a clear message that schools must seek advice and support from Ethos Academy Social Emotional and Mental Health (SEMH) outreach service or Educational Psychology before moving to exclude a child or young person.

The increased in suspensions and permanent exclusions are being addressed in the **SEND Transformation Plan** through the inclusion strand underpinned by the Kirklees Futures strategy.

DfE warning: Covering the 2019/20 academic year, this year's data includes the start of the pandemic when, from 23 March, school sites were closed for all but those children of critical workers and vulnerable children, with others being educated remotely. Permanent exclusions and suspensions were possible throughout the full academic year but comparisons to previous years should be treated with caution.



Impacts of the Pandemic

Following a national school lockdown in March 2020 (with the exception of vulnerable and key worker children attending), the Department for Education made the decision to cancel primary statutory data collections for 2020 and 2021 and not use any assessment data for accountability purposes. The Local Authority therefore does not have a set of primary assessment data to publish. Kirklees Learning Partners have been in conversations with the most at risk schools, and are evaluating the recovery curriculum offer along with addressing where gaps in attainment and progress have been identified.

Outcomes

At Key Stage 4 (16 years old), progress results indicate that Kirklees students made less progress than pupils nationally from similar starting points overall. The proportion of pupils achieving the average Attainment 8 score (8 chosen subjects at the end of Secondary School) in Kirklees improved by just over 4 percentage points between 2019 and 2021 but is now 1.4 percentage points lower than the national rate.

Key Stage 4

Average Attainment 8 Score	2019	2020	2020 Difference to England	2020 National Rank	2020 National Quartile	2021	2021 England	2021 Yorkshire & Humber	2021 Difference to England
All children	45.3	48.6	0.6	97	C	49.5	50.9	49.1	-1.4
SEN Support	28.1	32.6	-3.8	129	D	31.6	36.7	33.9	-5.1
FSM Eligible	33.4	38.9	0.3	48	B	38.6	39.1	37.6	-0.5
Children Looked After	25.4	22.3	0.9	67	B	n/a	n/a	n/a	n/a

Caution to be taken when comparing 2019 results with 2020 and 2021, due to different methodology around Covid

Next Steps

- Overall, our key areas for improvement lie within the **primary sector**. Most historical measures indicate this is the area where focus should be attributed. Now that schools have opened fully, our key priority is to ensure that inclusive, **COVID recovery curriculum** offers are at the heart of school provision
- Our Kirklees Learning Partners have resumed face to face visits in schools to ensure that our risk assessments, which are the key to **support and challenge**, are correct. This is an approach we use with all schools, including Academies
- School support is focusing on **early reading, phonics, EYFS reforms**, assessment and moderation and the strength of leadership and management
- Our commitment to **tackling inequalities** and providing support for learners with SEND is clear in the commitments made in Our Kirklees Futures and this crucial area is a specific focus for school visit evaluation



How much have we done?

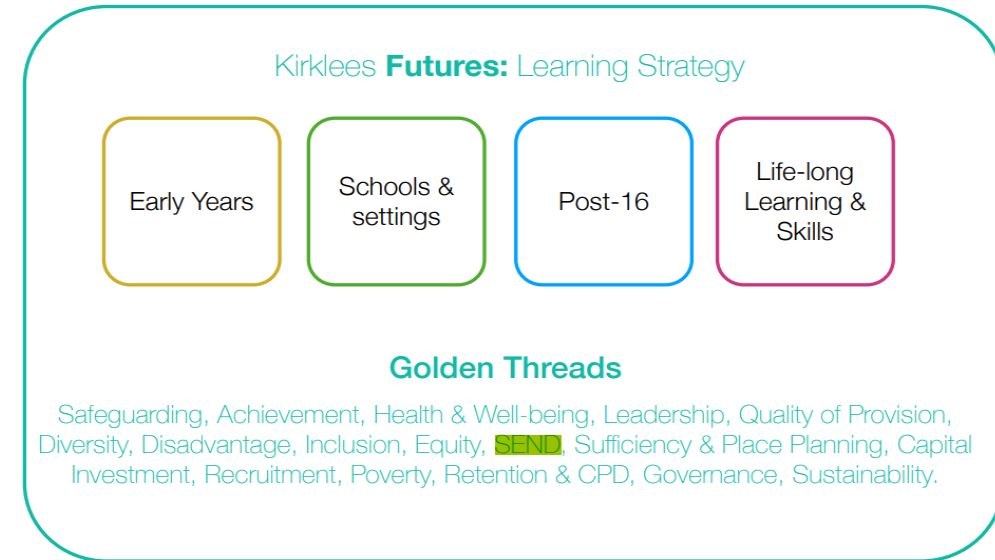
To address educational outcomes and draw the whole learning community together we have developed and **ambitious and aspirational Learning and Skills** strategy to achieve high performance across all developmental stages.

Known as '**Our Kirklees Futures**', the strategy will ensure Kirklees as a centre of lifelong learning excellence, despite the challenges the sector continues to face.

The Kirklees Futures Commission was established to create a long-term strategic plan for education learning and skills for Kirklees. It was led by a multi-agency, cross sector and high-level group of leaders that came together to drive the development of a holistic vision for education and skills.

Our Kirklees Futures recognises and addresses many of the complexities in understanding the overall educational outcomes across Kirklees which suggest overall Kirklees children do less well than their counterparts.

Its analysis shows that Kirklees has many more children that have social characteristics that indicate they are likely to have lower levels of achievement than is the case nationally.



Next Steps

Our Kirklees Futures complements and aligns with the SEND Transformation Plan agenda, to ensure inclusion, resilience and equity as key obsessions.

It joins up with the work of Families Together and Early Help and the Post-16 Skills agenda to provide a holistic approach to learning in the District.

Key performance indicators will be developed and agreed that measure progress towards achieving **Our Kirklees Futures** vision. They will clearly set out the work to be undertaken and indicate what difference is being made to changing lives.



Outcomes

16-17 year olds Not in Education, Employment or Training (NEET) (or not known)

NEET	2018	2019	2020	2021	2021 Cohort	2021 England	2021 Yorkshire & Humber	2021 Difference to England
All children	4%	4%	3%	4%	10,660	6%	6%	1%
SEN Support	n/a	11%	5%	7%	290	10%	10%	2%

18 year olds at Key Stage 5 (A Level)

- 2021 provisional results indicate an increase in the Average Points Score (APS) for the 3 best A Levels at 37.9 (compared to 36.6 in 2020), with the national rate at 41.6
- A slight increase in the Average Point Score (APS) for the A level cohort at 39.9 (compared to 39.0 in 2020), slightly lower than the national rate of 41.6
- And an increase in percentage of 3+ A grades / double awards at 21.7 (compared to 18.7 in 2020), lower than the national rate of 28.9

Caution to be taken when comparing 2020 results with 2021, due to different methodology around Covid

19 year olds qualified to Level 2 and Level 3

- Overall, Kirklees is above both regional and national averages for those achieving a level 2 or 3 qualification by the age of 19
- The overall % achieving a full level 2 increased to 32.6% from 27.2% for the SEN cohort, but decreased from 13.9% to 13% for the EHCP cohort

How much have we done?

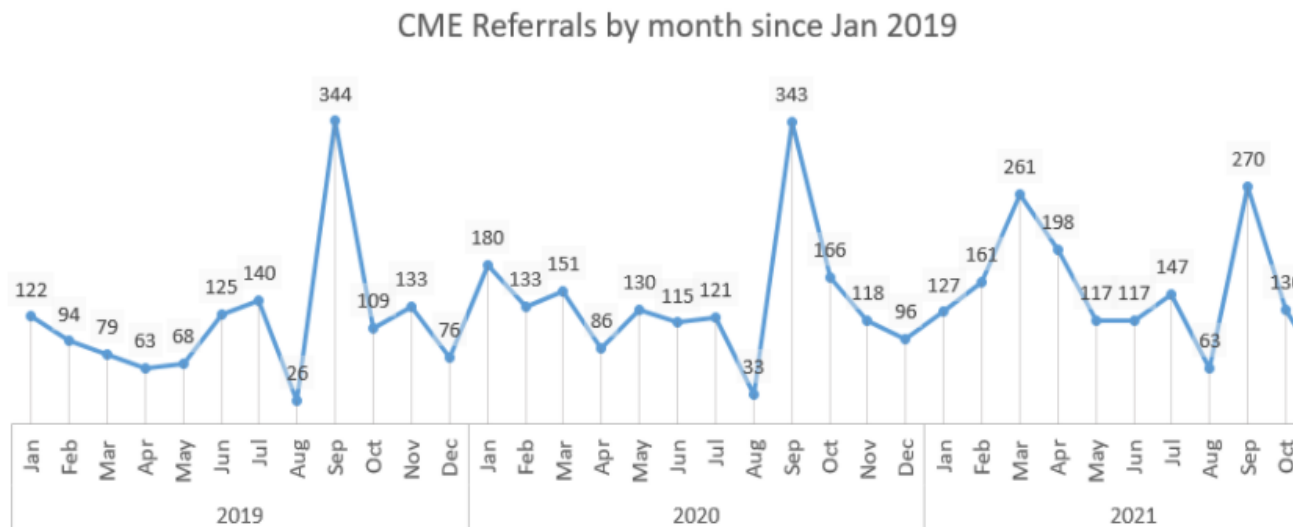
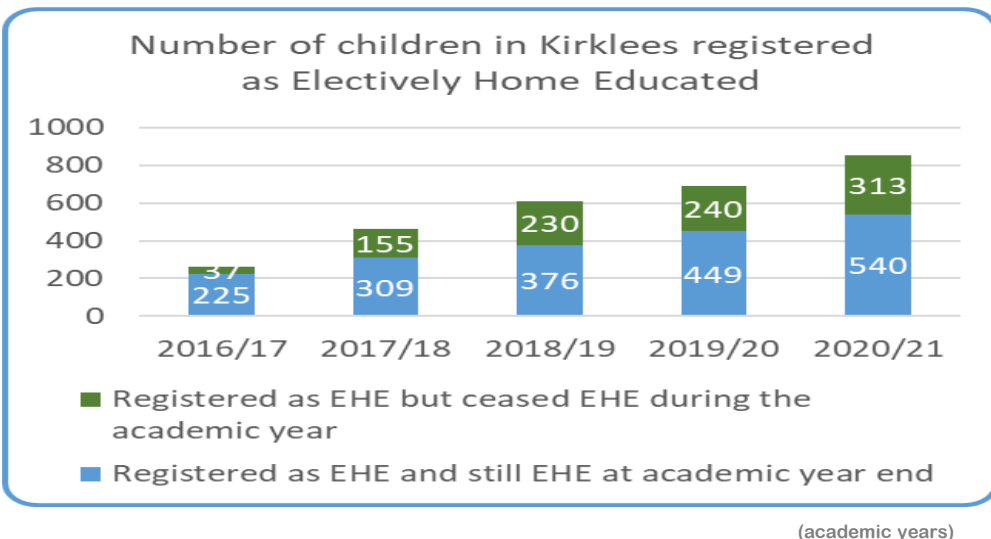
It is also significant that Kirklees invests heavily in NEET prevention and CEIAG activity and continues to increase resource for inclusive progression targeting the SEN and EHCP cohorts. The quality of local post-16 provision is strong, though the options for sub level-2 and appropriate alternative provision is thin. Significant attempts to improve this market involve the increase in internship and traineeship offers locally, the development of Project SEARCH internships, and successful expansion of pre-apprenticeship offers.

Post-16 Destinations

- Progression from school to post-16 destinations is generally **very strong** in Kirklees, with performance for the overall mainstream cohort. Across 2021 Kirklees averaged a year 12 and 13 NEET + not known rate of 4.1%, against an average for England of 5.5% and a Yorkshire and Humber average of 6.3%.
- Successful and sustained progression to post-16 destinations is less strong amongst children identified with SEN at school and the subset of those with EHCPs. 2021 NEET + not known rates for the SEN support group were 7.2% and for the EHCP group this was 8.2%.



Outcomes



Impacts of the Pandemic

- Numbers of children electively home educated remained steady over the course of the pandemic. However, there was a **significant increase** at the beginning of the new school year 2020/21, with a figure of 580 being 34% higher than comparison with the previous September
- For 2021/22 academic year to date (as at 10th November 2021), we have had 590 children registered as EHE, of which, 101 have ceased, leaving 489 currently open
- We are seeing an **increase** in children being home educated for temporary reasons whilst awaiting a school placement at their preferred school, and also an increase in numbers with mental health concerns
- Numbers of children missing referrals fluctuated significantly but this **mirrors the pattern** in previous years, so the pandemic did not appear to have made an impact
- The spike in September is seasonal, with a high number at the beginning of each year, which reduces as investigation resolve issues raised

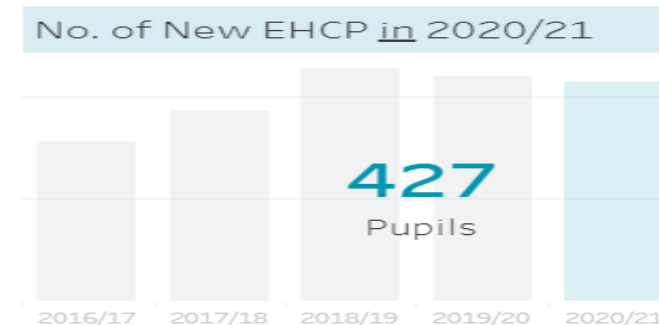


Special Educational Needs and Disabilities (SEND) and Children & Young People with an Educational Health & Care Plan (EHCP)

Outcomes

We have seen a significant improvement in the proportion of all new EHC plans issued within 20 weeks at over 80% placing Kirklees in the 1st quartile (January 2021). Our current performance however does fluctuate over quarterly periods. We know there is further work to do in relation this, particularly in relation to yearly reviews.

	Jan-17	Jan-18	Jan-19	Jan-20	Jan-21	England Rank	England Quartile	England Average
Proportion of a new EHC plans issued within 20 weeks	17.2	49.8	44.5	71.5	83.4	36	A	55.6



Impacts of the Pandemic

We know as the result of increasing numbers of young people have recognised additional needs, and the pressures of COVID-19, that waiting lists for some therapies have become too long. We are addressing this with extra investment. We also recognise that our educational outcomes for young people with SEND need to be improved and that the transitions young people make growing up can be improved. We are focusing on capturing across the partnership the impact we have made and how effective the integration has been for families.

The COVID-19 pandemic has often had a disproportional impact on children with SEND because of their vulnerabilities. We are proud of how, **Kirklees working together**, have supported them by ensuring that large numbers could still continue to attend school or were well supported to learn from home. We also strived to keep as many services open as possible but we do acknowledge there has been an impact because of COVID-19.

How much have we done?

Improvement priorities

Our **aspirations** for children and young people with SEND are not any different to all children, we want them to achieve the very best. We strive to deliver the best outcomes for all our children with SEND across the partnership. This vision is also consistent with the Council's Vision for Adult Social Care and helps ensure a common aspiration.

In 2019 a 10 point SEND Improvement Plan developed upon the existing improvement work aligning a number of key workstreams which covered the whole partnership. In 2020 we developed our **Transformation Plan** which built upon the foundations of the 10 Point Plan. This outlined for children with special educational needs and disabilities an ambition for change across partners, demonstrated through our Inclusive Ambitions, the visibility of SEND in key strategic documents as well improvements in our processes and actions. This has taken place at the same time as addressing issues arising from the COVID-19 pandemic.

in line with the ambitious SEND Transformation Plan, we have successfully **secured £36 million investment in capital build projects, for ambitious re-building of two special schools**. The projects will increase specialist capacity, increase quality of facilities, provide a vehicle to enhance outreach and learning opportunities, and develop the offer for young people with SEND to meet future challenges.

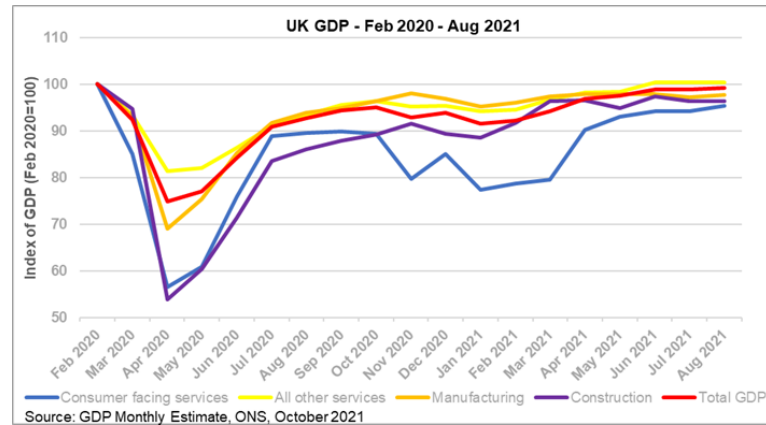


(5) Kirklees has sustainable economic growth and provides good employment for and with communities and businesses



Business growth

Impacts and Outcomes

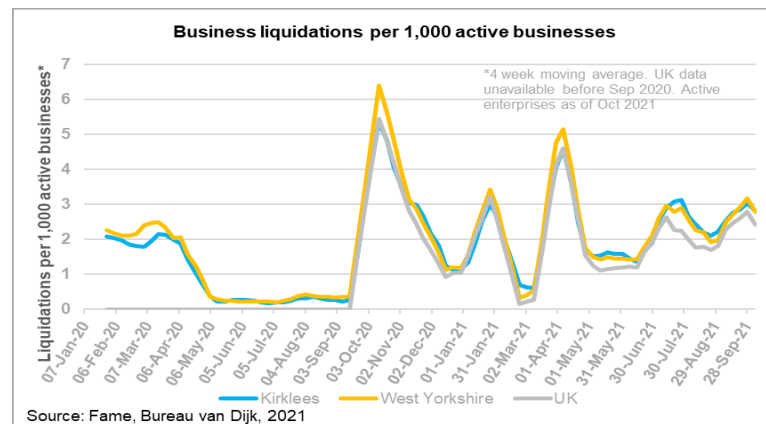


Local data showing headline economic output for Kirklees is not yet available for 2020. However, national data shows that the UK economy declined by 9.8% during 2020 – the largest fall in GDP for 300 years. Although the national economy has seen strong growth since restrictions began to ease, it remains 0.8% smaller in August 2021 than in February 2020. There is some evidence to suggest that, both nationally and locally, supply chain and recruitment issues have slowed the pace of the economic recovery.

Consumer-facing services remains furthest from its pre-COVID level with output 4.7% smaller than February 2020, though all other services output now exceeds February 2020 by 0.4%. Manufacturing is 2.3% below February 2020 and construction is 3.7% smaller.

Business liquidations are presently slightly elevated when compared to pre-COVID. As of 5th October, an average of 78 businesses per week were being liquidated in Kirklees, based on a 4 week moving average. This compares to an average of 55 in Q1 2020, prior to the first lockdown. Though disruption to processing activity at Companies House makes year on year comparisons difficult, it appears that business failures have been kept relatively low through a combination of the financial support available to businesses and legislative changes to minimise liquidations during the pandemic, though these changes are now easing. Some sectors continue to face reduced demand, particularly where COVID-related restrictions have persisted for longer such as international travel and tourism. The persistence of these issues may impact on business viability in some instances.

The latest forecasts from the Office for Budget Responsibility (OBR) suggest that GDP will increase by 6.5% this year, faster than previously anticipated as the economy recovers from the pandemic. Whilst the medium term outlook is more positive than in previous forecasts, the OBR still anticipate there will be some degree of scarring (or permanently reduced output) of around 2% of GDP, and there remain significant uncertainties around how the labour market readjusts to the removal of support, as well as how shortfalls in capital investment, innovation, and the acquisition of skills will be addressed as the UK emerges from the pandemic and the EU exit transition period.



Business growth

How much have we done?

341 businesses have engaged with the Business, Economy & Growth Service as of Q2 2021. Half of these engagements have related to start up support with the remainder split across Key Account Management, SME Growth Manager support, inward investment and business centres. The Council's business centres are at 82% of capacity as of Q2 2021 – relatively unchanged from Q1. Comparison with 2020/21 is difficult as the administration of grants support to businesses during the pandemic resulted in some business support activities being scaled back.

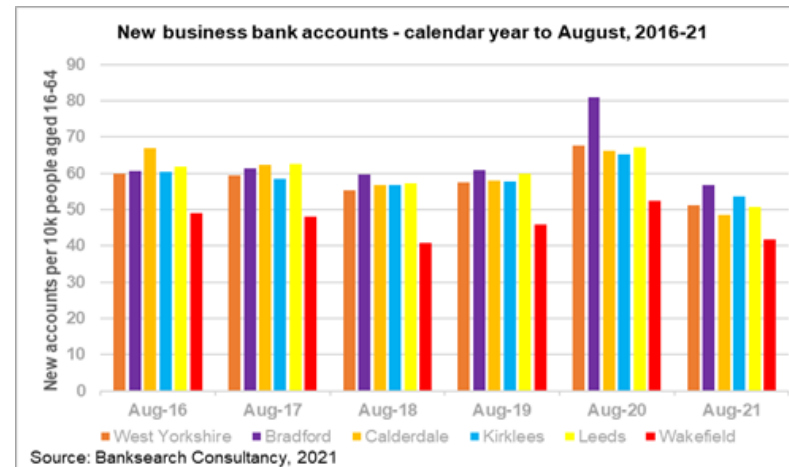
	Number of businesses engaged	FTE jobs created through support	Public/private investment leveraged	Number of business starts supported
2021/22 to date	341	152	£6,844,500	61

Next Steps

- Delivery of the Local Economic Recovery Programme has commenced with financial support from West Yorkshire Combined Authority, with the package of support including local innovation vouchers; enhanced business start-up support; support for music sector businesses and employer Apprenticeship grants.
- Work is underway to refresh the Kirklees Economic Strategy, focused on the long-term economic challenges/opportunities facing the area including business productivity, inclusive growth and net zero.
- Other initiatives commencing delivery include the Station to Stadium Enterprise Corridor masterplan and Business Centres Review
- Work will continue to be required to understand the short/long-term impacts of COVID-19 and this will shape future support.

How well have we done it?

The Business, Economy & Growth Service's engagement with businesses has supported 59 new business starts and helped to retain 2 businesses in Kirklees, as well as aiding the creation of 152 new full time equivalent jobs. This activity has also leveraged £6.84m in public and private sector investment in 2021/22 to date. COVID-19 continues to influence service delivery and whilst growth opportunities have enabled some businesses to expand, many have continued to seek support and advice to survive the pandemic, albeit in lower numbers than last year.



1,463 new business bank accounts were opened in Kirklees in the 2021 calendar year to August. This is 18% lower than the same period in 2020. Some of 2020's rise is likely due to new businesses started whilst people were away from work, as well as businesses ensuring they met eligibility requirements for some COVID-related support. New accounts opened so far in 2021 are 7% lower than in 2019.

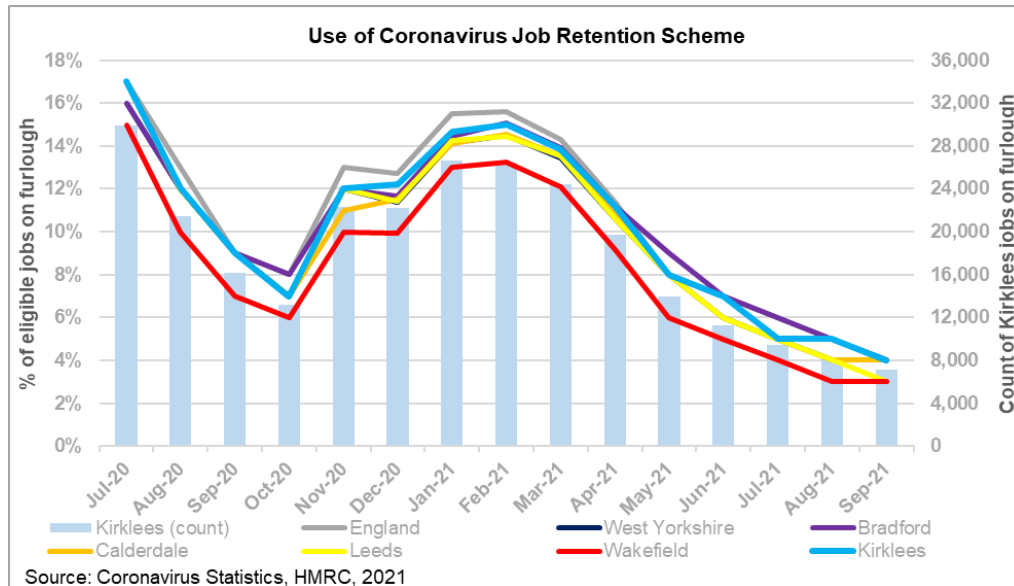
There have been 53.6 business starts per 10,000 people aged 16-64 in Kirklees so far this year. This is higher than the 51.2 across West Yorkshire, and second only to Bradford 56.8 among West Yorkshire districts. Kirklees' year on year growth rate of -7% 94th highest out of 309 English districts. 37.4% of new business bank accounts opened so far this year in Kirklees were registered in the 20% most deprived areas. This is down from 39.7% in 2020, but higher than the 35.7% seen in 2019, and substantially higher than the 31% averaged between 2008 and 2015. This may also reflect increased access to start-up/advice support through the Council and other providers



Sustainable economy

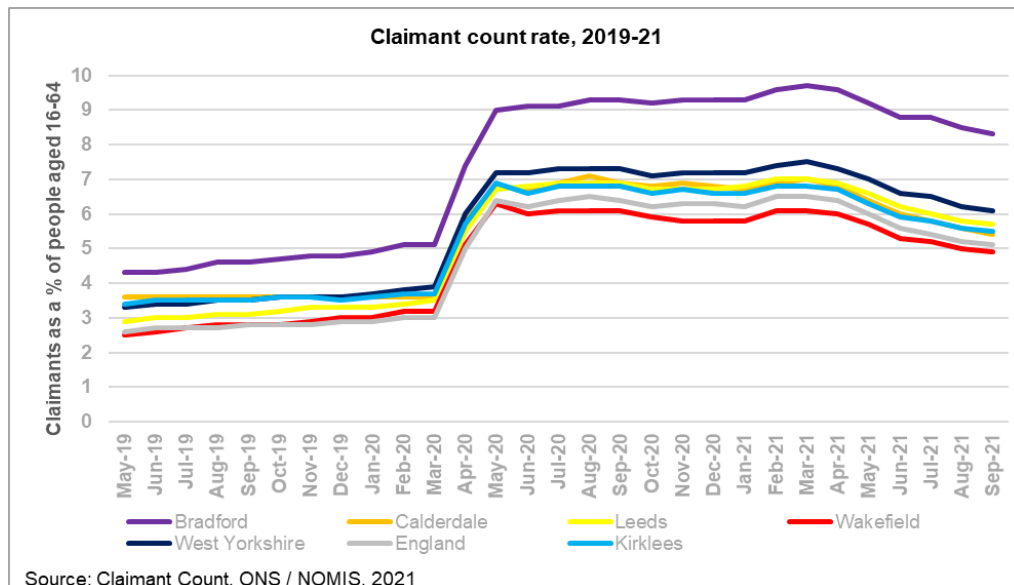
Employment, skills and training

Impacts and Outcomes



In July 2020 there were almost 30,000 jobs on furlough in Kirklees, 17% of all eligible employments. This fell through the summer and early autumn but rose again with further lockdowns in November and January, with the second peak reaching 26,500 furloughed jobs in Kirklees - 15% of the eligible total. Use of the scheme fell from spring 2021 onwards as restrictions eased. However, by the scheme's end in September 2021 there were 7,100 jobs furloughed in representing 4% of eligible jobs.

Take up of the scheme has been very similar in Kirklees to England and West Yorkshire as a whole throughout the pandemic. Although use of the Job Retention Scheme lessened significantly as it wound down, the fact that over 7,000 people remained furloughed in Kirklees at its end emphasises the need to continue to monitor changes in the labour market closely in the coming months.



In line with the rest of the country, the number of people claiming out of work benefits spiked in Kirklees at the onset of the pandemic in March 2020. It peaked at 90% above January 2020 levels in May 2020, which is slightly below the 118% increase seen in England. Claimants have fallen steadily from February 2020 onwards, but as of September 2021 remain 54% higher than January 2020 in Kirklees and 76% higher nationally. Although the absolute increase in claimants has been lower locally, the claimant count rate (claimants as a proportion of residents aged 16-64) remains higher in Kirklees (5.5%) than in England (5.1%).

It should also be noted that the claimant count has increased more markedly than the official unemployment rate through the pandemic. This potentially reflects people claiming out of work benefits due to lower incomes through the pandemic, as well as technical and administrative issues.

Unemployment has remained lower than most analysts anticipated through the pandemic, and since the onset of recovery job vacancies have reached record highs. Vacancies in Kirklees are around 50% higher than prior to the pandemic, according to data from WYCA / Labour Insight. At West Yorkshire level, vacancies are increasing in all occupations but are highest in health & care, IT and business management – all of which have seen vacancies double since prior to the pandemic.



How much have we done?

1,875 adults have been supported through the Employment & Skills Service so far in 2021/22, representing a slight increase on 1,787 in the same period last year. 242 businesses have been supported in relation to workforce development, staffing and recruitment so far in 2021/22, up from 158 in the same period last year. 115 of these have been supported through the Kickstart scheme to support 16-24 year olds at risk of long term unemployment.

Over £3.7m of funding has been commissioned to 27 delivery partners to support this work. Alongside this, the Council continues to work closely with partners to ensure that employment and skills initiatives support the economic recovery in Kirklees.

Next Steps

- Although the latest forecasts suggest unemployment will peak lower than previously anticipated, there remains significant uncertainty in the labour market, given the relatively high number of people still furloughed at the scheme's end and the significant recruitment challenges facing many occupations and sectors.
- Research is also being undertaken to understand current challenges facing businesses around the supply of skills and labour, and this will inform future support.
- A new employment and skills strategy is in development to inform future delivery. This will seek to increase engagement in adult learning and basic skills development and increase employer investment in workforce skills.
- The strategy will also widen the range of Works Better clients whilst focusing on vulnerable residents, and develop a wrap-around Apprenticeships offer for young people and employers.
- Alongside this, there will be an increased focus on collaboration and joint working both internally and with partners to maximise the opportunities for the district from initiatives including the Mayoral pledges.

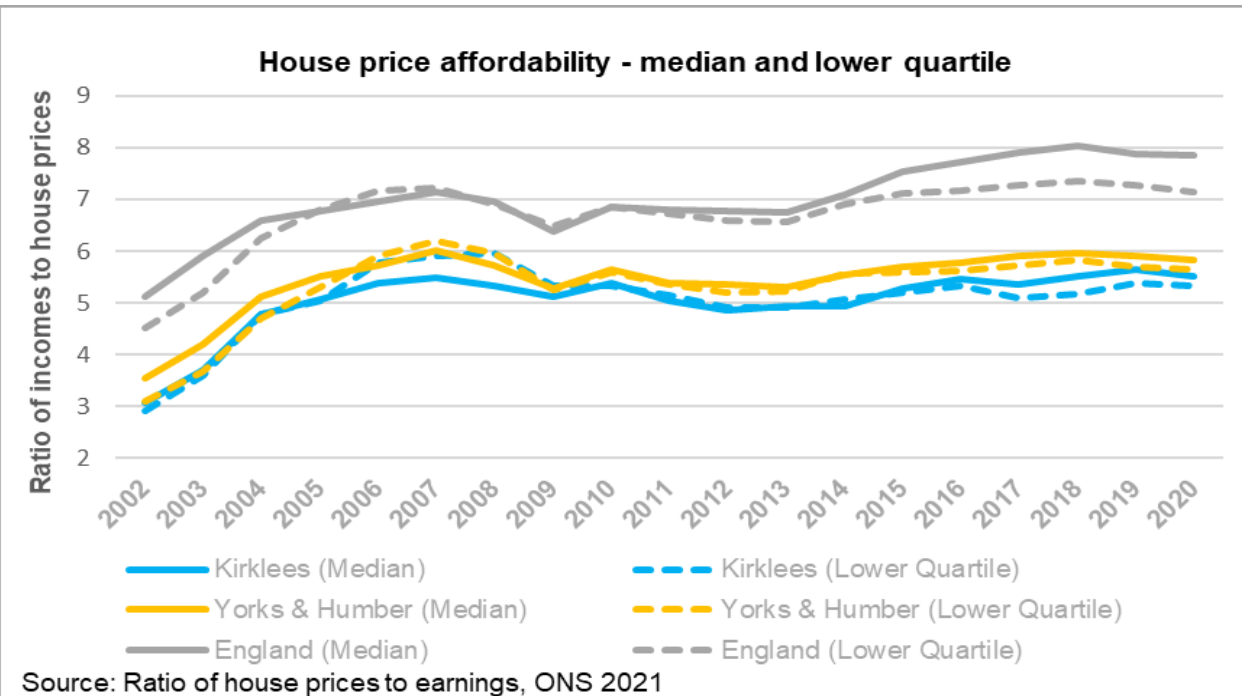
How well have we done it?

1,374 residents aged 16+ have improved their skills as a result of the Employment & Skills Service's provision. Whilst this is down slightly on the same period last year, the number of people moving into work and apprenticeships as a result of the Council's Employment & Skills provision has increased by 55%, from 401 to 622. Half of these have been supported through the Works Better initiatives, with 133 supported via Kickstart.

	H1 2020/21	H1 2021/22
Number of businesses supported with workforce development / staff / recruitment	158	242
Number of residents aged 16+ supported through Employment and Skills provision	1787	1875
Number of residents aged 16+ improving their skills through Employment and Skills provision managed by GR	1463	1374
Number of people moving into work and apprenticeships as a result of Council Employment and Skills provision.	401	622



Housing and planning



Impacts and Outcomes

Like many industries, the housing market was severely impacted by COVID-19 in 2020, with both sales volumes and house building subdued by the pandemic.

Volumes of house sales fell by 27% in the first half of 2020 compared to 2019 both locally and nationally. Whilst the first half of 2021 has seen a recovery, this has been less pronounced locally. Sales in Kirklees are 11% below 2019 levels, whilst across England they are 4% above 2019. House prices have risen sharply in many places since early 2020, reflecting challenges of supply and demand and also reflecting differing factors affecting peoples' property choices as work and commuting patterns have been disrupted. In Kirklees, as of August 2021, average house prices were 11% higher than the same period in 2019, whilst prices are 12.7% across England.

Although local earnings data does not yet allow analysis of affordability for 2021, the data for 2020 shows median house prices were 5.5 times median earnings in Kirklees, and for lower paid workers, prices at the 25th percentile are 5.3 times 25th percentile earnings. Prices are in excess of 7 times earnings across England. As such, although Kirklees is more affordable than many places, home ownership remains a challenge for many.

The latest data for the private rented sector for March 2021 shows overall rents (encompassing all property types) were relatively static in Kirklees compared to a year earlier at £505. This is around 69% of the England average, whilst house prices are 61% of England level.

Median private sector rents, March 2021	Room	1 bed	2 bed	3 bed	4+ bed	All PRS rents
England	£412	£650	£700	£800	£1,350	£730
West Yorkshire	£368	£495	£575	£650	£975	£595
Kirklees	£303	£400	£495	£ 625	£800	£505



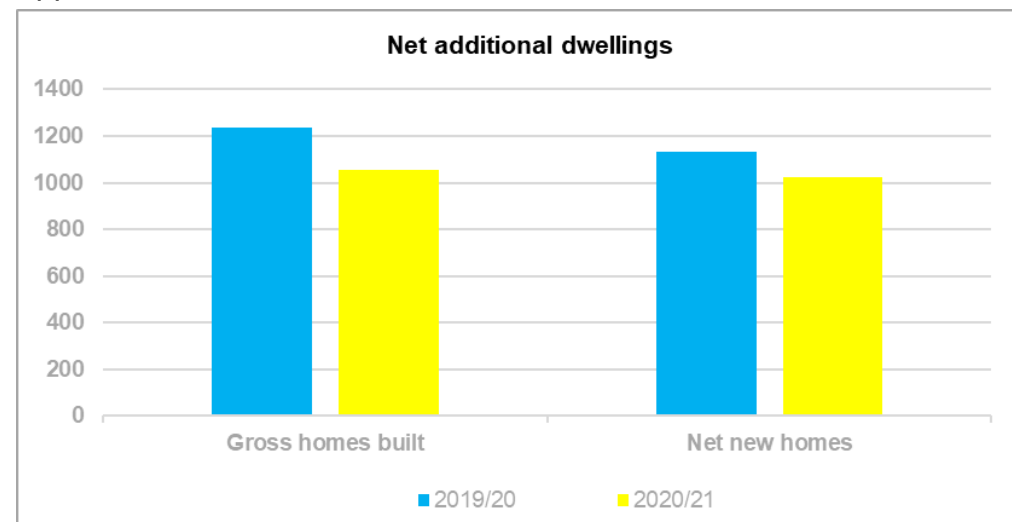
Housing and planning

How much have we done?

The total number of planning applications in hand has been elevated since Q2 2020. Although applications in hand dropped by 4% between Q2 2020 and Q2 2021, it remains 26.4% higher than in 2019.

Total number of Planning Applications that are in hand	Q1	Q2	Q3	Q4
2019/20	3499	3340	3234	3286
2020/21	3786	4397	4324	4143
2021 to date	4353	4221	-	-

1,056 gross new homes and 1,021 net additional homes were delivered in 2020/21. Net new homes were 10% down on the previous year, against a target of 1,730 additional homes set out in the local plan. As of April 2021, there was a pipeline of 7,046 dwellings with planning approval.



How well have we done it?

The number of applications undetermined between 27 and 52 weeks has increased by 20% since 2019/20 – a slightly lower increase than the number of applications in hand overall. 95% of major applications were determined in time in Q2 2021/22, consistent with in 2019/20, albeit down slightly from the 100% achieved in 2020/21.

Planning Applications undetermined between 27 & 52 weeks	Q1	Q2	Q3	Q4
2019/20	343	367	378	429
2020/21	463	547	514	508
2021 to date	449	440	-	-

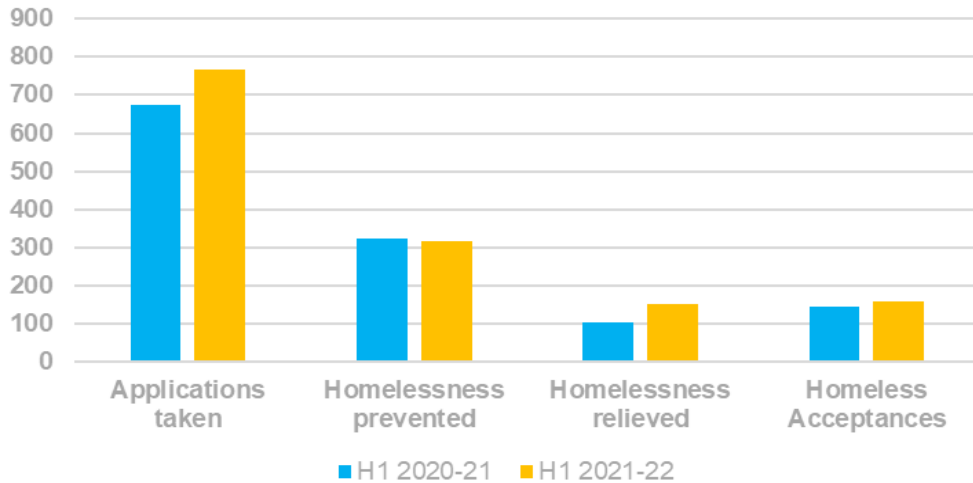
Next Steps

- Work will continue to understand the changing ways in which people live, work and commute in Kirklees and how this affects the roles of the district's towns and other places, and relationships with places beyond Kirklees.
- Delivery is already focusing on supporting the post-COVID recovery through developing more resilient and diverse centres, including the delivery of the Dewsbury Blueprint, the Cultural Heart project in Huddersfield and further housing growth on a range of sites including Dewsbury Riverside.

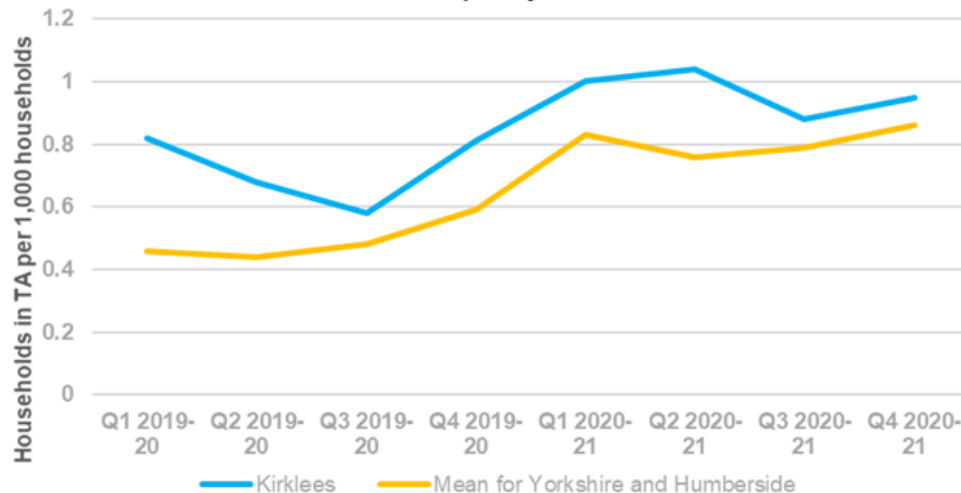


Homelessness

Homelessness applications and prevention



Households in temporary accommodation



Source: Understanding Homelessness, LGInform, October 2021

Impacts and Outcomes

- The number of homeless applications taken by Housing Solutions has increased slightly in the first half of 2021-22 compared to the same period on 2020-21, from 675 to 765. Homeless prevention and homeless acceptance numbers are broadly similar to previous year, whilst instances in which homelessness was relieved increased from 105 to 151.
- There has been a rise in cases presenting due to private rented tenancies ending, in light of the lifting of the COVID-related ban on evictions.
- There are significant pressures arising from lack of availability of social housing, however, which does mean that it is much harder to secure successful prevention/relief outcomes, and the number of households in temporary accommodation, and length of stay in temporary accommodation are of significant concern.
- The official rough sleeping snapshot count is done annually and reported to Government. The figure for 2019 was 16, which reduced to 4 in 2020. The 2021 count will be undertaken shortly.
- The vast majority of entrenched rough sleepers have been identified and brought in off the streets. Wraparound support is ongoing, to ensure former rough sleepers can maintain their accommodation.

Next Steps

Future plans/priorities in relation to homelessness include:

- Work to identify alternative/additional temporary accommodation options
- Recruitment of a new team to generate alternative private rented housing options for customers facing homelessness
- Deliver and manage emergency accommodation through this winter's Severe Weather protocol;
- Improve pathways to support and accommodation for specific vulnerable cohorts including ex-offenders, refugees, young people.



Impacts and Outcomes

The pandemic has altered how people move around Kirklees and the reasons for the journeys they make. This is evident in the use of Huddersfield's Queensgate Market, which dropped by 95% at the onset of the initial lockdown. Although this began to recover as restrictions eased it remained below pre-pandemic levels.

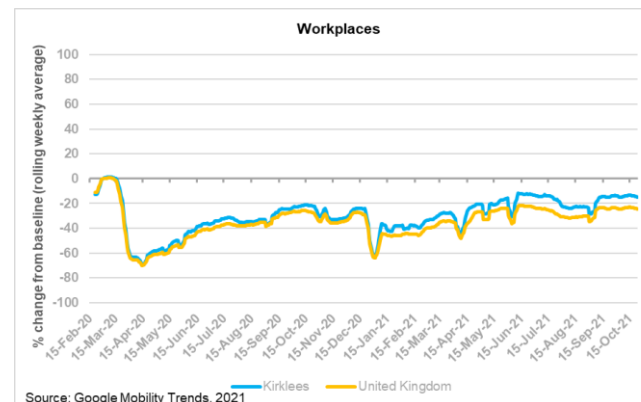
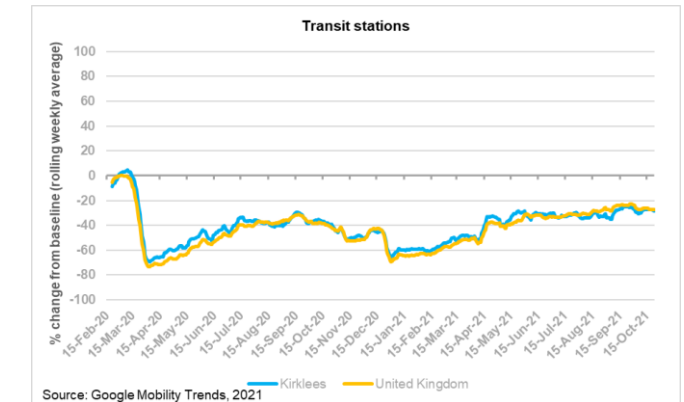
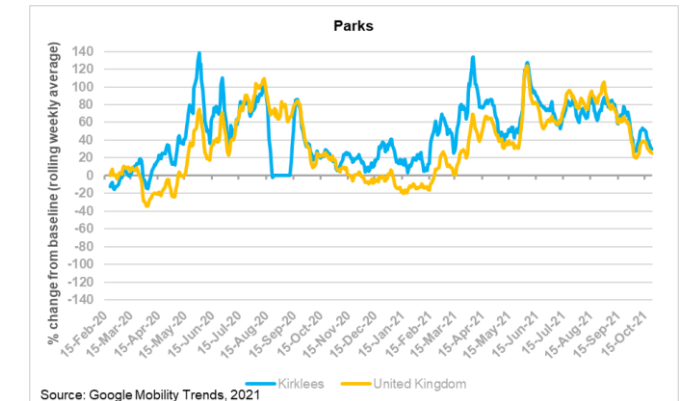
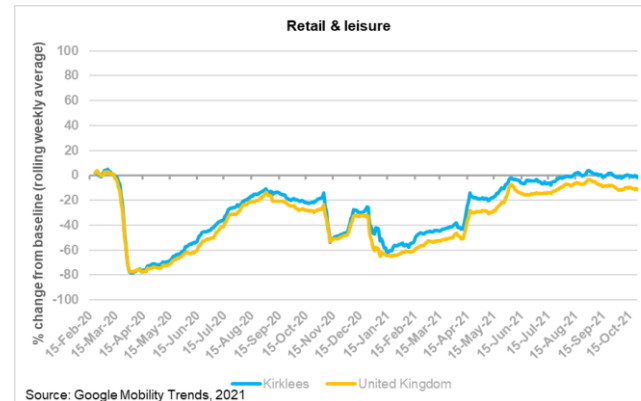
Markets in Huddersfield and Dewsbury are currently operating at reduced capacity due to forthcoming regeneration projects. However, a range of events have helped to boost activity in recent months and it is anticipated that the regeneration will help to attract increased visitors and spend on completion.

Analysis of data from Google Mobility Trends for Kirklees shows the lockdowns in Spring 2020 and early 2021 had a particularly large impact on retail and leisure activity, whilst also affecting grocery and pharmacy shopping, and transit stations.

Workplace activity has remained below pre-pandemic levels since the first lockdown began. However, activity is closer to normal in Kirklees (15% below baseline in the week to 23rd October) than it is nationally (24% below baseline). This likely reflects the types of roles and industries prevalent locally and the degree to which people are able to work from home.

Notably, the use of parks is the only area monitored to have seen consistently higher levels of activity, particularly since the easing of the first lockdown.

Data is now being collected to locally monitor footfall in Huddersfield and Dewsbury town centres, and options are being considered to extend the scope of this in the coming months.



(6) People in Kirklees live in cohesive communities, feel safe and are protected from harm



Headlines

Outcome Definition

We want everyone to be proud of the communities in which they live, feel happy, be safe, and get on well. Enabling people to get actively involved in their neighbourhoods and the decisions that affect them will create stronger communities and a more cohesive district.

Headlines

As Social Restrictions eased in the first 6 months of 2021/22, face to face service delivery gradually returned (incorporating new approaches introduced over the pandemic) including the launch of a new library in North Huddersfield. Work has begun on a range of strategic priorities that were displaced during the COVID emergency response such as the ASB review, Communities Plan and strategies relating to Hate Crime, Modern Day Slavery and Domestic Abuse.

The impact on well-being of over a year's restricted social contact was picked up by Community Plus staff. This resulted in a concerted effort to increase provision through reinvigorating the community and voluntary sector.

Communities staff worked alongside partners to make neighbourhoods safer by reducing crime and anti-social behaviour. Place Standard conversations in targeted areas across the district enabled residents to establish both positive factors and areas of improvement for their local area.

The Community Champions Programme was launched during Q1 and since then has seen collaborative working with voluntary and community sector groups to promote safe behaviours and vaccination take up in areas of highest infection levels.

During the first 6 months of the year, Kirklees became part of the Afghan resettlement programme and started to build on the existing infrastructure in place to support families. There is however an ongoing risk about the availability of suitable housing in close proximity to support services.

Current Picture

The first 6 months of 2021/22 has seen overall crime levels return to pre-pandemic levels although property crimes such as vehicle theft and burglary remain approximately 50% lower than levels previous recorded.

Offences of violence against the person has fluctuated over the past 18 months although the trend has been generally increasing. However, it is important to note that the majority (~80%) of violence against the person offences involves no injury sustained as opposed to those resulting in injury (~20%).

	Quarter 1			Quarter 2		
	2019	2020	2021	2019	2020	2021
Total Crime	11,884	9,699	11,269	12,068	10,638	11,178
Violence	4,484	4,337	5,156	4,583	4,620	4,999
Vehicle Crime	903	491	466	1,044	522	510
Burglary	1,005	487	397	919	444	411



Current Picture

The new duty on **Serious Violence** requires Local Authorities to work with Partners to collectively tackle crimes such as homicide, knife crime, and gun crime and areas of criminality where serious violence or its threat is inherent, such as in gangs and county lines drug dealing.

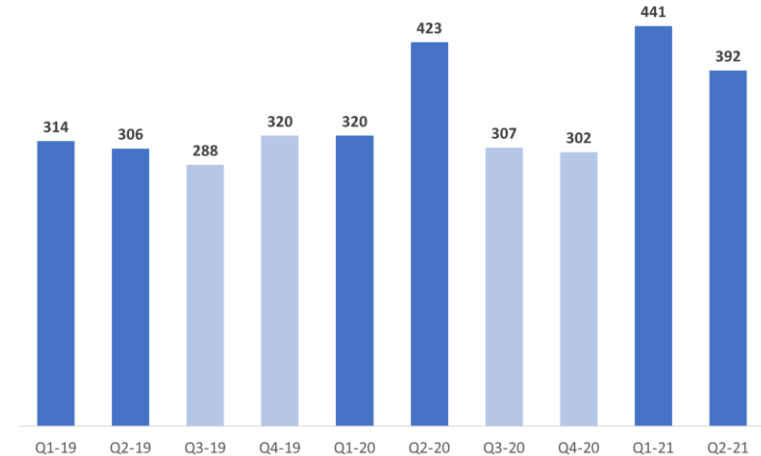
In the first 6 months of 2021/22, there were 212 offences of Serious Violence recorded in Kirklees which is an increase on the previous year's figure of 157. This was affected by the closure of the night-time economy and other public space, perhaps a more reliable comparison is the previous year's figure of 168 offences. Funding through the West Yorkshire Violence Reduction Unit (VRU), has been utilised to tackle violence in identified areas, working closely with local community groups and schools to deliver bespoke programmes of work and interventions, including mentoring for those identified as most at risk.

From the latest available perceptions results (March 2021, WY Combined Authority), 76.2% of respondents said they **felt safe in their local area** (representing a 3% reduction on previous year – although this may be due to a shift from targeted telephone to self-selected online surveys). The top 3 concerns for respondents from Kirklees are (1) Dangerous driving, (2) litter and (3) problem parking.

The perception of whether people from **different backgrounds get on well together** is reported as 53.6% (down 1.1%) which is slightly less than the figure of 56% for West Yorkshire (down 1.2%).

Hate Incidents

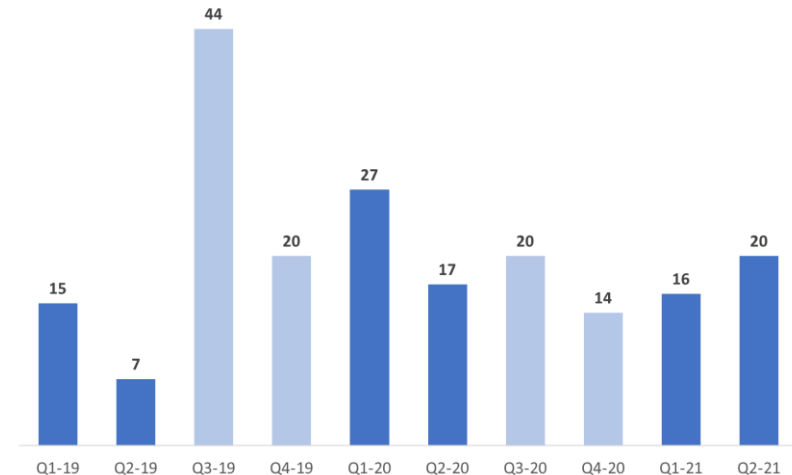
Although the number of **hate crimes** has varied on a monthly basis, the overall volume of incidents recorded in the first 6 months of 2021/22 (833) is 12% higher than the previous year (743). This is likely to be the result of increased confidence and better recording although there has been an increase in neighbour related incidents, some of which start as anti-social behaviour and disputes which have increased over the lockdown period.



Modern Day Slavery

The number of **modern day slavery** (human trafficking) offences recorded in the first 6 months of 2021/22 (40) remains fairly comparable with the previous year (46).

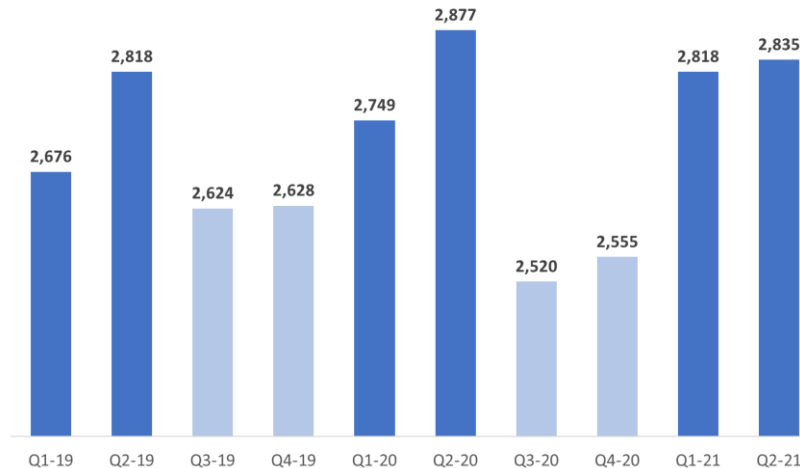
Analysis of monthly trends highlights significant spikes in the number of offences which are connected with either recording of historic cases or where a targeted operation has taken place.



How much and how well are we doing

Domestic Abuse

The number of domestic abuse incidents reported to the police during the first 6 months of 2021/22 is relatively stable (after it peaked in July 2020). During this period, concerted efforts have been made to promote the reporting of concerns at the earliest opportunity if abuse is suspected – through an awareness and communications campaign.



Q1/2 saw staff and services from across the partnership delivering services in person – this has increased the capacity to spot signs of domestic abuse at an early stage. Using knowledge gained through remote working, partnership multi-agency risk assessment conferencing is being undertaken online to increase efficiency.

In response to the new Statutory Duty to support people in safe accommodation, a needs assessment was undertaken in Q2, which drew on multi-agency data to identify current support needs. Key themes which emerged were engaging with marginalised groups, mental health and focusing on the needs of children.

Safer

As lockdown restrictions were eased in Q1, the work of the **Community & Environmental Support Officers (CESOs)** shifted from COVID support back towards more traditional work – namely engaging with 891 residents (with appropriate risk assessments in place), addressing issues identified through multi-agency problem solving meetings and environmental problems such as littering. During Q2, CESOs have focused on joint work projects alongside Elected Members and officers from key partner agencies (Police, Housing, Environmental) to work on neighbourhood hotspots.

During Q1/2 **ASB staff** have used a combination of online technologies and in person contact to support victims and manage anti-social behaviour, including through tenancy enforcement which was re-introduced in Q1. There has been a focus on personal anti-social behaviour and in particular neighbour related issues which have developed into more complex cases since the start of lockdown.

	2021	
	Q1	Q2
Number of ASB Cases Managed	40	33
CESO Public Contacts / Engagement	481	410



How much and how well are we doing

Libraries Service

During Q1 / 2, Libraries started to return to in person delivery, although creative use of online technologies gave customers the opportunity to engage with authors from around the world. The role of **volunteers and friends of groups** continue to be crucial to the delivery of library services although a shortfall in numbers has meant the delivery of some services have been restricted.

In August 2021 there was an official event to celebrate the opening of a brand-new **library at Birkby / Fartown**. The library was developed in collaboration with local people to ensure provision met local needs and reflects the increased use of facilities at a neighbourhood level.

In August 2021, Kirklees Libraries were the first in the region to be awarded the **“Libraries of Sanctuary”** national award. This award is presented in recognition of the work undertaken by the library service to provide a safe and welcoming space for people fleeing conflict, persecution, and other circumstances.



Community Plus

During the first 6 months of 2021/22, Community Plus staff have supported 121 (exceeding the target of 100 for the year) individuals who are often lonely. They are supported to **develop social connections** in their neighbourhoods and thereby supporting their mental (and physical) health and well-being needs.

	2021	
	Q1	Q2
Support 100 individuals looking for social connection	105	116
Support 40 groups to open following Covid closures	40	71
Fund 30 new community lead projects	17	15

Community Plus staff have also supported 111 **community and voluntary sector groups** (against a target of 40) to re-open with the necessary risk assessments in place and creating a safe / welcoming environment for service users.

In addition to this work, Community Plus staff have provided tailored **information and advice** to 143 community groups (against an annual target of 50 groups) to enhance their delivery. In addition to this, 32 groups have received **funding** (against an annual target of 30) to ensure sustainable delivery.



How much and how well are we doing

Place Standard

During the first 6 months of 2021/22, a total of 1,765 people participated in **Place Standard** conversations through in person contact, group sessions and, drawing on what had been learnt through working differently during lockdown, through online platforms. Respondents identified what was good about their local area but also highlighted improvements to inform local action planning.

Analysis of the results of Place Standard conversations to September show the top 3 priorities relating to the 'feeling safe' theme differ between areas although some common themes relating to gangs and ASB, petty crime and drug dealers / users. In terms of solutions, the two which stand out as more frequently cited are providing activities for young people / youths and improving greenspace / environment.

Between April and September 2021, action plans have been developed (in Netherton and South Crosland, Linthwaite and Cowlersley) and residents in Honley have been supported in accessing £60K for youth provision using evidence from the Place Standard tool.

Voluntary and community sector

Voluntary and Community Sector (VCS) groups were significantly affected by the impact of COVID – some groups closed whilst others lost volunteers due to supporting COVID activities or shielding due to underlying vulnerabilities. The first 6 months of 2021/22 has seen groups supported in reopening safely and enabling volunteers to return and working with the sector to build capacity and access funding.

The number of people volunteering as part of the Council's employee volunteering scheme showed a marked increase in Q2 2021/22 but it is recognised that this is likely to be a significant underestimate – there is a plan in place to relaunch the scheme.

	2021	
	Q1	Q2
Organisations receiving Volunteering Support	29	29
Volunteering Hours in Kirklees	1,636	1,500
VCS groups supported (e.g. funding, advice, planning)	112	113
Organisations supported to access funding	14	29

The VCS team has worked with 225 groups in Q1/2 to support and advise them in areas such as provision of funding advice, informal training and guidance, supported with asset transfers and providing links to embed volunteering.



How much and how well are we doing

Migration and Re-settlement

Kirklees agreed to be a part of the **Afghan Relocation Programme** and is planning to support 79 individuals (approximately 16 families) over the next 12 months. Families can be located anywhere across Kirklees, although in the main this will be in Huddersfield, Batley and Dewsbury to enable people to access support services. A programme team is in place and additional staff are now being recruited and our first family has arrived in this period

Asylum Dispersal has seen significant pressures in the past 6 months and throughout COVID, hotels have been brought in to use by the Home Office accommodating 130 people. The approach of #KirkleesWelcomes is to support health, mental health, orientation, clothing and English lessons.

#KirkleesWelcomes is a partnership approach and collectively has supported and worked with Asylum Seekers, Refugees and Migrants during this period including 238 children through the International New arrivals Team, 161 English assessments, welcome mentors supporting 89 engagements, 129 new refugees supported with post asylum decision support and 57 vulnerable migrants receiving the support of the Essential Needs Fund.

The first 6 months of 2021/22 has been very reactive responding to Hotels and the Afghan Relocation Programme. However, wider development work has progressed with the establishment of a partnership approach to No Recourse To Public Funds, supporting complex cases relating to some of the most vulnerable people in Kirklees and establishing an Essential Needs Fund.

There is significant ongoing work to support COVID vaccination take up amongst vulnerable groups working with the CCG, Locala and Welcome Mentors and DASH. Newly translated 'Welcome To Kirklees' resources have been developed and the Council's web site now uses google translate which means information can be accessed in over 80 languages.

Cohesion

During Q1, Cohesion staff worked intensively on a variety of events which had the potential to raise community tensions including protests and demonstrations impacting on schools and local election activity. Cohesion staff engaged with communities to understand issues of local relevance and to highlight positive stories of collaboration. An example of this work is Carry My Story which works with schools to use lived experience of refugees and asylum seekers to encourage debate and understanding.

Surpassing our target, over 13,000 people have been supported by the Cohesion Team and partners to register with the Governments EU Settlement Scheme. A strong partnership approach over the past 12 months, and throughout Covid, has ensured the risks associated with non-registration such as homelessness and poverty, have been mitigated. The work resulted in a nomination for a LGC award for partnership.

The Cohesion team has supported in excess of 200 faith and community groups throughout the pandemic with information / webinars and distribution of PPE. More recently, the team has been supporting groups around safe operating procedures as restrictions ease.



PREVENT (Violent Extremism)

The overall threat level during Q1/2 has remained as Substantial but there have been increased risks including the resurgence of the Taliban in Afghanistan, far right activities (with an increasing anti-Semitic narrative) such as stickers in public places.

Increasing opportunities post-lockdown has enabled us to deliver more awareness sessions and for partners to identify safeguarding concerns at an early stage. Channel referrals are slightly up on the previous year (although this was impacted by lockdown restrictions) – the online threat remains a significant concern with more people spending more time online.

Inequalities

The Impact of COVID and related issues for individuals and communities have been disproportionately experienced across Kirklees in some of the more deprived areas – often with higher Black and Minority Ethnic populations. Monitoring of Community Tensions has shown examples of blaming relating to restrictions and vaccination take up which has been divisive.

This disproportionate impact on individuals and families has increased concerns regarding physical and in particular mental health with resulting negative coping mechanisms which are emerging as front-line workers increase their in person engagement.

During the first 6 months of 2021/22, work commenced on the development of the Kirklees Inclusive Communities Framework (ICF) which aims to embed inclusion into everyday business.

Design circles are in place through which partners and stakeholders can agree principles of the inclusive communities framework, highlight importance of place based working to enable all voices are heard and identify necessary data & intelligence necessary to inform and evaluate the work.

Next Steps

The past 18 months has had a significant impact on day to day living which has affected individuals and communities, in particular with their physical and mental health including uncertainty towards the future. As services return to in person engagement, it is likely that there will be a demand in support services such as Community Plus relating to well-being concerns including loneliness.

A combination of home focused living and safety fears and shielding by vulnerable people means that levels of volunteering have reduced and consequently there is a need to recruit more volunteers to provide support including delivering council services such as Libraries.

Geographically, the ongoing impact of COVID and related community safety issues has been felt more acutely in the more deprived neighbourhoods in the district – it is important that communities have a voice in shaping recovery plans – including through Place standard action planning.

A new Communities Partnership Plan will be developed during Q3 which will co-ordinate the work of partner agencies and the community and voluntary sector to collectively tackle crime, anti-social behaviour and develop more inclusive communities.



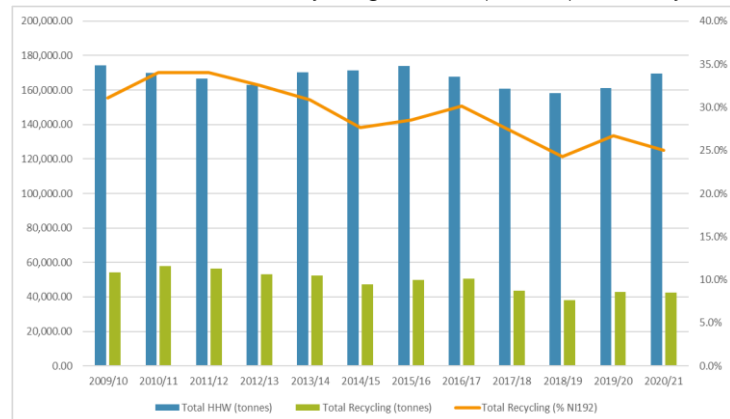
People in Kirklees experience a high quality, clean, sustainable and green environment



Population outcome indicators

Recycling rates & waste volumes

Household waste and recycling volume (tonnes) and recycling rates

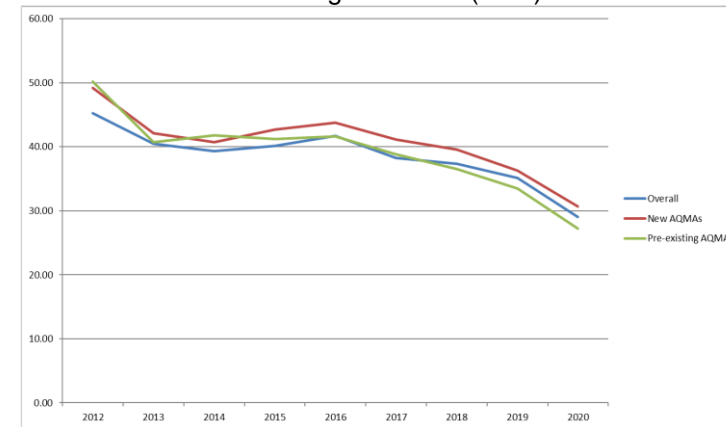


Source: WasteDataFlow, August 2021 (verified data)

- Just under 170,000 tonnes of waste were collected from Kirklees households in 2020/21. This is a similar volume to ten years ago and reflects a gradual increase in waste volume over the last three years.
- **25% of household waste was recycled in 2020/21.** This is the second lowest annual recycling rate in the last ten years (the lowest was 24.3% in 2018/19).
- In 2019-20 Kirklees had a lower recycling rate (26.7%) than all other LAs in the Yorkshire & Humber region (44.2%) and, nationally, Kirklees ranked 321 out of 342 local authorities. The national average recycling rate in 2019-20 was 43%.

Air quality

Kirklees annual mean nitrogen dioxide (NO₂) concentrations

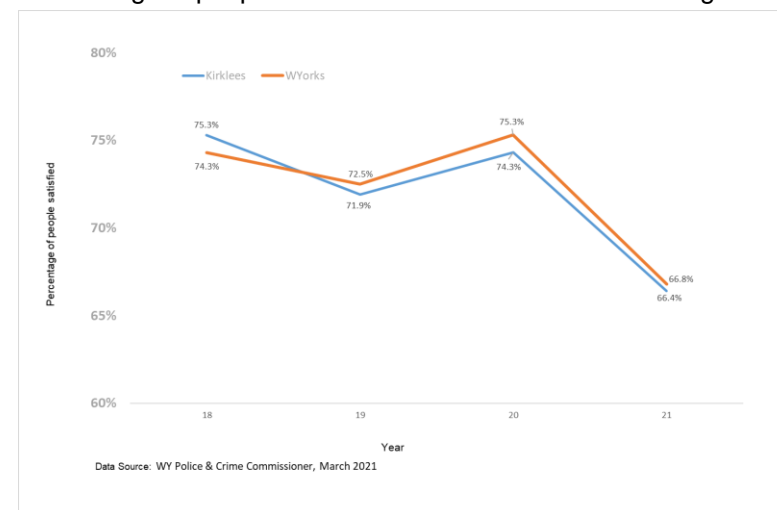


Source: Kirklees Council Air Quality Annual Status Report, submitted June 2021

- The two primary pollutants that provide an indication of air quality are nitrogen dioxide (NO₂) and particulate matter. In Kirklees, **the concentration of NO₂ has fallen districtwide**, but in some hotspots, this had stagnated over the last 5 years prior to the Covid-19 pandemic.
- Particulate matter (PM_{2.5}) concentrations across the district are compliant with UK target levels, although Kirklees would not be compliant with the lower World Health Organisation PM_{2.5} targets if these were to be adopted in the UK.

Satisfaction with local area

Percentage of people who are satisfied with their local neighbourhood

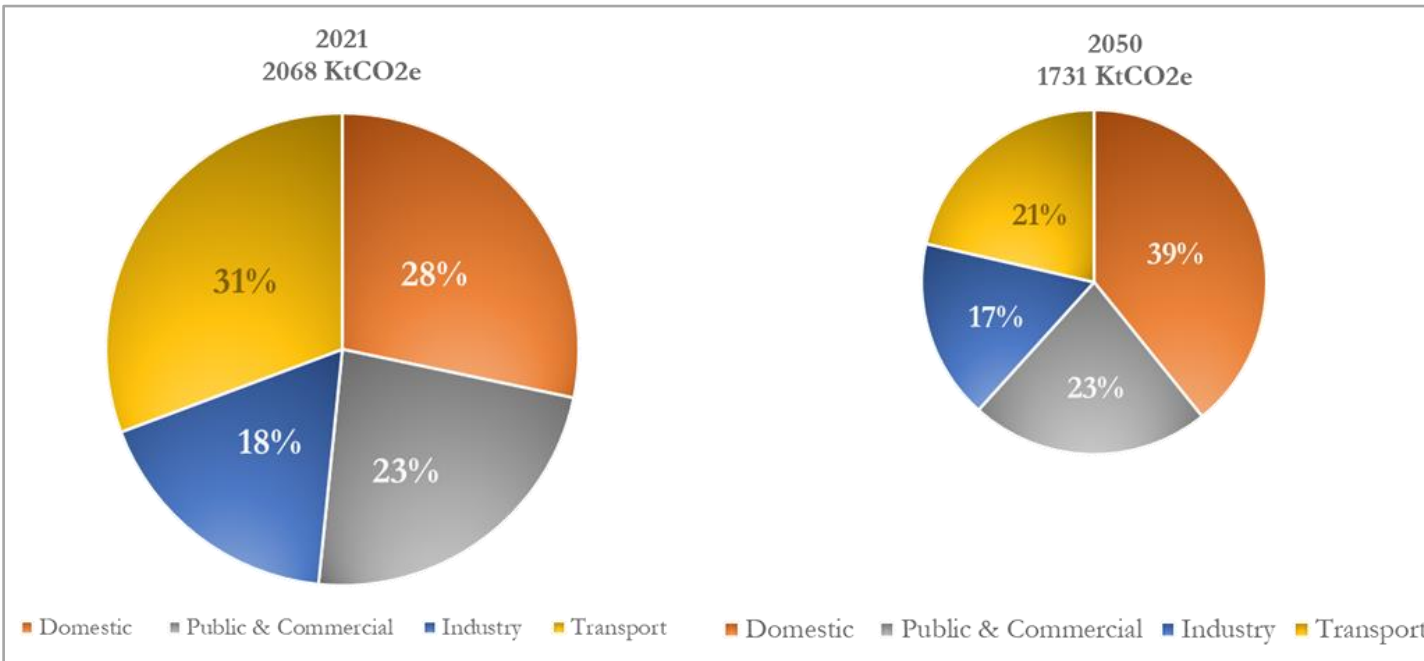


- **66.4% of people are satisfied with their local area as a place to live**
- This is a significant (8%) fall since the start of Covid-19 restrictions (74.3%). However, it should be noted that regular postal surveys were suspended during 2020 and data was collected via an online 'snapshot' survey for the first time in March 2021. The response sample for Kirklees was 612. The change in results must therefore be interpreted with caution
- Kirklees has similar satisfaction levels to West Yorkshire as a whole (66.8%) and all other areas have seen similar reductions in satisfaction. Satisfaction rates in West Yorkshire are highest in Calderdale (73.8%) and lowest in Wakefield (63.7%).
- The survey does not ask why people are satisfied (or otherwise) with their local area but 38.7% of survey respondents (across West Yorkshire) said they felt their local area had 'got worse' in the past 12 months, compared with 27.7% in 2020.

Reducing our carbon footprint and tackling climate change

Around 70% of UK councils, including Kirklees, have declared a **'climate emergency'**. In order to achieve 'net zero' we need to look at how we do things differently in every sector. Given that climate change and air pollution are closely related, many activities impact on both. For example, decarbonising transport will reduce carbon emissions and vehicle-related air pollution. Climate change itself will indirectly impact on many areas of council activity, such as food safety services (because food security and food safety may be significantly affected by climate change) and emergency planning, preparation and resilience work.

Carbon Footprint for Kirklees - present and projected sectoral breakdown



Source: Gouldson, A., Sudmant, A., Duncan, A., Higgins-Lavery, R. (2021) A Net-Zero Carbon Roadmap for Kirklees, Kirklees Climate Commission Place-Based Climate Action Network.

The above charts show the **carbon footprint** for Kirklees. It is important to note that the council has control over only some areas of activity. Domestic decarbonisation, for example, relies on residents switching to 100% renewable energy tariffs, improving the energy efficiency of their homes and retrofitting or installing renewables.

Impacts and Outcomes

- The council **reduced its carbon emissions by 53.5%** between 2005-6 and 2019/20, exceeding the 40% target for 2020 set in 2010.
- In 2019 the estimated **carbon dioxide emissions** (within the scope of influence of LAs) in Kirklees was 3.7 tonnes per person per year. This was the same as Bradford and slightly lower than Leeds (3.9), Calderdale (4.0), Wakefield (4.8) and Barnsley (4.6).
- Levels of **nitrogen dioxide** have fallen district-wide and levels of **particulate matter** are compliant with UK target levels (although not with the lower target levels of the WHO).

How much have we done and how well have we done it?

- Council activities which contribute to reducing our carbon footprint, some of which are highlighted elsewhere in this report, include **electronic vehicle (EV) schemes** (installation of EV chargers, green car parking permit schemes, green council fleet and 'vehicle to grid' chargers), **tree planting, LED street lighting, greener highways maintenance schemes and our new waste management strategy and 'green' cultural events.**
- **Kirklees Climate Commission (KCC)** was launched on 11 November 2021.
- Further plans for decarbonisation were passed in December, investing £6m in greening our fleet further, as well as progressing plans for the White Rose Forest and waste transformation, with a renewable energy network



Reducing our carbon footprint and tackling climate change

Impacts of the Pandemic

Although the reduction in traffic volumes during the pandemic lockdowns are likely to have had a positive impact on air quality due to reduced vehicle emissions, as with all council services, plans and workstreams have been impacted by the pandemic and lockdowns, as resources were redirected to respond to these.

Inequalities

- Climate change will impact some groups more than others, particularly those who are socially vulnerable. These groups include people on low incomes, those in poor health or with low personal mobility, older people, children and babies, tenants in social or private rented housing, people living in neighbourhoods without much greenspace, people who are socially isolated and those who have lived in an area for a short time. (Source: www.climatejust.org.uk/who-vulnerable)
- In January 2020 an independent Advisory Group was asked by the UK Committee on Climate Change (CCC) to advise on the potential health impacts of the government's carbon reduction targets. The group highlighted direct and indirect impacts of climate change on health inequalities and warned that health equity must be considered in policies to reduce carbon emissions otherwise the benefits to health such as cleaner air and lower home energy bills will be unevenly distributed.
- Their report identified four key areas for action: **minimising air pollution; building energy efficient homes; promoting sustainable and healthy food; and prioritising active and safe transport.**

Next Steps

- **Many of the next steps highlighted elsewhere in this 'clean & green' section of the report will also contribute to tackling climate change**
- Transport and housing are key sectors to address as part of our **Net Zero Roadmap** for Kirklees. We will need to take bold and innovative actions such as prescriptive standards for energy efficient housing design (e.g. Passivhaus); identifying scalable domestic retrofit plans; increasing installation of renewables; supporting and encouraging electrification of all types of vehicles; and supporting modal shift by encouraging walking, cycling and public transport.
- £1 million Capital **EV Charger project** allocated as part of a £2 million Electric Vehicle Climate Emergency budget (to install 35 rapid EV chargers in Kirklees); On-street Residential Charging Scheme (ORCS) project (to install **residential EV chargers** across the district); and a £4.6 million **EV Charger Package** (funding from City Region Sustainable Transport Settlement) for Kirklees to deliver charging infrastructure and support packages to businesses and residents.
- Expansion of the Green Car Parking Permit scheme to all carparks within the district to increase the uptake of ULEVs and reducing the impact of car travel on air quality and climate.
- Co-opting of subgroups and involvement of some council staff to support the **Kirklees Climate Commission** work.
- Ongoing work to reduce our own carbon footprint including developing an extensive communication and culture change strategy to inform and push cultural and behavioural changes; developing an effective and collaborative approach to engaging and working with citizens and partners.



Greenspaces - tree planting and improving biodiversity

Impacts and Outcomes

- Managing biodiversity and woodlands sustainably can benefit both air quality and climate change. Urban trees lock away carbon whilst greenspaces themselves can provide a buffer zone between sources of noise and air pollution and places where people live and work.
- A young wood with mixed natives species can lock up 400+ tonnes of carbon per hectare in trees, roots and soil.¹
- The Kirklees woodland creation programme aims to contribute to long-term carbon storage, reverse biodiversity decline and provide communities with opportunities to access high quality woodlands

Tree planting

- The estimated carbon capture of trees planted in Kirklees is shown in the table below.

Maximum projected tree planting carbon capture (Tonnes of CO ₂ equivalent)	Year 30	Year 50	Year 100
Tree planting 2019/20	1773	2812	3379
Tree planting 2020/21	4558	7231	8688
Tree planting 2021/22	4431	7030	8447

Estimates based on UK Woodland Carbon Code Calculator

How much have we done and how well have we done it?

Woodland planting on council land	2019/20	2020/21	2021/22
Hectares planted	7	18	17.8
No. trees planted (estimated based on 2.5m planting spacing)	8,366	27,498	28,880

- Since autumn 2019 over 25 hectares of trees have been planted at over 30 different sites in Kirklees

Next Steps

- We have committed to significant **tree planting** over the next 5 years to create a network of new woodlands to help improve local and regional biodiversity and create new natural spaces for people to enjoy. This includes a phased programme of planting over the available planting seasons in 2021/22.
- Under the **White Rose Forest** scheme, Kirklees Council has set a target of 2500 hectares of new tree canopy by 2050. 10% of this target is to be delivered on Council owned land and 90% is to be created on private land supported by the council.
- Schemes planned by the White Rose Forest team for 2021-22 include approximately 8 hectares (approx. 12,000 trees) on private land.
- The forthcoming Environment Bill will provide obligations for the council in terms of **biodiversity net gain**. Under this new bill all new developments (e.g. house building) will need to show that they increase biodiversity value by 10% either on or off site. Monies for off-site biodiversity projects that cannot be delivered by developers themselves will be available to the council via Biodiversity credits. Work is underway to identify a range of potential sites and projects in Kirklees which could be funded in this way, known as the **'Biodiversity Net Gain land bank'**.

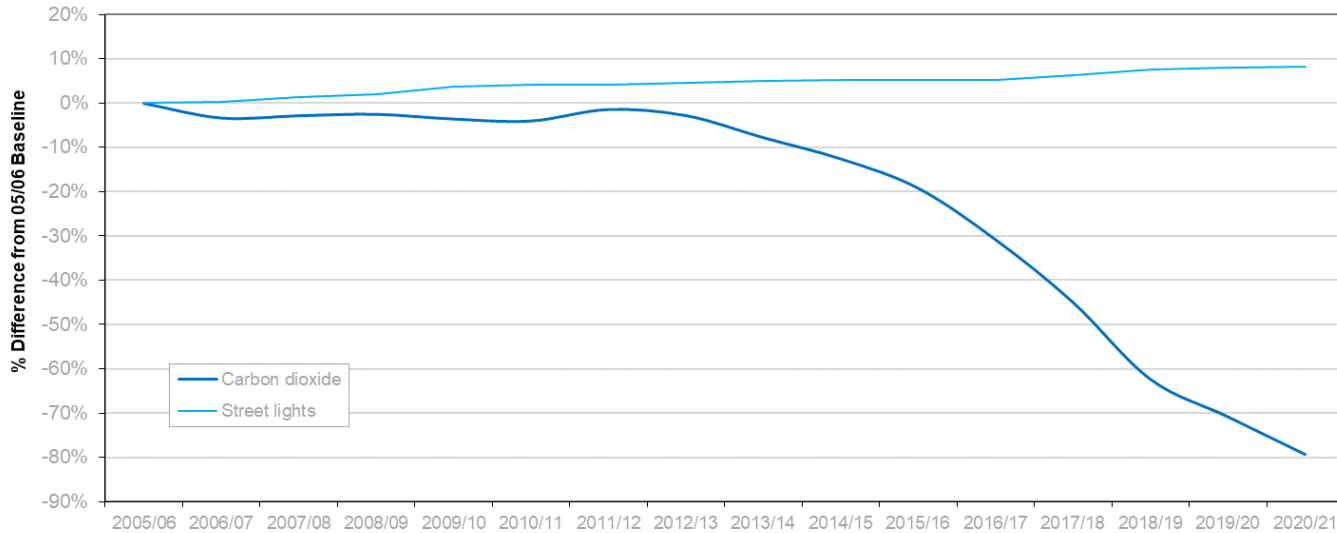


Impacts and Outcomes

Street lighting

- At the end of 2020/21 the energy consumption of Kirklees street lighting had reduced by 59.7% since 2005/6 and carbon had reduced by 79.3% (see chart below) from just over 12,000 tonnes CO₂ to just under 2,000 tonnes.
- By the end of September 2021 **carbon had reduced by 81.5%** from the 2005/6 baseline. This equates to around 48 million kettle boils or 1.2 billion smartphone charges.

Percentage change in number of street lights and carbon dioxide emissions (tonnes) since 2005/6 baseline



Road safety

- A reduction in the number of people killed or seriously injured (KSI) on roads demonstrates the impact of road safety interventions (including road design and behaviour change).
- KSI numbers have decreased year on year between 2016 and 2020.**
- In Jan-Mar 2021 there were 24 KSI (with no fatalities) compared with 20 KSI in the same period in 2020 (including 3 fatalities) and 38 KSI (including 6 fatalities) in 2019.

Road safety

- Previously West Yorkshire Police (WYP) only recorded collisions where personal injury was recorded and they attended the scene. Under a new collision recording system introduced in April 2021, all reported collisions are recorded; more injuries are included as 'slight' and more injuries previously categorised as 'slight' have been redesignated as 'serious'. Nationally this has resulted in increases of 30%-40% in KSI figures.
- In Kirklees, the introduction of the new system in April can be seen below:

Road casualties in Kirklees 2021	Jan-Mar 2019	Apr-Jun 2019	Jan-Mar 2021	Apr-Jun 2021*
Total casualties	200	196	101	251
Slight	162	164	77	191
Serious	32	31	24	58
Fatal	6	1	0	2
Total Killed or Seriously Injured (KSI)	38	32	24	60

*Note that a new collision reporting system was introduced in April 2021 with new definitions for 'slight' and 'serious' injury categories.

Highways maintenance and improvement schemes

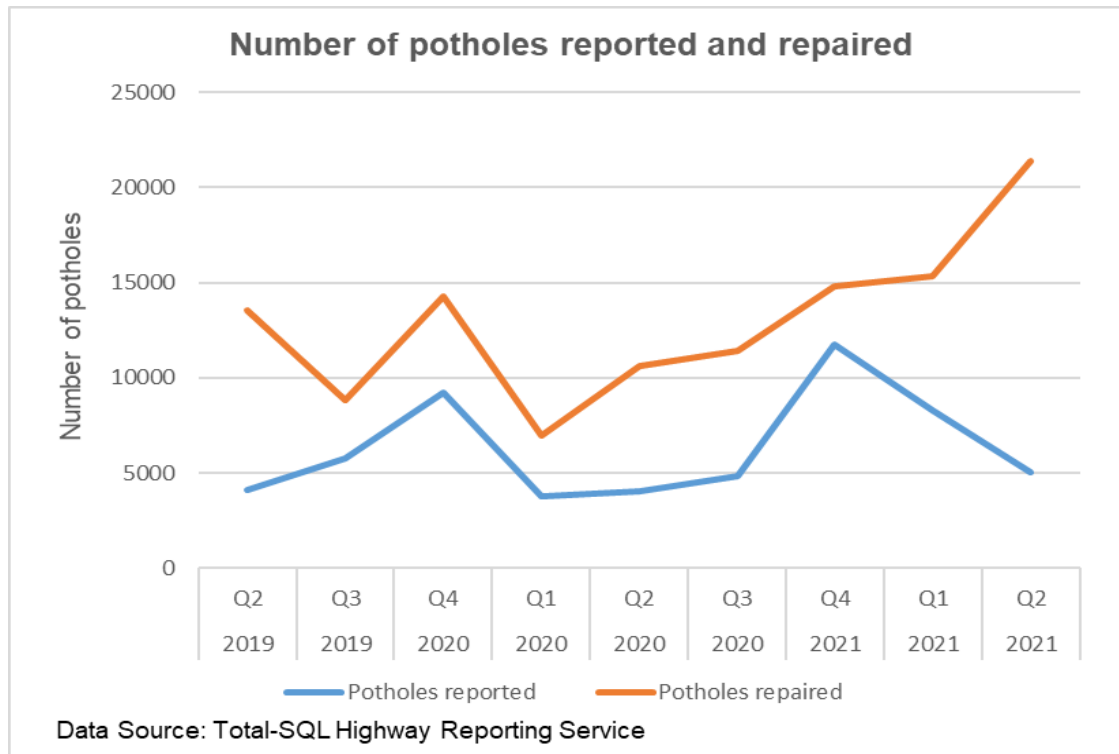
- All 31 Capital Plan highways schemes delivered so far this year and 3 of the schemes programmed for later this year use 95% recycled materials to reduce carbon emissions.
- All schemes have used materials and processes which are cost-effective, reduce deterioration and increase the service life of roads and footways by at least 5 years.
- The carbon footprint of planned maintenance schemes will unfortunately increase next year due to the new contractor using quarried aggregates rather than recycled materials and transportation mileage increasing significantly.



How much have we done and how well have we done it?

Pothole reports and repairs

- Since 2019 Q1 an average of 118 urgent highways defects per quarter have been identified. Since the start of 2020, at least 96% of these have been responded to within 24hrs each quarter, with one exception (90% in 2020 Q3).
- Reports of potholes peaked in March 2021 reflecting seasonal variation.
- The number of potholes repaired in Q2 was over 21,000; the highest quarterly total in the last 2 years.
- The total number of potholes repaired Jan-Sept 2021 (over 51,000) exceeds the calendar year totals for 2019 and 2020.



Highways maintenance and improvement schemes

- Over 60 schemes have been planned for 2021-22. So far, 31 schemes have been delivered, 12 are scheduled for delivery before Christmas and 26 are in design.
- To date since April 2021, over 22,000 linear metres of carriageway surface dressing has been undertaken on 20 roads and 2,700 linear metres of carriageway Retread process has been undertaken on 3 roads. Over 2,700 metres of footway have been restored.

Street lighting

- At the end of Sept 2021 Kirklees had over 53,000 street lights (an 8% increase from 2005/6).
- In Sept 2021, Over 99% of these were 'in light' (in working order), a trend which has been maintained since April 2020.
- Since LED street lighting was introduced in 2018, the council has replaced just under 50,000 (94.5%) of Kirklees street lights with LED lights. Our target is 100% by March 2022.

Road safety

- Capital schemes are being developed in areas where fatal and serious road collisions have occurred and targeted campaigns are being developed to increase active travel.
- In April – June 2021, Road Safety and Public Health developed a pilot 'scooter training' package for children and young people. This is in response to research findings that parents perceive scooting on pavements safer than cycling and that scooters are cheaper and easier to store than bikes.



Impacts of the Pandemic

- The first Covid-19 pandemic lockdown was associated with a significant **reduction in nitrogen dioxide levels** as traffic volumes reduced.
- There was an increased number of fatal collisions in 2020 compared with previous years, primarily due to increased speeds and 'poor driver choices' that took place when there was less traffic on the roads.
- The volume of **pothole repairs declined** during the pandemic lockdown period and has gradually increased during 2021.

Inequalities

- Environmental quality (including air quality) and road safety are closely linked to wider social inequalities. Nationally, children and young people who live in more deprived areas are at a much greater risk than children from the most affluent.¹ The 'scooter training' pilot is an attempt to enable a more inclusive mode of active travel for children and young people which improves their balance and road safety so they are better prepared for safe cycling.

Next Steps

- Further to the completion of **LED street lighting replacement**, work to replace other types of lighting (such as wall mounted lanterns and floodlights) with LED will continue into next year.
- £250,000 DfT funding secured for the council (supported by Simplifai) to extend the application of a pilot project to use **artificial intelligence (AI) and analytics** to understand the impacts of traffic signal upgrades and **optimise traffic signals** to improve efficiency and reduce maintenance costs.
- Collaboration with climate change and environmental consultants to understand and respond to climate change impacts on highways assets and to develop a **carbon calculator** to embed carbon reduction and sustainability into highways maintenance services.
- Modernising our approach to procurement for the management and maintenance of highways assets and embedding a **whole life carbon impact methodology**.
- Capital schemes are being developed in areas where fatal and serious road collisions have occurred and targeted campaigns are being developed to increase active travel.
- The Kirklees Road Safety Partnership is discussing the impact of adopting '**Vision Zero**', in line with The West Yorkshire Mayoral Authority. A Vision Zero approach to road safety management is based on the belief that no death or serious injury is acceptable on roads. The Partnership is considering a collective approach to data sharing, enforcement, education, engineering and engagement across Kirklees.
- Guidance is pending from WY Police on the categorisation and recording of accidents involving e-scooters.



How much have we done?

Waste management and recycling

- In Q1 of 2021/22 the total volume of household waste (just over 31,000 tonnes) had decreased slightly compared with Q1 last year and was in line with pre-pandemic levels.
- The proportion of municipal waste sent to landfill (25%) was significantly higher than in the previous 2 years. This is due to a number of factors; the continuing high volumes of municipal waste (which includes both household and trade waste); the capacity limitations of Kirklees Energy from Waste (EfW) plant and EfW plants elsewhere (due to national increases in waste volumes); and the higher volume of waste rejected for recycling due to contamination.
- Around 187,000 grey bins are collected each week.
- In Aug 2021 there were over 24,000 garden waste bins provided by the council to citizens across Kirklees.

Fly tipping

- Reports of fly tipping for Q2 (n=1433) are lower than in Q2 last year (n=1811). The average number of fly tipping reports received each month since April 2021 was between September 2020 and September 2021 was 494. The majority of fly tipping reports have no evidence of who is responsible for the fly tipping.
- Other reported incidents impacting on the quality of local places are abandoned vehicles, waste in gardens, waste on private land, uncontained trade waste and dangerous dogs

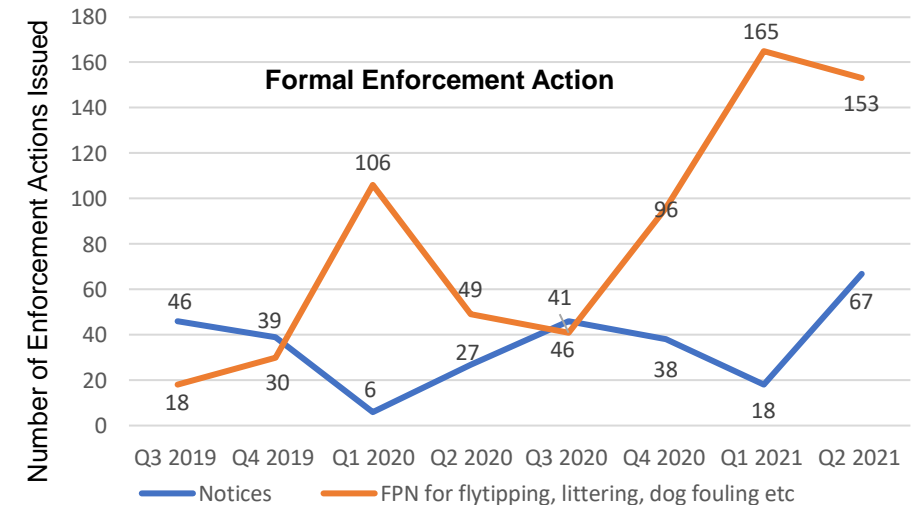
How well have we done it?

Waste management and recycling

- On average, since April 2021, over 99.5% grey bins have been collected without complaint each week. In September 2021 there were 2256 complaints of missed bins. Over the last 2 years complaints peaked during the pandemic (3903 in April 2020) and were lowest in September 2020.
- The volume of waste rejected for recycling due to contamination was significantly higher than in the previous 2 years. This is likely to be due to an increasing reliance on third party recycling facilities to manage the volumes collected and whose acceptance criteria are more stringent since Brexit.

Fly tipping

- In Q2 96% of fly tipping incidents managed by the Greenspace Action Team (GAT) were cleared within 14 days; significantly higher than Q2 last year (66%).
- Since the recruitment of new Public Space Protection Order (PSPO) Officers in 2021 to patrol hot spots, the number of fixed penalty notices served has increased (see chart).
- A newly formed fly tipping Team in July 2020 has contributed to improved clearance times and an increased proportion of fly tipping incidents where evidence of the people responsible has been found; enabling penalty notices and prosecutions to be pursued.



Data Source: Greenspace Action Team



Impacts of the Pandemic

- During the pandemic the volume of domestic general waste has increased and recycling facilities have been restricted resulting in a decrease in recycling rates.
- Complaints about missed bins peaked during the lockdown in April 2020.
- Investigations into fly tipping and public space protection order offences were restricted during lockdown periods and the closure of courts resulted in a backlog of prosecution cases.
- The [Food Safety Service Plan](#) for 2021 was significantly impacted by the pandemic. From 20th March 2020, LAs were advised by the Food Standards Agency (FSA) that all planned food hygiene interventions should be deferred to minimise foot fall and required a risk-based approach to delivery of covid-19 related official controls.
- **In 2020/21 just under 10% of the Food Safety Inspection Programme was achieved** compared with 95% in 2019/20 and 93% in 2018/19.

Inequalities

- Nationally, recycling rates for household waste are significantly lower in the most deprived areas of England. The relationship between recycling rates and social deprivation are well established but the reasons are complex. Some of the structural reasons behind low recycling rates include access to storage space for waste, high density housing, lack of clear and tailored communication and the inability to prioritise recycling as a result of poverty.
- The changes introduced as part of Kirklees' Resources and Waste Strategy will each be informed by an integrated impact assessment to identify and address any potential equality and environmental concerns.
- The Strategy itself will provide the opportunity to explore inequalities and how we can deliver services more equitably.

Next Steps

- An improved system to collect and monitor [fly tipping](#) data will provide better intelligence and insights in future reports.
- The pledges outlined in the new [Resources and Waste Strategy 2021-2030](#) for **September 2021 to March 2022** include a Recycling Champions scheme, a new recycling collection to our commercial waste service, a reuse shop in Huddersfield, a composting scheme and improved litter facilities.
- Work with Councillors to explore communication and engagement with communities to improve the quality of materials placed in green bins and **reduce the volume of recycling waste rejected due to contamination**.



(8) Kirklees Council works smart and delivers efficiently and effectively



Outcome Definition

We want to be a transparent, well managed and high performing council. We will focus our resources on doing the right things and doing things right, to make a difference to the outcomes of the people and places of Kirklees.

Headlines

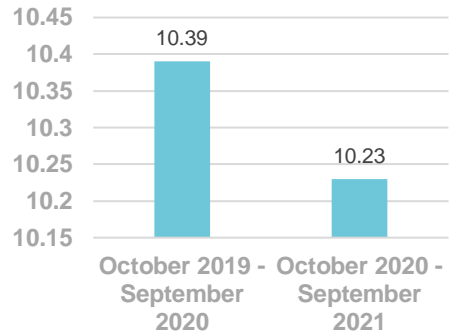
- Overall sickness days lost per FTE decreased at the end of Q2 compared to the same position last year. A change from 10.39 days lost per FTE to 10.23 days lost per FTE.
- Overall sickness days lost per FTE varies across employee groups. BAME employees, employees reporting they have a disability, female employees and older employees all display higher levels of sickness.
- Through regular 6-8 weekly wellbeing surveys, resources have been targeted to improve outcomes in areas of concerns
- Covid related sickness in the organisation continues to follow the national restrictions and easing patterns.
- Anxiety and stress levels have been rising in the organisation over the past 12 months. The extent of this varies across employee groups.
- Self-referrals and manager referrals for employee healthcare support are increasing.
- The organisation's workforce is ageing. Over 50% of the workforce is between 45-64 years old. The number of employees in the organisation who are less than 24 years old is very low. Targeted work is in place on workforce planning, pathways into employment and workforce development as part of the People Strategy programme of work.
- Recruitment and retention challenges have been comprehensively described in a report to the [Personnel Committee](#) in November 2021.
- Full year forecasts as at Quarter 2 include £26.5m additional COVID related spend. This is an increase of £5.1m from Quarter 1 estimates. There are also projected service income losses of £5.8m; compared to £5.6m at Quarter 1.
- Spend with local suppliers in Kirklees or suppliers with a branch in Kirklees has increased over the last financial year from 43% to around 48% of total spend.



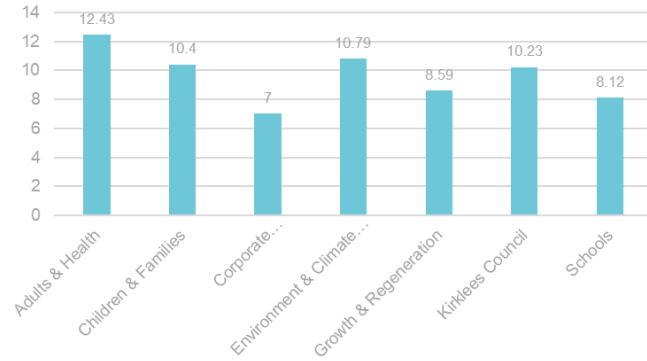
Efficient and effective

Overall Sickness Absence & Covid Sickness Absence

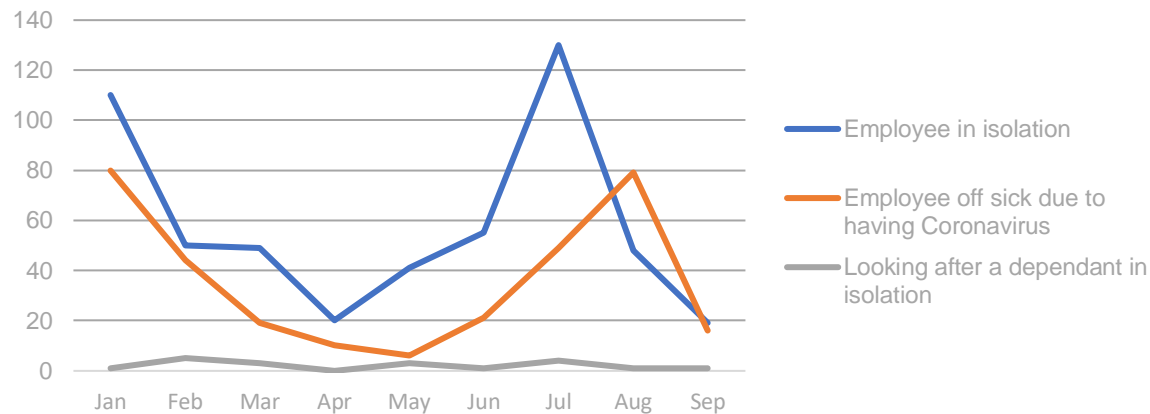
Sickness Days lost per FTE



Sickness Days Lost per FTE



Coronavirus Absence



Sickness

Sickness days lost per FTE is lower than last year but is steadily rising month on month back to pre pandemic levels. Reasons for absence are still predominately mental health (34%) followed by musculoskeletal (20% of all absences). Support from HR and EHCUC is available and focused on these areas. Data can be provided on sickness levels across equality groupings, examples below:

Gender - At the end of Q2 female employees (2/3rds of the workforce) had lost 9.09 days compared to male employees (1/3rd of the workforce) at 7.89 days.

Ethnicity - Sickness days lost for BAME employees (14% of the workforce) stood at 10.46 days compared to 8.36 days for White employees (75% of the workforce).

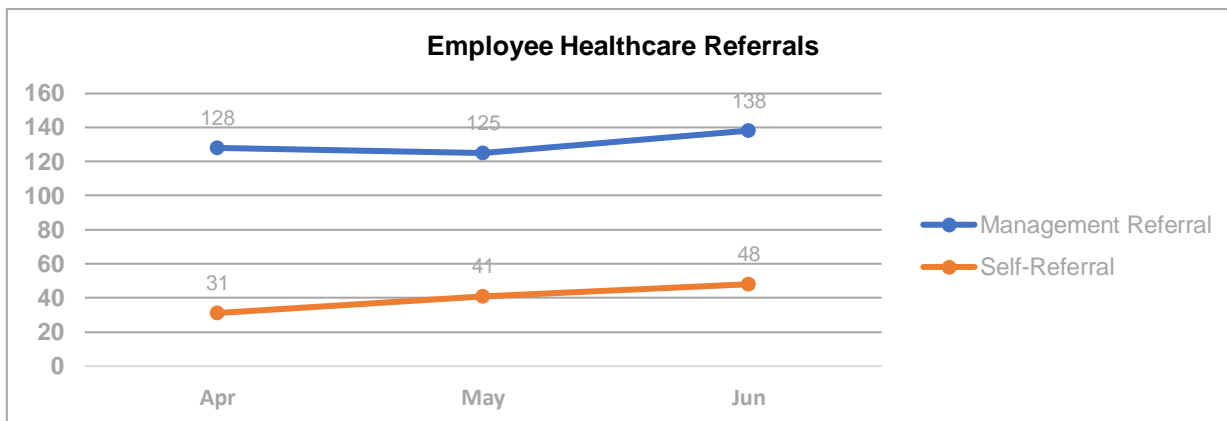
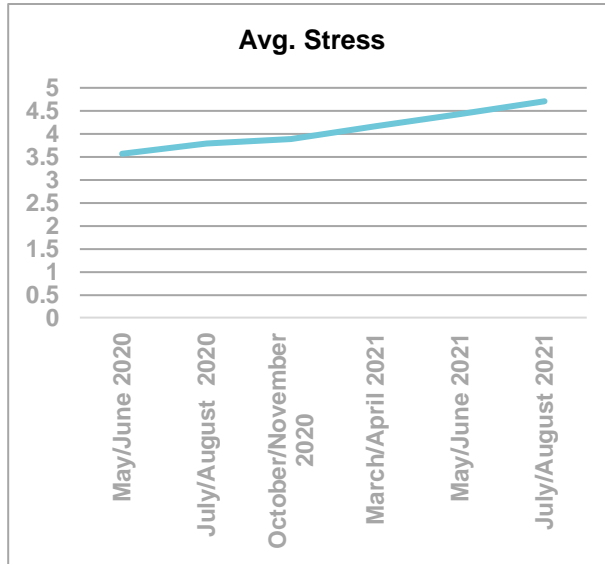
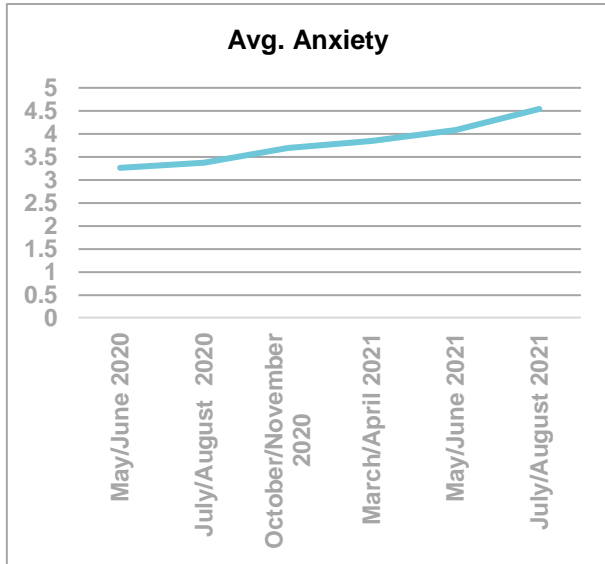
Disability - Employees reporting they have a disability (3.75% of the workforce) also had a slightly higher level of sickness at 9.59 days lost compared with 8.95 days lost for employees not reporting a disability (77% of the workforce).

The People Strategy Programme is undertaking work to identify the causal factors that are driving mental health absence. Over the next 6-12 months the programme will be reviewing current preventative support measures and identifying further pre-emptive interventions. The programme has begun to roll out the 'My Space' engagement tool to frontline workers to increase awareness of current support available for both mental health and musculoskeletal issues including self-referral facility.

Covid Sickness

- Covid related sickness has been reported separately and is therefore not included in the figures above.
- The pattern of covid related absence very much follows the pattern of national closing and reopening of restrictions. As the restrictions have been lifted in Spring, there has been an upturn in the amount of employees off sick due to having Covid and also employees in isolation.
- A Long-Covid support group is in place and we are working in partnership with the university to put additional support measures in place.





Pulse Surveys

During the past 12 months, the organisation has run a series of six wellbeing surveys for staff. We know that anxiety and stress over this period has increased for employees in Kirklees. When looking at aggregated figures across all our surveys we see some difference across the workforce.

BAME employees have had a higher level of Covid related anxiety during the pandemic. Young people age 18-34 reported more feelings of loneliness and higher levels of anxiety and stress; perhaps because they live on their own or were trying to work with the complications of young family life and home/new ways of working. LGBT+ employees reported higher levels of anxiety as well as loneliness and stress. Those employees reporting a disability had concerns around all aspects; anxiety, Covid-19 anxiety, loneliness and stress.

However, those groups that reported higher levels of negative feelings also reported a high level of general happiness. This was a contrast for the gender groups too where males reported higher levels of happiness. Feedback from the regular pulse surveys informed our targeted wellbeing interventions throughout the pandemic. Future bi-annual surveys are being planned to start from Spring 2022 to ensure staff continue to have a way of letting the organisation know how they feel.

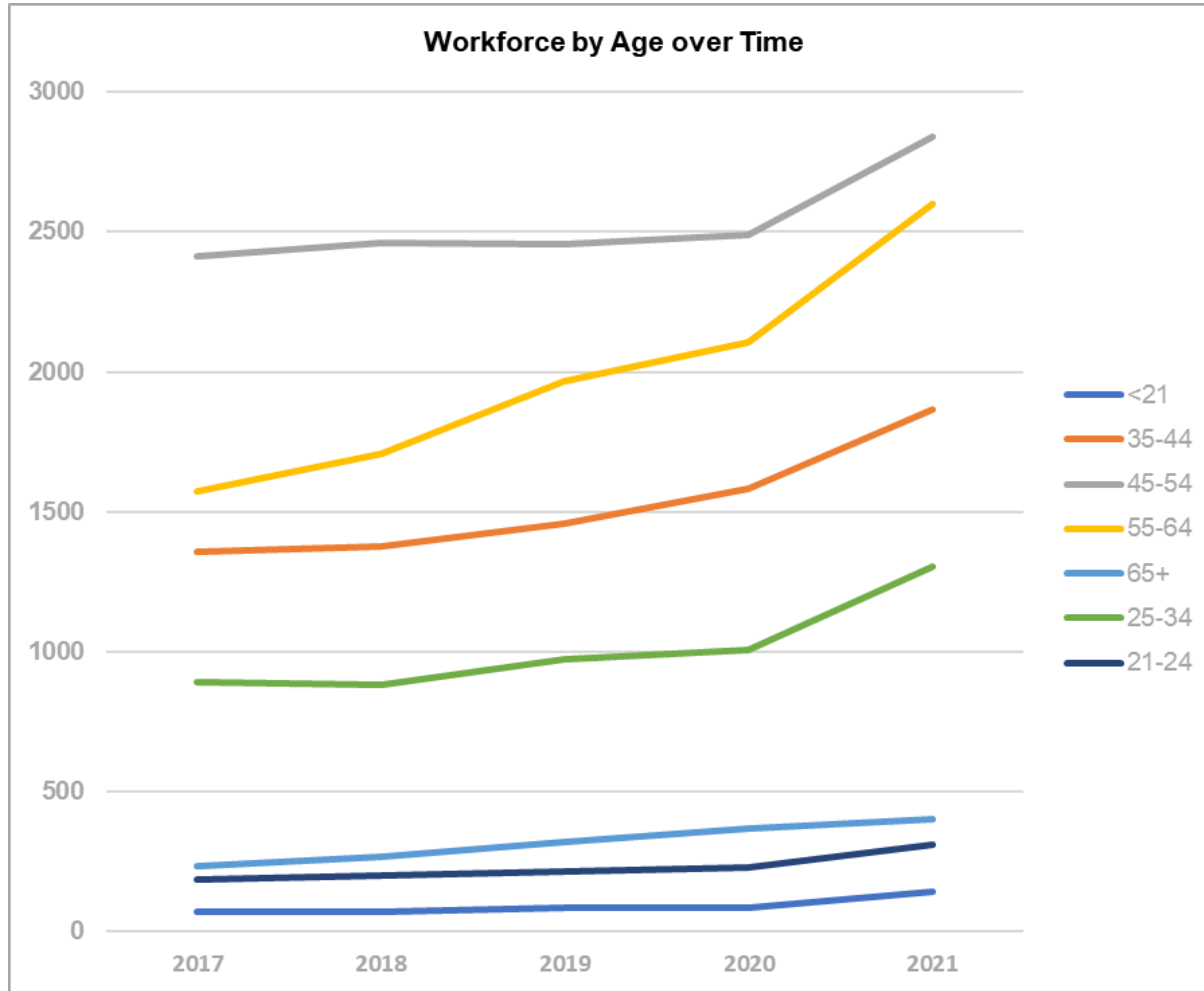
Wellbeing

Our new employee healthcare system can now provide updated information on employee referrals. This information is available for the period April-June. It starts to build a picture of employee referrals to employee healthcare. This supports the sickness absences focus, with referrals to counselling or physiotherapy services.

Self-referrals and management referrals are increasing which could be attributed to the awareness raising of wellbeing across the organisation through ongoing communication messages. The people Strategy Programme will also focus on the creation of an additional toolkit to support the organisation's wellbeing champions.



Workforce challenge



Workforce Profile

Kirklees Council is an organisation with an ageing workforce. All age groups have seen an increase in numbers over the past year. However, the 55-64 age group has increased more quickly than any other age group over the last year. The 45-64 age groups make up – over 50% of all employees.

Turnover – has risen at the end of Q2 by 1.1% to 8.9% following last years low rate of 7.8%. Last years low rate was mainly due to the pandemic and general lack of movement of employees.

Equality characteristics – data is now stored in SAP and can be monitored/ reported, though there are high levels of unknowns in Disability 18%, Ethnicity 11%, Marital status 25%, Religious belief 63% and Sexual orientation 52%.

Recruitment – Data is now available from the recruitment system Oleeo with effect from the 1st May. Recruitment activity is incredibly high. There has been 7313 applicants, 2769 interviewed and 737 hired to the end of Q2. 40.2% of the hired employees were aged under 35. Further analysis is being worked on to look at equality characteristics and occupation groups.

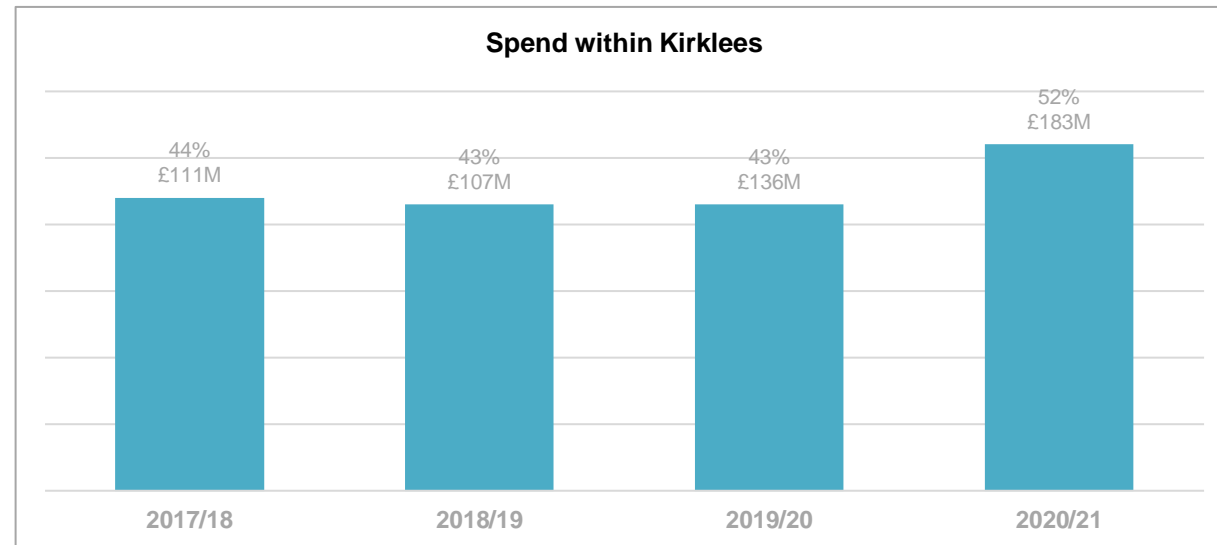
The People Strategy Programme has recognised the challenge and has undertaken a first principles review of workforce planning and will be rolling out a new approach over the coming months. This will address present and future workforce need and reinvigorate succession planning. Work has also been undertaken on pathways into employment, focusing on inclusion, and this is now in place. We have also supported virtual work experience during the pandemic, encouraging pupils to consider careers in the Council.



Efficient and effective

Financial Spend

	COVID spend	COVID Income Loss	Total COVID Pressures
	£000	£000	£000
Children & Families	2,981	309	3,290
Adults & Health	8,851	230	9,081
Environment & Climate Change	1,411	4,209	5,620
Growth & Regeneration	1,610	913	2,523
Corporate Services	11,612	149	11,761
Central Budgets	48	0	48
General Fund Total	26,513	5,810	32,323



Covid Spend:

Full year forecasts as at Quarter 2 include £26.5m additional COVID related spend. This is an increase of £5.1m from Quarter 1 estimates. There are also projected service income losses of £5.8m; compared to £5.6m at Quarter 1.

Of the forecast £26.5m COVID related additional spend at Quarter 2, £19.1m will be funded through a combination of specific COVID grant funding from Government in 2021/22.

The balance of £7.4m COVID spend is not funded by specific COVID grant funding and is offset by the drawdown of the COVID Response reserve. This compares to a projected drawdown of £6.2m at Quarter 1.

For full information, please see the [Q2 Financial Monitoring Report](#) and for wider financial issues, please see the [Annual Budget Report](#).

Local Spend:

Spend with local suppliers in Kirklees or suppliers with a branch in Kirklees has increased over the last financial year to around 52% of total spend. In 2020/21, £183M was spent with local suppliers, up from £136M in the previous financial year. Though every effort has been made to remove Covid grant funding, some of the overall increase in spending could be attributed to covid and figures should be treated with caution.

Work is being undertaken to create a new Procurement Strategy which will continue our focus on local spend. Work is also happening on a refresh of our Social Value Policy allowing us to influence and measure the impact our commissioning activity has on social value in our supply chain.



Headlines

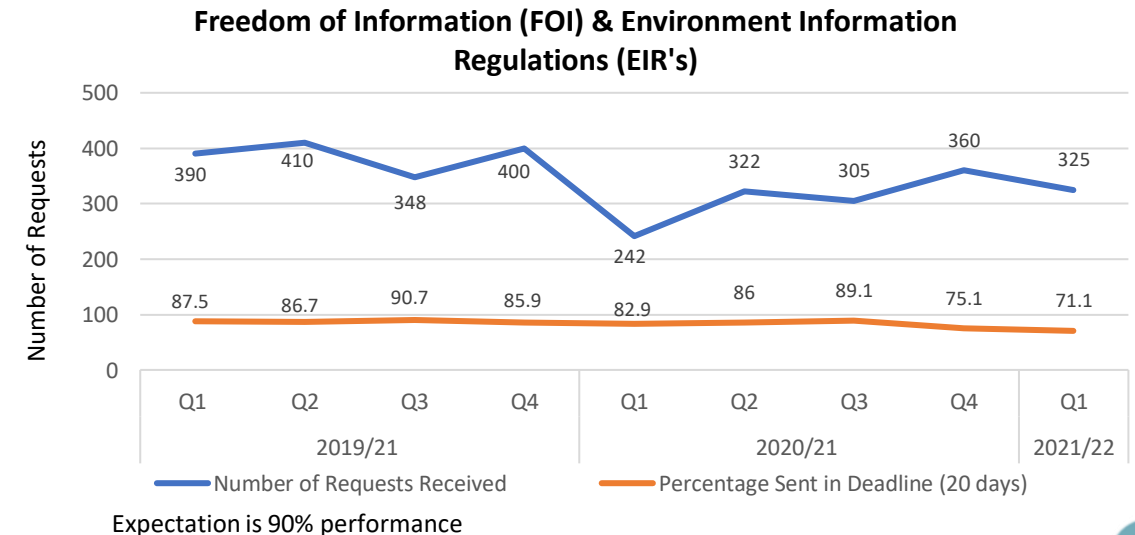
- We have not achieved the **90% ICO compliance rate** for any of our legislative areas
- For **FOI and EIR we have reduced our compliance rate from 87.57% to 86.71%** - this was due to a number of reasons: delays getting information from services and bottleneck due to IG team capacity when services send information on deadline day
- For **Subject Access Requests we have reduced our compliance rate from 66% to 62.33%** - the IG board is helping us with improving capacity and we are working closely with Children's Services to improve this figure however it will take time due to the size of the backlog
- For **Information Rights Requests we have reduced our compliance rate from 53.5% to 51.33%** - there seems to be a trend developing around these requests. They require a significant amount of resource from both the IG team and the teams required to alter the systems. There is a lot of ping-pong between teams, trying to get an understanding particularly around erasure requests, as deleting information in records is not something which is comfortable for officers and does require justification by the applicant.
- For **Police Disclosures we have improved our success rate from 77% to 80.67%** - this has improved because many of the requests are specific i.e. 'does this person still live at this address' and where it is a request to review a whole file, we have changed the way we work with the police. We invite the police to come into the Civic 3 office or to Red Doles Lane to look at the files and then they select what information they need so that we can then release it for them.

How much and how well are we doing

There has been an increase in the number of FOI and EIR requests received during Q1 2021/22. This figure is higher than that of Q1 2020/21 (242), but not yet reached the volumes of pre pandemic. There were 390 requests in 2019/21 Q1.

With the exception of Q3 2019/21 (90.7%), our level of compliance continues to remain lower than the ICO's minimum compliance rate of 90%.

Of the 325 requests received in Q1 2021/2, 23 took more than 40 days to complete, with 6 still outstanding. Of the outstanding requests, 4 are attributed to the redeployment of staff during the pandemic and 1 of the remaining is due to high volume of documents relating to the request that IG are working through to ensure appropriate release of information.



How much and how well are we doing

Subject Access Rights:

GDPR requires that responses be sent within 1 month of receipt or 3 months where the request is determined as complex.

The number of requests received per quarter remains fairly consistent with the exception in Q3 2020/21 when numbers dropped sharply to 56 requests received.

Our rate of compliance for responding to requests within the agreed timescales falls way below the ICO's minimum compliance rate of 90%.

Compliance rates have been affected by increasing numbers of large volume requests that take significant time to complete and resource both with the IG Team and within Services. It is impacted by issues from the pandemic and lockdown with limited access to paper files and redeployment of resources to support essential services.

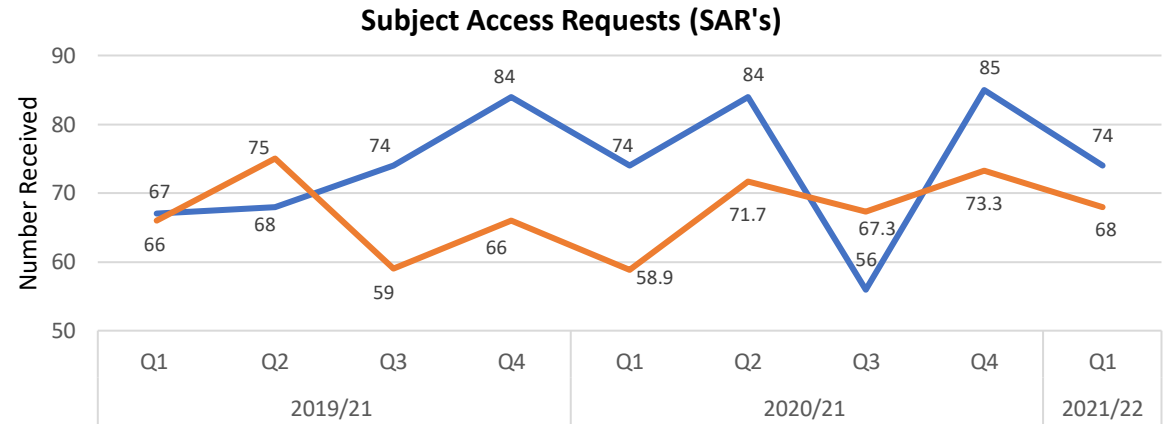
During the reporting period for Q1 2021/22 there have been 7 overdue requests.

Children's Social Care Service receives the majority of SAR's. Of these requests, many are voluminous and difficult to achieve within the timescales.

Data Protection: Information Rights Requests:

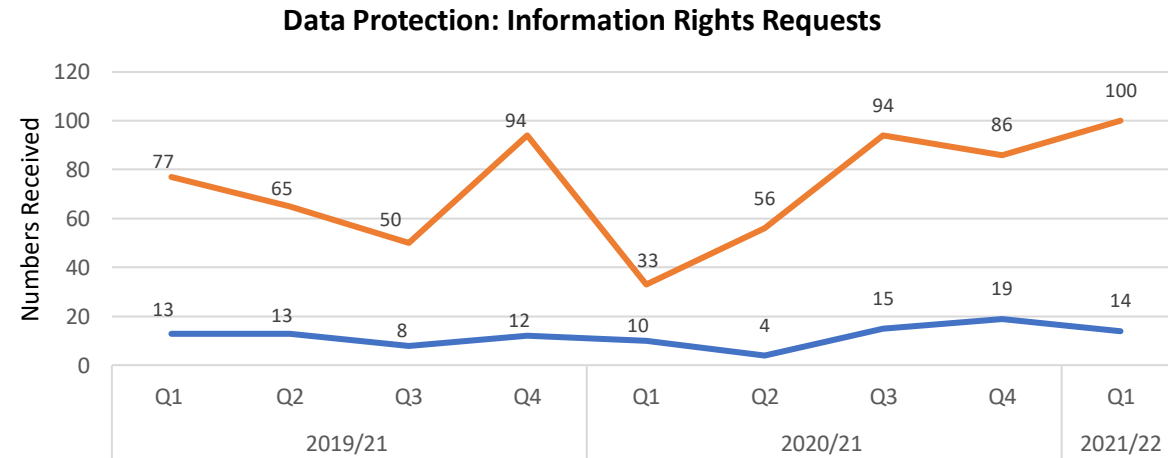
The number of requests received since Q3 2020/21 to the current quarter is steadily increasing.

Q1 2021/22 showed a compliance rate of 100%, with all 14 requests being responded to within the 1 months deadline.



Number of Requests Received (Blue line), Percentage responded within One Month (Deadline 1 Month) (Orange line)

Expectation is 90% performance



Number of Requests Received (Blue line)

Percentage responded within One Month (Deadline 1 Month) (Orange line)

Target is 1 month



How much and how well are we doing

Data Protection - Disclosures:

Disclosures under GDPR relate in the main to Police requests for disclosure of personal information for the purpose of prevention/detection of crime and the apprehension/prosecution of offenders.

The number of requests at Q1 2021/22 (141) is the second highest across the reporting period 2019 to 2021. Q3 2020/21 saw 142 requests.

The target response time is 1 month from the receipt of the request. At Q1 2021/22 we had improved our position of responses, reaching 91%, significantly up from the same quarter last year of 69%.

Since the Covid lockdown an external Share Point site has been launched which provides Police Officers with restricted access to read records held (but not download, print or copy them). This allows them to advise the IG Team if any of the content is required for the purpose of investigation. This has allowed us to continue to process these requests in a timely manner.

