



# Scrutiny Panel - Communities

**To All Members of the Communities Scrutiny Panel on Wednesday, 20 July 2022**

**Date of meeting:** Thursday, 28 July 2022

**Time:** 18:30

**Venue:** The Council Chamber  
The Symington Building, Adam and Eve Street, LE16 7AG

Members of the public can access a live broadcast of the meeting from the [Council website](#), and the meeting webpage. The meeting will also be open to the public.

## **Agenda**

**1 Apologies for Absence and Notification of Substitutes.**

**2 Declarations of Members' Interests**

**3 Minutes**

To approve as a true record the Minutes of the previous Meeting.

**Draft Communities Scrutiny Panel minutes - 30 June 2022 3 - 12**

**4 Young Persons Opportunities Plan**

**YPOP Communities Scrutiny Panel Report 13 - 40**

**5 Rural Strategy**

**Rural Strategy Scrutiny Report 41 - 64**

**6 Any Urgent Business**

To be decided by the Chairman.

LIZ ELLIOTT  
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HARBOROUGH DISTRICT COUNCIL

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Circulate to: Janette Ackerley - Vice-Chair, Stephen Bilbie - Member, Robin Hollick - Member, Barbara Johnson - Member, Amanda Nunn - Chairman, Geraldine Robinson - Member, Julie Simpson - Member

**And all other Councillors for information**

**HARBOROUGH DISTRICT COUNCIL**  
**MINUTES OF THE MEETING OF THE COMMUNITIES SCRUTINY PANEL**

held at

The Council Chamber

Symington Building, Adam & Eve Street, Market Harborough, LE16 7AG

on 30<sup>th</sup> June 2022

Commencing at 6.30pm.

Present:

Councillors: Bilbie, Hollick, Johnson, Nunn (Chairman), Mrs Page (ex officio),  
Robinson and Simpson

Apologies: Councillor Mrs Ackerley

Officers: T. Day – Service Manager Community Partnerships, J. Evans –  
Director, Communities (remote), N. Kwasa – Senior Democratic Officer, C.  
Mason – Director of Finance and S151 Officer, S. Pickering - Community  
Safety Manager

Also Present: Councillor Whelband – Portfolio Holder for Communities,  
Sergeant Coleman and Inspector Purdie – Leicestershire Police

1. Election of the Chairman for the Year 2022/23

The Scrutiny Commissioner opened the meeting. She noted that the first item on the agenda was to Elect a Chairman of the Communities Scrutiny Panel for the municipal year 2022/2023. She nominated Councillor Amanda Nunn and this was seconded by Councillor Hollick. There being no other nominations, Councillor Nunn was duly elected.

Councillor Nunn assumed the Chair.

2. Appointment of the Vice Chairman for the Year 2022/23

The Chairman nominated Councillor Bilbie as Vice-Chairman of the Communities Scrutiny Panel for the municipal year 2022/23. This was seconded by Councillor Hollick and, there being no other nominations, Councillor Hollick was duly appointed. The Chairman then welcomed everyone to the meeting and the officers present.

3. Apologies for Absence and Notification of Substitutes.

Apologies were received from Councillor Mrs Ackerley.

4. Declarations of Members' Interests

There were none.

5. To approve as a true record the Minutes of the previous Meeting.

The Chairman updated the Panel on the actions from the previous meeting as follows;

Question / Comment	Response
P.3 - <u>Organisations by Ward Table</u> : Could information be provided covering groups by Ward?	Yes, information can be provided on groups registered by Ward. ACTION
P.4 - <u>Distribution of services across the District</u> : it would be helpful to know how service provision etc for the various charities was spread across the District.	This information will be provided to the Panel ACTION.

The Service Manager Community Partnerships confirmed that he would provide this information to the next meeting of the Communities Scrutiny Panel on 28<sup>th</sup> July 2022.

Question / Comment	Response
p.5 - <u>KPI's, challenges and general outcomes</u> : these seem to be missing from the report, and how will these be addressed to achieve the outcomes?	The report provided an overview and the comments have been noted. A final report will be sent to Public Health for the year end. ACTION to send the Panel a copy of the Public Health report.

The Service Manager Community Partnerships confirmed that he would chase this action up to ensure the report is circulated to the Panel.

Question / Comment	Response
<u>Cycling and pedestrianisation</u> : it is understood that substantial funding is allocated for this activity and would be available via the Market Harborough	Officers will investigate the availability of funds from this source over the coming months. ACTION

Strategic Development Area at a particular trigger point. What is the amount of money and what is the trigger point? Cycle paths are not properly policed, and some are used as residential parking.	
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The Chairman read out the following response provided by the Economy & Business Service Manager;

Officers will investigate the availability of funds from this source over the coming months.

Question / Comment	Response
p.6 - <u>Population figures of Market Harborough</u> : the report uses 2011 figures and an update following the census would be useful.	Updated figures to be obtained. ACTION

The Chairman read out the following response provided by the Economy & Business Service Manager;

The final Masterplan, (which was approved by Council on 20 June 2022), was updated with the 2020 estimated population for Market Harborough, of 25,143. Unfortunately, the 2021 census results were not available in time for this.

Following the discussion, it was:

**RESOLVED that the Minutes of the Meeting of the Communities Scrutiny Panel held on 24<sup>th</sup> March 2022 be signed by the Chairman as a true record.**

#### 6. Community Safety Partnership – Annual Review

The Community Safety Partnership Manager introduced the report, the purpose of which was to discuss the performance of the Community Safety Partnership in reducing crime and disorder in 2021/22. The Chairman invited questions and comments from those present and the following were recorded:

Question / Comment	Response
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Why is vehicle crime down? Is there a reason it is dropping, or a trend as in some of the villages it still seems quite high?	During the Covid-19 pandemic there has been a change in trends in relation to crime, but the police have been doing a lot of work around preventing crimes such as theft of number plates of catalytic converters.
Farm theft still seems to be on the rise, if you could please pick up on this.	The Rural Crime Team is growing, and the police now have a dedicated Rural Crime Officer based in Market Harborough so they can be more visible, offer more advice. The links into the rural community are growing and there has been a lot of engagement with the communities.
The increase in the crime statistics that would potentially be most frightening to the public relate to violence, verbal or physical are there any underlying reasons why?	We record more than we used to in a finer level of detail and the figures are based on the Covid period and these have increased now the public are out more in the public domain. Crime recording has become more robust so we accurately understand the challenges we are facing and can put resource in the right places.
How many extra police officers have there been for the last year in this area?	Not aware of the exact numbers but are up to the numbers required for Sergeants, PCs (Beat and Response Officers) and Police Community Support Officers are slightly under at the moment as there have been those joining the force as police officers but there is a recruitment process taking place. There has been a significant increase spread between Harborough and Wigston and so everything is going in the right direction.
Looking at p.5 – 3 year crime comparisons and p.6/7 which picks up on a lot more categories there – some categories could overlap and therefore it doesn't always give a clear picture.	<p>A lot of categories relate to national crime recording standards and the police have to add qualifiers on crime reports (for example vulnerability, domestic abuse, drugs, alcohol) and the statistics are pulled from that so some assaults could potentially appear in two or three different categories but that is bound by national recording.</p> <p>As a Community Safety Partnership (CSP) we have access to a dashboard provided by the County and are able to look into the categories in more details for or priority planning.</p>

Is the CSP in every district area in the county?	Yes, each District Council has a CSP and there are a number around the county. Every area also has a JAG which sits under the CSP and works in more detail and has other agencies there as well - the CSP looks at higher level strategy.
If you were doing a comparison of Harborough and Broughton Astley, would you give a percentage figure?	We do a percentage change when looking at the figures.
What is the Jenkins centre?	This is a domestic abuse service centre in Leicester who work county wide with perpetrators of domestic abuse.
Safer Streets, two new papers for target areas, could you elaborate on that?	Newsletters were part of the original plan, an initial newsletter was sent out in the area in which it was being run, and we were going to do a follow up, but this wasn't required as there were four mail outs in the area and it was a really successful project.
Rural crime – could we make it clear what the remit is for this?	The definition of rural crime is complex and is evolving and a specific remit wouldn't necessarily help – the rural crime team is developing and working to understand what a Rural Crime Officer deals with.
What is the Biker Down course?	This is a course run by the Fire Service and is an initiative working on safety information for motorcyclists.
<u>Increased confidence in residents that illegal drug use will be addressed</u> – Why does it just say cannabis and how can we work to alleviate this and what can we do? Is there a policy to underpin this and how are we working with housing associations to address this?	Cannabis and neighbour disputes about the smell were one of the main issues that came up and this is still quite high on our list. Sometimes the police address dealers, but the smell is something that we can address jointly, and now have a process of warnings we work through and then a Community Protection Notice (CPN) but not going down the criminal route of proving dealing or using cannabis but more the distress caused by the smell. There is a flow chart we use and after each JAG there is a housing association meeting looking at ASB – at the moment they can't do the CPNs themselves, so we do that for them.
What is the Emergency Cadet project?	This didn't run this year due to Covid and staffing issues. It was a joint project with Police and Fire service.

<u>Chart p.5 1a. YTD Beat Area Comparisons – Ashby Magna is tiny; how can it have a +6.2% increase in crime?</u>	Ashby Magna is the name the police use for the Broughton Astley area.
<u>To help support and advise our communities on taking personal responsibility, by promoting good practices and using partnership resources to reduce property-based crime – how are you promoting this?</u>	There are two newsletters for Harborough, we use social media advertising, campaigns on Harborough FM that the CSP have paid for, each beat have Beat Meetings with crime prevention information and the dates of these are advertised on the website of Leicestershire Police, however comms and engagement are a challenge in the area as it is a big area with different age groups and demographics but the main tool is neighbourhood link – if people sign up there they can receive messages and we can send messages to specific areas. We can also geofence an area on Snapchat and that is the sort of thing we are exploring going forwards so anyone in that area will get an alert.
What is happening at the moment with domestic violence?	<p>There is a new domestic abuse link worker who is part of the CSP so that is a good new resource. There is also a project called JADA+ supporting families afterwards when they are no longer with perpetrators, and there is also the work we do with perpetrators.</p> <p>Any high-risk victims are seen by dedicated detectives that work out of the city, standard and medium risk sit with our teams and there is a lot of scrutiny of these and we take action against domestic perpetrators and arrest in almost all our cases. There has been a massive increase with COVID and as a force this is one of our number-one priorities and there is a whole pool of other officers we call upon to assist.</p>
Do you publicise your work with domestic violence so the victims know how a case will be dealt with and proceeded on?	It is hard to do this anonymously, but we proactively support other initiatives like Ask for Angela and as a CSP it is really important we have this as a priority, so people have the confidence to talk to other people if they don't want to talk to the police.

	<p>We do do other campaigns and radio ads throughout the year, such as the white ribbon campaign and one around Valentine's Day and we publicise helpline numbers and our Domestic Abuse Worker is going out to events to talk to people.</p>
<p>No figures in the report on cyber-crime is that because people don't report it in the area but rather through the central government website?</p>	<p>We don't get local figures for cyber-crime – there are national figures and our strategic assessments look at those figures every year, so we know it's important, and keep it as one of our priorities. We do campaigns throughout the year and are doing more public engagement again, but the main thing we do is on social media as that is where most people are being defrauded.</p>
<p>Is there any sign that domestic violence is starting to improve with all these systems that have been put in place?</p>	<p>One of the things we want to address is to get more people reporting, so in that sense it can be difficult to assess the impact as we are actively trying to get more people reporting incidences and to get them into referrals.</p>
<p>Could we as members have things earlier so we can have more time to get them out and circulate ourselves? Could we promote the newsletter again to get a wider sign up?</p>	<p>Campaigns are put into Members Newsletter.</p>
<p>Fears also get raised and exacerbated through social media and how do we reach those who don't have social media? Also maybe you can do some work with Cross Counties Radio as well as Harborough FM?</p>	<p>The issues talked about on HFM are more about Harborough and Harborough North beats. Adverts are produced for Cross Counties Radio.</p>
<p>Is there any way we can consider a police officer visiting parish council meetings?</p>	<p>There are logistical issues to this due to the large number of parishes but we have sent an email out to Parish Councils via the Community Safety Manager saying we will try to get to one a year but if there are specific issues please invite us.</p>
<p>Residents don't always realise there is a police presence in villages but if it were to go at slower speeds and drive once around the streets the people would see they are there.</p>	<p>We are targeting more sign ups to Neighbourhood Link but are also using demographic data from this to send PCOs into different areas and reach the widest breadth of people possible. We do track neighbourhood officer visibility.</p>
<p>You could also approach Town Councils and ask them if they want a meeting.</p>	<p>Town Council should have had same letter as the Parishes from the police.</p>

The Chairman thanked the Police and Community Safety Manager for their report.

## 7. Health & Wellbeing Strategy

The Service Manager Community Partnerships introduced the report, the purpose of which was to review and scrutinise the draft Health and Wellbeing Strategy 2022-2027. The Chairman invited questions and comments from those present and the following were recorded:

Question / Comment	Response
P.55 - Physical Activity – the one area missing is the help for the rapidly aging population with health-related conditions – there should be some special concentration on helping these people so they can undertake at least some physical activity.	There are older people who are in good health but in terms of the action plan, the points on p.77 would cover older people.
The leisure centres tend to be mainly in the larger towns and I'd like to see something for the smaller villages.	Community infrastructure is one of the priorities, using Section 106 money for investment in those rural facilities and the stronger communities priority is about how we use those buildings, commissioning instructors, and making sure the buildings are sustainable.
The crisis café due to open in Lutterworth has a self-help group already which shows it is required, is there further help available?	The Council will be working with Beacon in Lutterworth to make sure they have links with substance abuse workers, housing support and others.
Local Area Coordinators (LACs) are missing in the report – they work for public health and can signpost people to support, and that needs to be promoted more and included in the Strategy.	Yes, we can add in this as well as information on social prescribers.
Could we promote GP referrals and add this into the action plan.	These can be mentioned specifically and added to the list of partners.
There should be an emphasis on prevention.	
Is there a reason 5a and 6e are separate?	Wellbeing at work covers everybody including those with mental health problems.

## 8. Any Urgent Business

There was none.

The meeting closed at 20.02.



**REPORT TO THE COMMUNITIES SCRUTINY PANEL  
MEETING OF 28<sup>th</sup> JULY 2022**

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**Status:** For Discussion  
**Title:** Young Person Opportunities Plan  
**Report of:** James O’Connell, Young Persons Officer  
**Portfolio Holder:** Cllr Whelband, Communities Cabinet Member  
**Where from:** Harborough District Community Wellbeing Partnership  
**Where to next:** Cabinet

Objective: To review and guide the Young Person Opportunities Plan

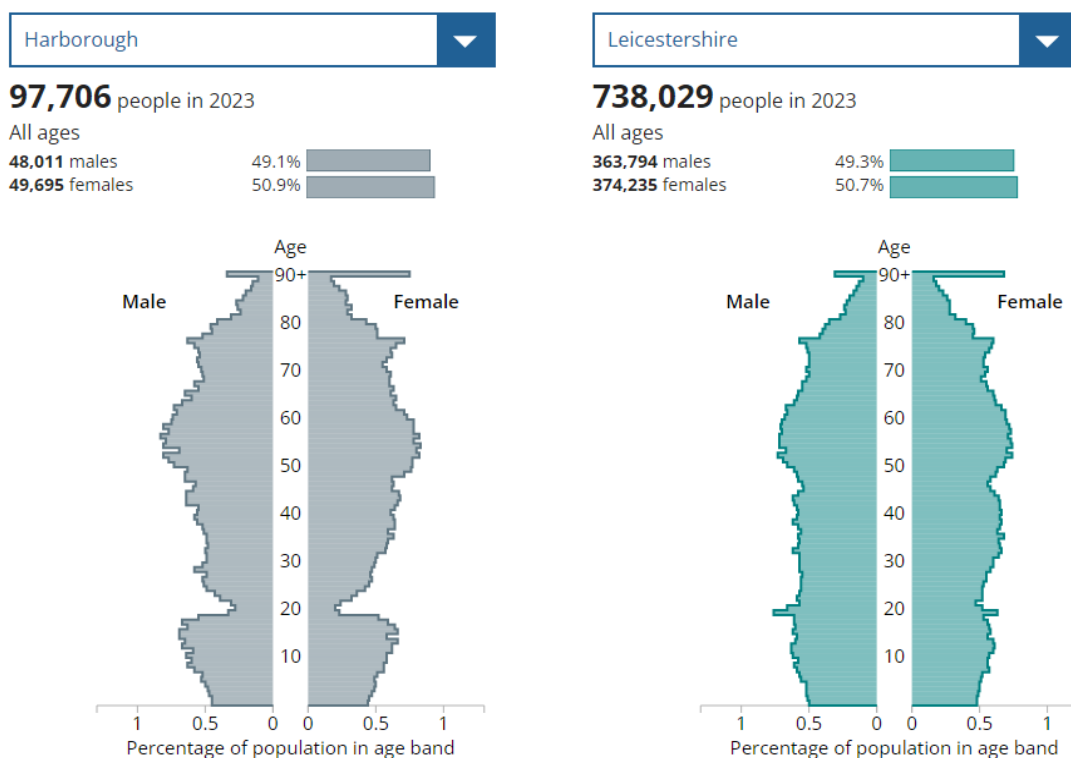
1. Outcome sought from Panel

- 1.1 The purpose of this meeting is to present the new Young Person Opportunities Plan proposal for 2023 / 28, and for the panel to consider its content, aims and objectives, providing any necessary input.

2 Background

- 2.1 In the Corporate Delivery Plan for 2021/22, Harborough District Council identified the need for a “fit-for-purpose strategy to engage with young people to understand their needs specifically around skills, employment options and housing”.
- 2.2 The 12-month project is funded by Contain Outbreak Management Funding (COMF) to understand the key issues faced by young people through Covid recovery via the implementation of a Young Persons Officer.
- 2.3 The project started identifying youth services across the county to understand existing provision and their approaches to engaging young people. This highlighted gaps in district wide provision, particularly for those from harder to reach, marginalised and minority groups.
- 2.4 A review of the Council’s approach to youth engagement was conducted. Working across different departments, gaps were identified in our own service development and delivery.

- 2.5 The district of Harborough is continually growing and is a desirable rural location. However, the District faces a number of key challenges in the growth and retention in populations of young people aged 15 – 34.
- 2.6 The following population projection for 2023, depicts the trends in Harborough's (left / grey) young people leaving and returning to the district in comparison to Leicestershire as a whole (right / green). It is perceived that this is due to a lack of local opportunities surrounding education, employment and engagement, particularly between the ages of 18 – 34, contributing to outward migration.



\*ONS Subnational Population Projections for Harborough (based on 2018 data)

- 2.7 Through delivery of this Young Person Opportunities Plan, we are aiming to:
- Raise awareness of, and access to, opportunities linked to learning, employment and housing options for 15 – 34 year olds in the district of Harborough.
  - Retain and attract more young people to live, work and learn in the district.
  - Support our young people to engage with the Council to ensure that their issues are considered throughout our service delivery and policy development.
- 2.8 This will be achieved by focussing on three overarching strategic priorities:
- 1) Encourage and support skills, training and employment opportunities within the district for young people.
  - 2) Increase awareness and availability of suitable and affordable housing for young people.
  - 3) Ensure young people are consulted on matters directly impacting their futures.

### 3 Points for discussion

- To discuss the proposals of the new Young Person Opportunities Plan and associated Action Plan
- For Members to ask questions of HDC Officers on this area of work

### 4 Equality Impact Assessment Implications/Outcomes

- 4.1 A thorough Equality Impact Assessment was completed prior to starting work on this Plan. It has been referred to throughout, ensuring equality of opportunity for the most vulnerable young people in our community, endeavouring to maintain focus on those from marginalised and minority groups as well as those with protected characteristics.

### 5 Impact on Communities

- 5.1 The aims of this plan are to have a positive impact on communities through:
- Raising awareness of, and access to, opportunities linked to learning, employment and housing options for 15 – 34 year olds in the district of Harborough
  - Retaining and attracting more young people to live, work and learn in the district
  - Supporting our young people to engage with the Council to ensure that their issues are considered throughout our service delivery and policy development.

### 6 Legal Issues

- 6.1 The Anti-Social Behaviour, Police and Crime Act 2014 have consolidated and simplified the powers available to the Police and Local Authorities and in some cases Registered Social Landlords.
- 6.2 The Housing Act 2004, Armed Forces Act 2021, the Care Act 2014 and the Children Act 1989 will continue to inform housing processes for eligible populations. Other laws around the safeguarding of vulnerable children and adults also dictate output.
- 6.3 The Equality Act 2010 ensures that people with protected characteristics are supported as well as maintaining inclusion and diversity best practice throughout policy development and service delivery. Whilst The Human Rights Act 1998 has further underpinned inclusive best practice.
- 6.4 GDPR has been implemented during consultation processes, ensuring they are in-keeping with privacy law and a human rights-based approach

### 7 Resource Issues

- 7.1 The 12-month (October 2021-October 2022) role of Young Person Officer was resourced by Contain Outbreak Management Funding (COMF) to understand the key issues faced by young people through Covid recovery.
- 7.2 In light of financial challenges and the Medium-Term Financial Strategy, this plan will be implemented into existing workstreams within the Council's current service delivery.
- 7.3 This Young Person Opportunities Plan will align with other key pieces of work within the Council, such as:
- HDC Corporate Plan
  - Rural Strategy
  - Health and Wellbeing Strategy
  - Economic Development Strategy
  - Engagement Strategy
  - Harborough Community Safety Partnership Three Year Plan
  - Housing Strategy

## 8 Community Safety Implications

- 8.1 Aligning with the delivery of the Harborough Community Safety Partnership Three Year Plan will see continued focus on further reducing instances of Anti-Social Behaviour (ASB) via the delivery of School Community Safety Roadshows.

## 9 Carbon Management Implications

- 9.1 A sub-focus of this plan is to work with partners to raise the profile of Science, Technology, Engineering and Maths (STEM) subjects, particularly in relation to the need for Green Jobs and achieving carbon neutrality.
- 9.2 Engagement policies aiming for increased digitalisation will reduce the reliance on printed materials and the related posting processes.
- 9.3 Encouraging more local opportunities is hoped to encourage more sustainable means of transport

## 10 Risk Management Implications

- 10.1 Reduction in resource due to the short-term nature of the Young Person Officer role
- 10.2 The plan will need to work closely with other areas of work and strategy to ensure consistency of delivery

## 11 Consultation

- 11.1 Young people were engaged in the Residents Engagement Consultation, seeing 154 responses, equating to approximately one third of total participants
  - 11.2 Young people were consulted on their experiences and aspirations in relation to housing within the district of Harborough, seeing 152 responses.
  - 11.3 679 young people responded to feedback surveys carried out as part of the Schools Community Safety Roadshow events, informing quality of delivery and information around preferred modes of engagement.
  - 11.4 This plan aims to build on these levels of active participation from its demographic, with a priority of ensuring young people are consulted on matters directly impacting their futures to achieve diverse representation and equality of opportunity throughout our policy development and service delivery.
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**Previous report(s):** *n/a*

**Information Issued Under Sensitive Issue Procedure:** *N*

**Appendices:** *list any appendices here including title and filename in brackets (e.g. Performance Data 2010 (perfdata.doc)).*

**A. Young Person Opportunities Plan (YPOP)**

**B. YPOP Action Plan**

**C. YPOP Equality Impact Assessment**



**Harborough District Council**

**Young Person Opportunity Plan 2023 / 28**



## **Appendix A**

### **Introduction**

The district of Harborough continues to retain and grow its popularity as a desirable rural location, yet still faces a number of key challenges in the growth and retention in populations of young people aged 15 – 34. To bridge the gap of inequality in opportunity and to strengthen social fabric for our young people, the following key factors require focus:

- A rapidly rising cost of living not reflected in local wages for young people
- Limited Post-16, further or higher education opportunities within the district, contributing to outward migration
- Some of the highest housing costs in the country
- Insufficient amounts of suitable and affordable housing to meet young peoples' needs
- Limited opportunities for young people to directly and effectively engage in shaping their communities

### **Our Vision**

Our Corporate Plan 2022/31 focusses on working with our communities to build futures that provide the best life chances and opportunities for residents through:

- Community leadership to create a sense of pride in our place
- Promoting health and wellbeing and encouraging healthy life choices
- Creating a sustainable environment to protect future generations
- Supporting businesses and residents to deliver a prosperous local economy

### **Our Aims:**

Through delivery of this Young Persons Opportunity Plan, we are aiming to:

- 1) Raise awareness of, and access to, opportunities linked to learning, employment and housing options for 15 – 34 year olds in the district of Harborough
- 2) Retain and attract more young people to live, work and learn in the district
- 3) Support our young people to engage with the Council to ensure that their issues are considered throughout our service delivery and policy development.

### **Strategic Priorities:**

We have identified three overarching strategic priorities for young people of the Harborough district between 2023 / 28. Further focus on the work we will do and how we intend to fulfil these priorities via effective use of internal and external collective resources, is detailed in the associated Action Plan.

## **Appendix A**

### **Priority 1: Encourage and support skills, training and employment opportunities within the district for young people**

Harborough District Council will:

- Promote employment and learning opportunities for young people within the Council, including continuing to offer meaningful apprenticeships.
- Encourage local businesses and the voluntary sector to help the creation of local opportunities for young people, through viable apprenticeships and employment.
- Maximise the potential for young people through the unique education and training opportunities at the Centre for Logistic Education and Research (CLEAR) at Magna Park.
- Work with partners to raise the profile of Science, Technology, Engineering and Maths (STEM) subjects, particularly in relation to the need for Green Jobs and achieving carbon neutrality.
- Work with partners to reduce barriers to learning for young people, in order to tackle economic inactivity and increase social mobility.

### **Priority 2: Increase awareness and availability of suitable and affordable housing for young people**

Enabling young people the opportunity to access independent housing options, we aim to:

- Increase the availability of suitable and affordable properties to meet identified needs
- Raise awareness of government affordable housing schemes
- Reduce instances of youth homelessness.

### **Priority 3: Ensure young people are consulted on matters directly impacting their futures**

Enabling young people to have measurable input on matters that impact their futures, we aim to:

- Explore opportunities to engage with young people in relation to policy development
- Achieve diverse representation and equality throughout our service delivery



HDC-led Action Plan							
This action plan relates to the work that Harborough District Council (HDC) will lead on for this Young Person Opportunities Plan 2022							
No.	Objective	No.	What we will do	By when	Who will deliver this?	Milestones	Target/Outcome
Priority 1: Encourage and support skills, training and employment opportunities within the district for young people							
1.a	Promote employment and learning opportunities for young people within the Council	1.a.1	Raise the profile of HDC as an employer of young people	Ongoing	HR, comms, Learning & Organisational Development Business Partner, Economic Development Team	Review / monitor online traffic, include in future consultations, attend careers fairs, promote at Job Club, raise awareness with local businesses, schools and Job Centre Plus, provide work experience when appropriate / suitable, offering schools opportunities to visit offices / chambers / meet with the Chairman,	Increase in applications and viable prospects when positions are available
		1.a.2	Raise the profile of HDC as an apprentice employer	Ongoing	HR, comms, Learning & Organisational Development Business Partner, Economic Development Team	Review / monitor online traffic, include in future consultations, attend careers fairs (schools, colleges & universities), promote at Job Club, raise awareness with local businesses, utilise the apprenticeship levy	Increase in applications and viable prospects when positions are available
		1.a.3	Utilise the apprentice levy to upskill existing employees	Ongoing	Learning & Organisational Development Business Partner, HR, service managers, employees	Consider this route for every training need, discussion at appraisal	No loss of levy funds, increase in internal skills development
		1.a.4	Sign up to the Care Leavers covenant to launch our care leavers offer, that includes employment opportunities	2023	Leicestershire County Council (LCC), Safeguarding leads, Community Partnerships, HR, Comms	Assign a Care Leavers Champion, sign-up to Care Leavers covenant, launch care leavers offer	Employer of care leavers, adherence to offer, champion is promoted, increased diversity represented in workforce

		1.a.5	Enhance our commitment to improving social mobility amongst our workforce	2028	Care Leavers Champion (TBC), Armed Forces Champion, LCC, Multi-Agency Travellers Unit (MATU), Job Centre Plus (JCP), Safeguarding lead, HR, service managers, Community Partnerships, Economic Development Team, Comms	Continued job clubs, liaison with LCC regarding Care Leavers in our community, liaison with Armed Forces Champion regarding military experienced individuals in our community, attendance at careers fairs, regular engagement / information events, utilising government initiatives / papers / Acts, etc	Increase in diverse representation in the local workforce, increased relationships with schools and local businesses, improved access for young people from lower socio-economic backgrounds to information and experiences
1.b	Encourage local businesses and the Voluntary, Community and Social Enterprise (VCSE) sector to help the creation of local opportunities for young people, through viable apprenticeships and employment.	1.b.1	Encourage Harborough businesses to develop viable apprenticeships and other opportunities	Ongoing	Economic Development Team, Comms	Regular engagement / information events	Increase in viable opportunities across the district, reduced rates of unemployment
		1.b.2	Encourage volunteers and the voluntary sector, highlighting it as a gateway to employment, the benefits on community cohesion, skills development and overall wellbeing	Ongoing	Economic Development Team, Learning & Organisational Development Business Partner, HR, Comms, Voluntary Action Leicester (VAL)	Regular engagement / information events	Improved skills development, access to opportunities, equality, improved social mobility, increase in numbers of young people volunteering, improved community cohesion, improved levels of wellbeing, reduced instances of loneliness and isolation
		1.b.3	Provide advice and support to young entrepreneurs, job seekers and any young people interested in learning opportunities	Ongoing	Economic Development Team, Harborough Innovation Centre (HIC), Harborough Grow On Centre (GOC), Comms, JCP	Continued job clubs, attendance at careers fairs, regular engagement / information events	Improved skills development, access to opportunities, equality, improved social mobility
1.c		1.c.1	Work with partners to raise the profile of Science, Technology, Engineering and Maths (STEM) subjects, particularly in relation to the need for Green Jobs and achieving carbon neutrality.	2026	Economic Development Team, Centre for Logistics Education and Research (CLEAR), Community Partnerships, Comms, LLEP, Climate Champion	Regular engagement / information events, launch and development of CLEAR opportunities	Increase in viable and sustainable Green Jobs within the district, reduction in emissions, numbers of students at CLEAR, increased relationships with schools and local businesses

	Work with partners to develop sector specific further education (FE) / Post-16 / higher education (HE) school-to-work transitions	1.c.2	Maximise the potential for young people through the unique education and training opportunities at the Centre for Logistic Education and Research (CLEAR) at Magna Park.	2028	Economic Development Team, Centre for Logistics Education and Research (CLEAR), Community Partnerships, Comms, LLEP	Regular engagement / information events, launch and development of CLEAR opportunities	Increase in viable and sustainable Green Jobs within the district, reduction in emissions, numbers of students at CLEAR
		1.c.3	Ensure Skills for Jobs, Skills & Post-16 Education Bill, the Levelling Up White Paper, UK Shared Prosperity Fund (UKSPF) & any other Government initiatives are utilised, referred to and implemented as widely as possible	Ongoing	Economic Development Team, Learning & Organisational Development Business Partner, HR, comms	Regular engagement / information events	Improved skills development, access to opportunities, equality, improved social mobility
		1.c.4	Work with partners to reduce barriers to learning for young people, in order to tackle economic inactivity and increase social mobility.	2028	Care Leavers Champion (TBC), Armed Forces Champion, LCC, MATU, JCP, Safeguarding lead, HR, service managers, Community Partnerships, Economic Development Team, Comms, local businesses	Regular engagement / information events, job clubs	Increase in diverse representation in the local workforce, increase in access to opportunities, equality, improved social mobility, reduction in young people not in education, training or work, improved access for young people from lower socio-economic backgrounds to networks of advice, information and experiences

**Priority 2: Increase awareness and availability of suitable and affordable housing for young people**

2.a	Increase the availability of suitable and affordable properties to meet identified needs	2.a.1	Engage with a consultant from the Housing Advisors Programme (HAP)	2023	Chief Housing Officer Group (CHOG), HAP, RPs	Meet with consultant, initiate plans, regular reviews	Innovative solutions, increase in sustainable one-bedroom properties to meet local / county need
		2.a.2	Increase the provision of suitable affordable, one-bedroom properties to meet current need	2026	Housing Team, Housing Advisors Programme (HAP), developers, Registered Providers (RP)	Continued achievement of dwellings per annum targets, meet outcomes of HAP	Increased amount of suitable housing, increase in numbers of young people saving to buy a home, increased numbers of young people residing in the district

2.b	Raise awareness of Government affordable housing schemes	2.b.1	Promote Government schemes (prior to dynamic deadlines) and how best to access them	2026	Housing Team, Comms	More accessible information available, improved internal knowledge at assessment / contact stage, increased access to affordable housing, a drive to meet HTB deadline of 31/10/2022	Increase in applications to schemes within the district, increased utilisation of schemes, increased amount of affordable housing, increased diversity of population, people feel more positive about the options available to them in their locality
2.c	Support young people to access suitable rented accommodation (private & social rental sectors)	2.c.1	Consider options to support young people into suitable rented accommodation	2024	Housing Team, Housing Advisors Programme (HAP), developers, Registered Providers (RP), Comms	Regular reviews, regular surveys, annual Private Landlords Forums,	Increase in suitable, affordable rental options, increase in numbers of young people renting, increase in numbers saving to buy a home, increased diversity of population, people feel more positive about the options available to them in their locality
		2.c.2	Promote need for suitable affordable rent options for young people at the Private Landlords Forum	2024	Housing Team, comms	Annual Private Landlords Forum, growth in number of participants	Increase in private landlords engaged with service, increase in suitable, affordable rental options, increase in numbers of young people renting, increase in numbers saving to buy a home, increased diversity of population, people feel more positive about the options available to them in their locality
		2.c.3	Seek to increase provision of suitable affordable properties to meet need	2026	Housing Team, Housing Advisors Programme (HAP), developers, Registered Providers (RP)	Continued achievement of dwellings per annum targets, meet outcomes of HAP, annual Private Landlords Forum	Increase in private landlords engaged with service, increase in suitable, affordable rental options, increase in numbers of young people renting, increase in numbers saving to buy a home
		2.d.1	Not place any 16/17 year old in Bed & Breakfast accommodation	Ongoing	Housing Team, Leicestershire County Council, CHOG, safeguarding lead	Assign a Care Leavers Champion, sign-up to Care Leavers covenant, launch care leavers offer, improved awareness of issues at assessment / contact stage	Decrease in numbers of homeless 16/17 year olds, decrease in homelessness applications, improved safety and wellbeing

2.d	Reduce instances of youth homelessness.	2.d.2	Signpost / refer those in need of financial, or any other type of support when assessed i.e at homeless application, housing registration stage or if dealing with arrears	Ongoing	Housing Team, Customer Services, Safeguarding lead, Revenue & Benefits (R&B), RP	Improved awareness of how to deal with issues at assessment / contact stage	Decrease in evictions, decrease in arrears, decrease in homelessness applications, increase in people who feel adequately supported
		2.d.3	Adhere to guidance for support of care leavers, military experienced or other vulnerable young people	Ongoing	Housing Team, Customer Services, Safeguarding lead, Revenue & Benefits (R&B), RP, Armed Forces Champion	Improved awareness of how to deal with issues at assessment / contact stage	Reduced numbers of vulnerable homeless young people
		2.d.4	Sign up to the Care Leavers Covenant	2023	Leicestershire County Council (LCC), Safeguarding leads, Community Partnerships, HR	Assign a Care Leavers Champion, sign-up to Care Leavers covenant, launch care leavers offer	Reduced numbers of homeless care-leavers (including applications), increased representation

**Priority 3: Ensure young people are consulted on matters directly impacting their futures**

3.a	Support our young people through engagement and participation exercises so that key issues are considered throughout our service delivery and strategic development.	3.a.1	Explore opportunities to engage with young people in relation to policy development	Ongoing	All teams	Build on and develop community relationships and networks of young people, create forums and databases for ease of access / reference, promote a welcoming environment for participation	Increased levels of active participation in young people, the right conditions are created to enable young people to use their voice, have their views heard and make a difference in their communities, that young people feel empowered, heard and listened to, achieve diverse representation
		3.a.2	Promote equality and diverse representation of young people throughout our service delivery	Ongoing	All teams	Increased engagement with jobs and consultations	Improved understanding of need bringing about wider representation at policy level

**This action plan relates to the work that our partners will lead on for this Young Person Opportunities Plan 2022**

No.	Objective	No.	What we will do	By when	Who will deliver this?	Milestones	Target/Outcome
<b>Priority 1: Develop skills, training and employment opportunities within the district for young people</b>							
1.c	Work with partners to develop sector specific further education (FE) / Post-16 / higher education (HE) school-to-work transitions	1.c.5	Recruit 10 new Apprentice Ambassadors (AA)	Jul-22	Leicester and Leicestershire Enterprise Partnership (LLEP), Behavioural Insights Team, Employer Ambassadors (EAs), Apprenticeship Skills and Knowledge Team (ASK), Education Effectiveness Partnership (EEP)	LLEP Recruitment drive, allocation of Aas	Address skills & employment gaps, improved engagement & awareness with young people
		1.c.6	Highlight apprentice stories and utilise AA networks	Ongoing	Leicester and Leicestershire Enterprise Partnership (LLEP), Behavioural Insights Team, Employer Ambassadors (EAs), Apprenticeship Skills and Knowledge Team (ASK), Education Effectiveness Partnership (EEP)	Schemes to address skills & employment gaps, focus on opportunities in areas where take-up is low, work with the governemnt using behavioural insights to stimulate interest, increase number of AA's being recruited & trained	Recruitment & training of 10 AA's, rise in awareness of apprenticeships, T-Levels, FE opportunities,

## HDC Due Regard (Equality Analysis)

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the 'Due Regard' process when introducing new policies/procedures/functions and services or reviewing existing ones.

For help with this template please view the guidance document, which contains advice to assist you when you are considering the impact (both positive and negative) of the proposed actions on each of the protected equality characteristics.

**Name of policy/procedure/function/service being analysed: Young Person Opportunities Plan**

**Department and section: Harborough District Community Wellbeing Partnership**

**Name of lead officer: James O'Connell**

**Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.):**

**Date assessment completed:**

### Step 1: Defining the policy/procedure/function/service

Is this a new, amended or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?

The Young Person Opportunities Plan is a new policy with that aims to:

- 1) Raise awareness of, and access to, opportunities linked to learning, employment and housing options for 15 – 34 year olds in the district of Harborough
- 2) Retain and attract more young people to live, work and learn in the district
- 3) Support our young people to engage with the Council to ensure that their issues are considered throughout our service delivery and policy development.

The objectives, methodology and expected outcomes are detailed further in the associated Action Plan, with the overarching strategic priorities of:

- 1) Encourage and support skills, training and employment opportunities within the district for young people
- 2) Increase awareness and availability of suitable and affordable housing for young people
- 3) Ensure young people are consulted on matters directly impacting their futures

### Step 2: Data collection & evidence

What relevant evidence, research, data and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known effects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

#### Harborough population by age

(Figures are taken from Office for National Statistics (ONS) subnational population projections by persons, males and females, by single year of age)

Since Census 2011, the district has seen a 12% growth in total population. But with 2021 Census data outstanding until Summer 2022 at the earliest, by using 2011 Census data to forecast potential current populations of 15 – 34 year olds, we see a growth of 18%, with similar numbers living in urban and rural settings respectively. Whilst this projection is subject to external factors, such as outward migration, when considered alongside the 12% population growth seen between 2011 – 2020, with factors such as inward migration, employment opportunities and first-time buyers seeing the need for continued housing development within the district, the numbers are a realistic account of the current population.

Data from the Leicester and Leicestershire Enterprise Partnership (LLEP) highlights that Harborough has a smaller share in populations of 18-24 year olds compared to Leicestershire (6.2% compared to 8.4%) and this is potentially linked to a lack of higher education institutions within the district, contributing to external migration.

This data demonstrates the projected populations of 15-34 year olds in the short, medium and long-term within the district of Harborough.

	2020	2025	2030	2035	2040
<b>People aged 15-17</b>	3, 400	3, 900	4, 000	3, 800	3, 800

<b>People aged 18-24</b>	5,200	5,100	5,600	5,800	5,600
<b>People aged 25-34</b>	9,500	10,000	9,500	9,800	10,700
<b>Total population (aged 15-64)</b>	57,200	59,800	60,700	61,600	62,700
<b>Total population (all ages)</b>	94,600	99,700	104,000	107,900	111,600

	<b>2020</b>	<b>2025</b>	<b>2030</b>	<b>2035</b>	<b>2040</b>
<b>Females aged 15-17</b>	1,700	1,900	1,900	1,900	1,900
<b>Females aged 18-24</b>	2,400	2,300	2,500	2,600	2,500
<b>Females aged 25-34</b>	4,800	4,900	4,700	4,800	5,300
<b>Total female population (aged 15-64)</b>	28,700	30,200	30,700	31,000	31,900

	<b>2020</b>	<b>2025</b>	<b>2030</b>	<b>2035</b>	<b>2040</b>
<b>Males aged 15-17</b>	1,700	2,000	2,000	1,900	1,900
<b>Males aged 18-24</b>	2,800	2,800	3,000	3,100	3,000
<b>Males aged 25-34</b>	4,700	5,000	4,800	5,000	5,300
<b>Total male population (aged 15-64)</b>	28,400	29,500	29,900	30,300	30,700

\*all rounded to the nearest 100

Within the recent residents engagement consultation and housing surveys, there was an 87% and 96% response rate from white residents respectively up to the age of 34, highlighting a majority across the district in line with official Census data.

#### **Harborough population by Ethnic group**

(Figures are taken from the Census 2011, published by Office for National Statistics (ONS))

Ethnic group	White	Mixed/ multiple ethnic group	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other Ethnic Group
People aged 18-24	5,049	105	213	37	11
People aged 25-34	7,257	98	403	43	42
Total population (aged 18-64)	48,628	390	1,753	224	147

Ethnic group by percentage	White	Mixed/ multiple ethnic group	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other Ethnic Group
People aged 18-24	93.24%	1.94%	3.93%	0.68%	0.20%
People aged 25-34	92.53%	1.25%	5.14%	0.55%	0.54%
Total population (aged 18-64)	95.08%	0.76%	3.43%	0.44%	0.29%

Alongside the majority of White British within the district, Census 2011 data shows there is a majority Christian population. However, figures are high amongst those who identify as having no religion. Again, there are pockets of diverse groups across the district who require improved representation in order to bridge equality of opportunity:

Religion / Age	All	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other	No religion	Not stated
15–17	3, 442	1, 897	6	51	4	33	16	2	1, 132	301
18–24	5, 415	2, 837	4	66	2	40	48	16	2, 018	384
25–34	7, 843	4, 031	26	166	16	91	107	25	2, 926	455
Total:	16, 700	8, 765	36	283	22	164	171	43	6, 076	1, 140
%		52.5%	0.2%	1.7%	0.1%	1%	1%	0.3%	36.4%	6.9%

Office for National Statistics experimental statistics on sexual orientation in the UK in 2019 using data from the Annual Population Survey (APS) estimate that: 6.6% of those aged 16-24 years and 3.6% of those aged 25-34 years identify as Lesbian, Gay or Bisexual. Using 2020 Harborough population estimates that would equate to: 343 Harborough residents aged 16-24 years and 342 residents aged 25-34 years who identify as Lesbian, Gay or Bisexual.

In a feedback survey from the Schools Community Safety Roadshow Events, of 685 respondents aged between 11-18 years old, 4% identified as “non-binary (including “other””, 2% preferred not to say, with the remaining split being 41% and 53% identifying as male or female respectively.

A 2018 National LGBT Survey, run by the Government Equalities Office found that, of 108, 100 valid respondents aged above 16, nationwide, the following results found:

<b>Sexual Orientation:</b>	<b>Total:</b>
Gay / Lesbian	61%
Bisexual	26%
Pansexual	4%
Asexual	2%
Queer	1%

13% of respondents were transgender / trans, with the following breakdown in gender identity:

<b>Gender Identity:</b>	<b>Total:</b>
Non-Binary	6.9%
Trans women	3.5%
Trans men	2.9%

Interestingly, 69% of respondents were aged between 16-34, compared with just under a third for the UK population as a whole, consistent with findings that younger people are more likely to identify as LGB e.g. 57% of trans respondents under 35 were non-binary compared with 36% of those aged 35 or over<sup>1</sup>

<sup>1</sup> [National LGBT Survey: Summary report \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/674212/national-lgbt-survey-summary-report.pdf)

Prior to Census 2021, there has been no formalised way of accurately surveying LGBTQ+ populations, highlighting that equality of opportunity is much needed as a focus across the whole of society to create more inclusive communities.

Further work is required in order to develop opportunities, representation and engagement for those with Special Educational Needs and Disabilities

### Harborough population predicted to have a learning disability by age

(These predictions are based on prevalence rates in a report by Eric Emerson and Chris Hatton of the Institute for Health Research, Lancaster University, entitled Estimating

Future Need/Demand for Supports for Adults with Learning Disabilities in England, June 2004)

	2020	2025	2030	2035	2040
<b>People aged 18-24</b>	140	137	150	155	149
<b>People aged 25-34</b>	237	249	237	244	266
<b>Total population (aged 18-64)</b>	1,298	1,350	1,373	1,404	1,433

### Harborough population predicated to have a physical disability by age

(Figures from PANSI – Projecting Adult Needs and Service Information)

<b>Impaired Mobility</b>	2020	2025	2030	2035	2040
<b>People aged 18-24</b>	52	51	56	58	56
<b>People aged 25-34</b>	95	100	95	98	107
<b>Total population (aged 18-64)</b>	3,299	3,532	3,563	3,517	3,553

<b>Serious visual impairment</b>	2020	2025	2030	2035	2040
<b>People aged 18-24</b>	3	3	4	4	4
<b>People aged 25-34</b>	6	6	6	6	7

<b>Total population (aged 18-64)</b>	35	36	37	38	38
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<b>Moderate, severe or profound hearing impairment</b>	<b>2020</b>	<b>2025</b>	<b>2030</b>	<b>2035</b>	<b>2040</b>
<b>People aged 18-24</b>	94	91	100	104	100
<b>People aged 25-34</b>	238	251	242	243	267
<b>Total population (aged 18-64)</b>	6,475	6,885	6,933	6,900	6,942

A recent housing survey was released via community and sport groups, Harborough District Council social media, residents / parish / members newsletters, Registered Providers (Housing Associations) and using details from housing applicants with data matching that of which was required. The 152 responses received helped inform housing objectives. The survey ran from 01/03/2022 – 31/03/2022 and can be found at ***insert link***

Some of the key findings are:

- Two-thirds are employed in some way
- 44% are in full-time employment
- 55% of the private rental sector find their rent unaffordable
- Whilst levels of affordability in the social rental sector are positive, two-thirds aren't able to save towards homeownership
- 57% of those living with their parents have done so for more than 5 years
- 100% of those living with family or friends earn below the local average
- 'Hidden homeless' is a misunderstood issues
- There are significant gaps in awareness of how to access Help To Buy (HTB) schemes
- Nearly two-thirds of homeowners benefited from HTB schemes
- 70% of all homeowners find their package affordable

Data received from the Help To Buy (HTB) provider for the entire Midlands and London regions has highlighted that of 36580 applications to their various affordable housing schemes, just 188 put Harborough as one of their preferred options. This mirrors data from the Housing Survey relating to a lack of knowledge around government affordable housing schemes.

From Office for National Statistics (ONS) Labour Market data for 2020 / 21, Economic Activity levels are at 85.4%, above the local and national levels of 77.6% and 78.4% respectively. Levels for Economic Inactivity are low in comparison, at 14.6% to 22.4% and 21.6% respectively. However, affordability remains an issue that's been highlighted from the Housing Survey and despite levels of employment. Young people aren't earning enough to cope with the average house prices that are 10.7 times greater than a perceived average salary of £35, 800 across the district.

### Step 3: Consultation and involvement

Have you consulted and if so outline what you did and who you consulted with and why.

- Promoted the Resident Engagement Consultation with schools, community and sport groups across the district, resulting in a third of all responses being from those aged up to 34
- Used Survey Monkey for feedback from the School Community Safety Roadshow events to gauge quality of delivery and preferred modes of communication e.g. social media. Received an average of 678.5 responses from young people aged between 11-18
- Conducted a district wide Housing Survey via Survey Monkey. Distributed via community and sport groups, Harborough District Council social media, residents / parish / members newsletters, Registered Providers (Housing Associations) and using details from housing applicants with data matching that of which was required. The 152 responses received helped inform housing objectives
- Received data specific to applications to and within the Harborough district from the Help To Buy (HTB) provider for the Midlands and London
- Ongoing survey of attendees at the Job Club held monthly in Lutterworth to establish interest in learning opportunities
- Internal consultation with Service Managers, Corporate Management Team, HR, Communications, Economic Development Team, Community Partnerships, Equality and Diversity Officer

### Step 4: Potential impact

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership,

Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, current and ex-armed forces personnel (Veterans), deprived or disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

Some people under the age of 18 may not be able to access housing opportunities unless they come via a care based or homeless pathway. If they do present as homeless and are not from a Social Care background, a referral to the relevant body should be made in that instance to enable for a duty of care to be instigated.

In relation to care-experience individuals, Harborough District Council and other districts of Leicestershire have an impending Care Leavers Offer that promotes a priority when accessing key services and by way of this plan, it is recommended that a Care Leavers Champion is allocated from within the elected members and that we sign up to the Care Leavers Covenant as a way of not just launching said offer, but underlining our intentions on this front.

Military experienced personnel and their families have additional support via the Armed Forces Gateway . Having already been a signatory to the Armed Forces Covenant, prior to it being enshrined in law via the amended Armed Forces Act 2021, we are committed to enabling equality of opportunity to these communities. By way of this plan it is also hoped that Harborough businesses that are signed up to the Armed Forces Covenant will also engage more, creating greater access for this sector.

The Council has a range of offers related to employment, financial and housing support for those eligible through experience, vulnerability or disability, including guaranteed interviews for eligible care leavers and military experienced individuals.

With Harborough being a largely rural district, the need for more local opportunities is essential to enable young people in particular, from any background, to flourish.

In exploring opportunities for increased engagement with young people, this plan aims to increase representation amongst marginalised and multicultural communities, giving voice on important issues that directly impact them. This is hoped to reduce instances of discrimination and isolation whilst increasing community cohesion.

Internally, work is ongoing at the Council with regard to ensuring that the make-up of our workforce is representative of the community we support. By trying to match the community we aim to employ people with diverse skills, abilities and understanding of various groups and communities to help identify barriers or potential areas of discrimination at the earliest possible opportunity.

This combined with the objectives contained within our Equality Plan 2021/24 should help us to ensure that the only impacts on individuals or groups with protected characteristics are positive ones.

#### **Step 5: Mitigating and assessing the impact**

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

Every effort has been made to mitigate any actual or potential adverse impact or discrimination as a result of this plan, although those from outside the 15-34 age-range may not directly benefit from some of the objectives. The plan has been written with the intention of ensuring that our policies, procedures and services are accessible for all. It identifies the importance of ensuring that we consider the additional needs young people may have in order to achieve the same level of access as others and also the importance of eliminating barriers preventing people from engaging with us, their communities and their futures. If we do this then the only impacts should be positive for our residents and employees.

#### **Step 6: Making a decision**

Summarise your findings and give an overview of whether the policy will meet Harborough District Council's responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The Young Person Opportunities Plan aims to raise awareness of and access to learning, employment and housing options in order to retain and attract more young people aged up to 34 within the District of Harborough. It is also focussed on building levels of engagement and representation amongst the targeted age-range, marginalised and multicultural communities. In working towards these aims I feel that we meet our responsibilities relative to all three aims of our Public Sector Equality Duty.

#### **Step 7: Monitoring, evaluation & review of your policy/procedure/service change**

What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?
Regular reviews of progress towards objectives will take place, identifying any gaps where improvements need to be made. The 5 year period for which the plan is focussed will enable time for implementation and see other sources of outstanding data available (e.g. Census 2021, HEDNA, s106 developments), whilst also enabling engagement platforms to be explored within the demographic to inform, update and refresh in 2028.

## Equality Improvement Plan

### Equality Objective :

Action:	
Officer Responsible:	By when:

### Equality Objective :

Action:	
Officer Responsible:	By when:

### Equality Objective :

Action:	
Officer Responsible:	By when:

### Equality Objective :

Action:	
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**Officer Responsible:**

**By when:**

**Signed off by:**

**Date:**

Once signed off, please forward a copy for publication to Julie Clarke, Equality and Diversity Officer  
e-mail: [j.clarke@harborough.gov.uk](mailto:j.clarke@harborough.gov.uk) , telephone: 01858 821070.

**REPORT NO. 2**

**REPORT TO THE COMMUNITIES SCRUTINY PANEL  
MEETING OF 28th JULY 2022**

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**Status:** For Discussion  
**Title:** Rural Strategy  
**Report of :** Tom Day, Community Partnerships Service Manager  
**Portfolio Holder:** Cllr Whelband, Housing, Communities & Wellbeing  
**Where from:** Community Partnerships  
**Where to next:** Cabinet

Objective: To input into the development of the Rural Strategy.

1. Outcome sought from Panel

1.1 To review and scrutinise the draft Rural Strategy 2023-2028.

2 Background

2.1 The ambition to develop a Rural Strategy for the Harborough District was set out in the Corporate Delivery Plan for 2022. The justification for this was the acknowledgement that whilst Harborough District is a desirable place to live, work and visit, residents and businesses face a number of key challenges as a result of the rurality of our District, which have been compounded by the COVID19 pandemic.

2.2 It is commonly accepted that rural areas face particular challenges including:

- Increased cost per capita to deliver essential public services
- Ageing population and associated health and wellbeing issues
- Affordability of housing and a rapidly rising cost of living
- Access to transport, broadband and mobile connectivity
- Balancing economic development and diversification with the preservation of our unique rural environment
- Issues of social isolation and hidden deprivation.

### 3 Issues

- 3.1 The Rural Urban Local Authority Classification<sup>1</sup> categorises districts and unitary authorities on a six point scale, based on the share of the resident population that resides in rural areas. The six categories are:
- Mainly Rural (80% or more of the population resides in rural areas)
  - Largely Rural (Between 50% and 79% of the population resides in rural areas)
  - Urban with Significant Rural (Between 26% and 49% of the population resides in rural areas)
  - Urban City and Town
  - Urban with Minor Conurbation
  - Urban with Major Conurbation
- 3.2 The most recent Urban Rural classification report from 2011 sets out that 65% of the district's population live in rural areas. The remaining 35% live in Market Harborough which is classed as an Urban Town. Further information is provided at Appendix A.
- 3.3 The 12-month project to develop a Rural Strategy was funded by Contain Outbreak Management Funding (COMF) to look at the needs and service gaps of our rural communities including a focus on economic, housing, the impacts of Covid and the recovery needs going forward. COMF is government fund which provides English local authorities with financial support to help reduce the spread of coronavirus and support local public health initiatives. It is allocated based on the government's COVID-19 Relative Needs Formula (RNF), which gives a weighting to both population and deprivation levels, based on the Index of Multiple Deprivation, so that funding is targeted at areas with consistently high infection and enduring transmission rates. It recognizes that, while lower tier local authorities do not hold statutory public health responsibilities, they do hold the responsibility for other activities critical to the management of the COVID-19 pandemic, and therefore gives upper tier local authorities (i.e. Leicestershire County Council) the discretion to provide a greater proportion of COMF funding to lower tier authorities depending on the needs of their local communities.
- 3.4 The Rural Community Council were commissioned to lead this work and undertake district wide community development at grassroots level to engage with citizens to understand their views, needs, concerns. This charity was created in 1924 to improve wellbeing, increase resilience and tackle disadvantages in rural communities across Leicestershire, Rutland and the surrounding areas. It is therefore well placed to lead the development of this strategy.

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<sup>1</sup> Office of National Statistics

- 3.5 To explore the specific issues facing residents of the Harborough district, engagement events were held as follows:
- 23<sup>rd</sup> November 2021 – Market Harborough Leisure Centre
  - 7<sup>th</sup> December 2021 – Lutterworth Leisure Centre
  - 11<sup>th</sup> January 2022 – Houghton on the Hill Village Hall
  - 3<sup>rd</sup> February 2022 – Hallaton Village Hall
- 3.6 Drill down surveys were sent out in February 2022 after the engagement events to Parish Councils, the NFU, Young Farmers, Farming Community Network, East Midlands Chamber, Small Federation of Businesses, HDC Councillors and Service Managers, Veterans Along with social media support. A summary of all the engagement feedback and events can be found at appendix B.
- 3.7 The results of the desktop research and engagement have informed the draft Rural Strategy, which is attached at appendix B. Through delivery of our rural strategy we are aiming to create and maintain:
- Inclusive, connected and resilient rural communities, where everyone has the opportunity to participate, and access to the services and facilities they need
  - An environmentally and economically sound rural district where the needs of farming, conservation, development and the economy are appropriately balanced
  - A safe and welcoming rural district where everyone is provided with opportunities to enhance their physical, mental, social and economic health and wellbeing
- 3.8 The draft strategy proposes that the Council adopt seven strategic priorities for the rural parts of the district between 2023 and 2028:
- To maintain and strengthen thriving, inclusive, safe and resilient **rural communities** by bringing people and organisations together to design and deliver high quality public services and community initiatives.
  - To safeguard and enhance the **rural environment** by working together to ensure sustainable development, drive sustainable behaviour change, and to develop community-level net zero initiatives in rural areas.
  - To grow a prosperous **rural economy** that works for all by supporting existing industries, harnessing the possibilities of diversification and digital connectivity, and facilitating the creation of local enterprises.
  - To improve mental, physical and social health by working with all sectors to ensure people can access the care, services and facilities

they need, and make healthy lifestyle choices, whatever their circumstances.

- To meet **rural housing** needs and ensure rural homes are fit for the 21st century by working with developers to provide high quality housing that is genuinely affordable and designed to help combat fuel poverty.
- To level up and ensure no one is disadvantaged by virtue of where they live, work or do business by better **rural proofing** policies and services, and striving to ensure equitable investment into rural communities.
- To create **better connected** rural communities and reduce reliance on traditional transport by shifting focus onto enhanced digital connectivity, remote provision, and sustainable transport infrastructure.

- 3.9 To support delivery of the strategy an action plan will be drafted as part of service planning and budget setting for 2023/24 and will thereafter be reviewed annually.

#### 4 **Points for discussion**

- Does the rural strategy cover the key issues
- Are there any of the priorities the RCC identified that Members feel are more important
- Are there any key partners that the council should engage in the delivery of the strategy
- To feed any views and opinions to Cabinet

#### 5 **Equality Impact Assessment Implications/Outcomes**

- 5.1 Equality Impact Assessments will be developed where appropriate to support the delivery of key projects.

#### 6 **Impact on Communities**

- 6.1 The strategy will have a positive impact – supporting rural communities to be connected and resilient, where everyone has the opportunity to participate, and access to the services and facilities they need

#### 7 **Legal Issues**

- 7.1 This is a flexible policy which meets the council's legal obligations to meet the needs of the district. Any specific project contemplated under the strategy will be assessed as appropriate.

#### 8. **Resource Issues**

- 8.1 Any specific project contemplated under the strategy will be assessed as appropriate. The strategy is about bringing together the work of the council and targeting existing resources more effectively to meet specific needs of rural communities.

**9. Community Safety Implications**

- 9.1 A key priority of the strategy is to maintain safe and resilient rural communities by bringing people and organisations together.

**10. Carbon Management Implications**

- 10.1 A key priority of the strategy is to safeguard and enhance the rural environment by working together to ensure sustainable development, drive sustainable behaviour change, and to develop community-level net zero initiatives in rural areas.

**11 Risk Management Implications**

- 11.1 A rural strategy will enable the council to better respond to the specific needs of rural communities both alone and in partnership with other organisations.

**12 Consultation**

- 12.1 Engagement with residents and partners via surveys and roadshows
- 

**Previous report(s):**

**N/A**

**Appendices:**

**Appendix A – Urban Rural Classification 2011**

**Appendix B – Summary of Engagement**

**Appendix C – Draft Rural Strategy 2023-2028**



# Area Classification - 2011 Rural Urban Classification, Local Authorities

File created on: 7/12/2022 10:20:40 AM

## 2011 Rural Urban Classification - Introduction

Hover over for more information



### About this Dashboard

It is important to distinguish between rural and urban areas when analysing social and economic statistics as the populations and businesses can differ in their makeup (for example rural areas tend to have higher proportions of older people). The opportunities, challenges and barriers for businesses, the services people receive and their quality of life can also differ markedly between rural areas and larger towns and cities. (ONS, May 2015)

This dashboard summarises the 2011 Rural Urban Classification for Leicester, Leicestershire and Rutland. It comprises of:

- Background information on the classification and links to further information;
- An interactive data table summarising ONS Mid-2018 population estimates by Rural Urban Classification; and
- An interactive map showing the classification by Lower Super Output Area (LSOA).

### About the 2011 Urban Rural Classification

The 2011 Urban Rural Classification was released by the Office for National Statistics in October 2013. This data updates the classification produced for the 2001 Census.

The 2011 rural-urban classification (RUC2011) allows for a consistent rural/urban view of datasets. A suite of classifications has been produced for use at a variety of geographic levels. RUC2011 is a revised version of the classification produced after the 2001 Census. It was created by the Department of Town and Regional Planning at the University of Sheffield on behalf of a government working group.

RUC2011 of lower layer super output areas (LSOAs) is built up from the OA level classification, with assignment to urban or rural made by reference to the category to which the majority of their constituent OAs is assigned. More information on the ONS Area Classifications can be found here:

<https://www.gov.uk/government/statistics/2011-rural-urban-classification>

### Lower Super Output Areas

LSOAs were designed to improve the reporting of small area statistics and are built up from groups of output areas (OA). LSOAs have a minimum population of 1,000 people and a maximum population of 3,000. They contain a minimum of 400 households and a maximum of 1,200 households. Where possible, LSOA boundaries follow natural boundaries such as roads and rivers.

Maintaining stability as far as possible was key for the 2011 Census. LSOAs created following the 2001 Census continue to exist unless a significant population change occurred between 2001 and 2011, and household minimum and maximum thresholds were breached.

More information can be found here:

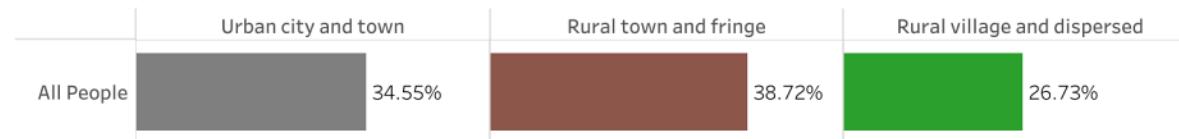
<http://webarchive.nationalarchives.gov.uk/20160105160709/http://www.ons.gov.uk/ons/guide-method/geography/beginner-s-guide/census/super-output-ar..>

## Urban and Rural Population

Hover over for more information



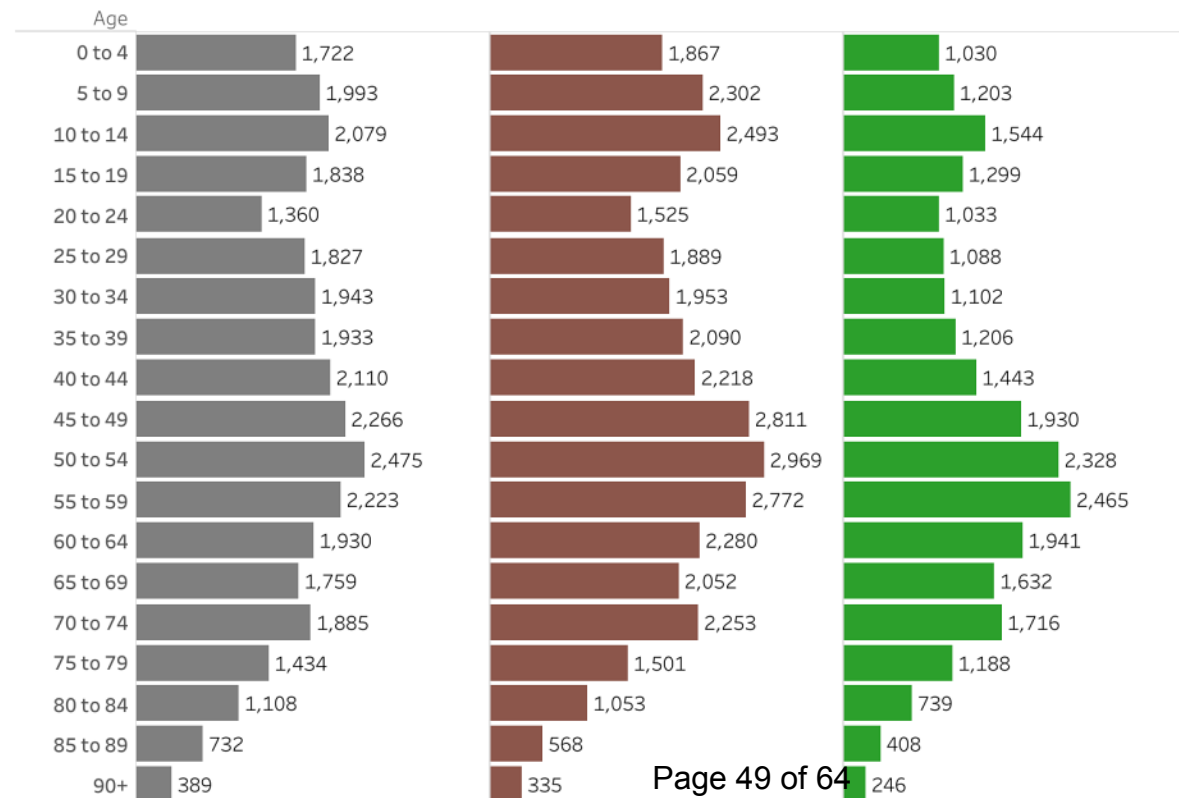
## Population (percent, all ages)



## Local Authority

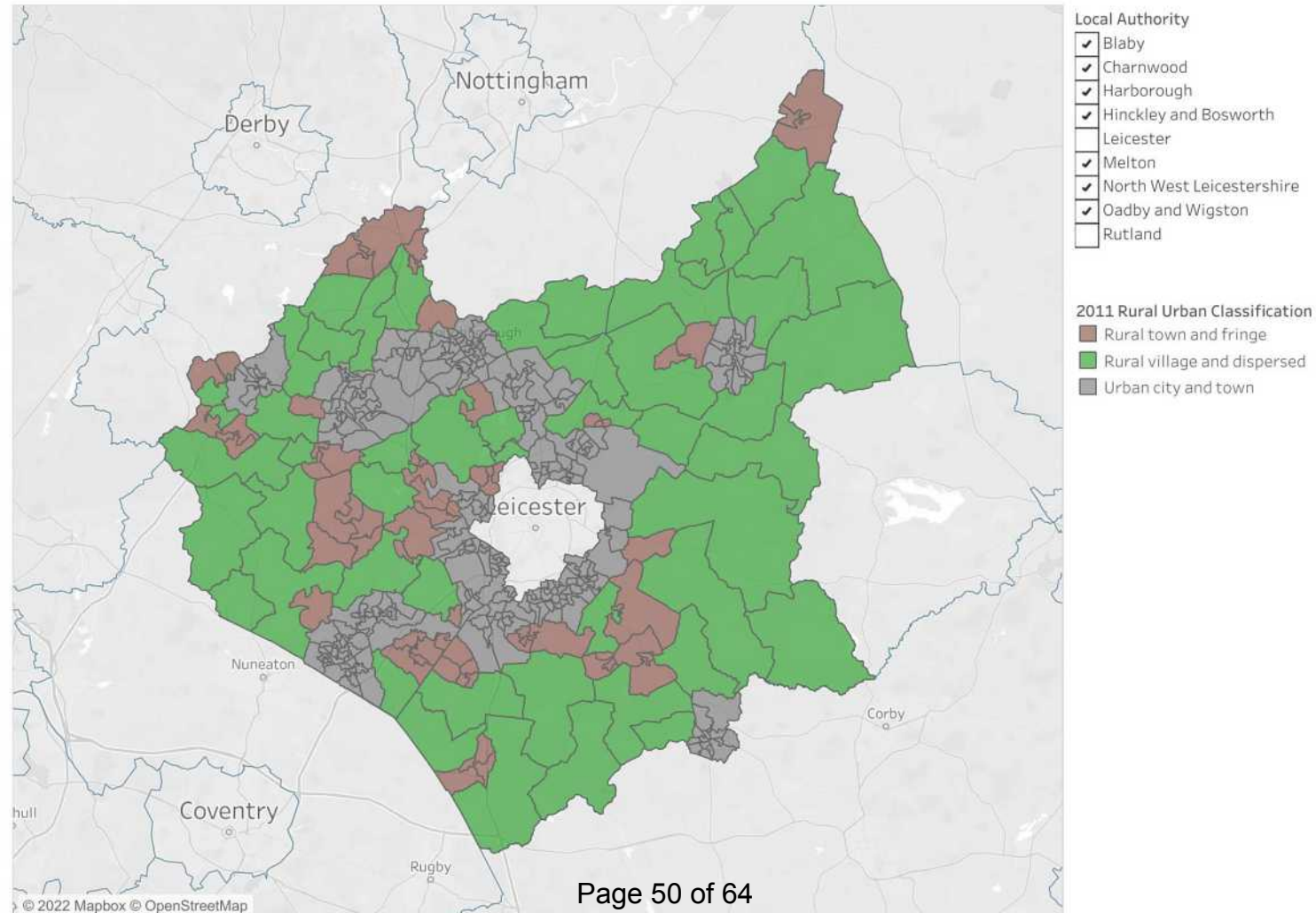
- ☐ Blaby
- ☐ Charnwood
- ☒ Harborough
- ☐ Hinckley and Bosworth
- ☐ Leicester
- ☐ Melton
- ☐ North West Leicestershire
- ☐ Oadby and Wigston
- ☐ Rutland

## Population (count, quinary age band)



## Where are our Communities Located?

Hover over for more information



## **Appendix B**

### **SUMMARY OF ISSUES FROM ENGAGEMENT**

**Through conversation with rural residents, rural businesses, community organisations, charities, and other rural stakeholders we identified the following priority rural issues for communities across the district.**

#### **1. Connectivity**

- Support providers and other stakeholders to expand coverage of high quality 4G and 5G mobile coverage.
- Support expansion of superfast broadband into all rural areas
- Encourage, enable and support communities to strengthen social connections and support networks in rural areas.
- Help parish councils and community groups to improve and widen the availability and dissemination of information about services, facilities, activities and events in rural communities.
- Work with partners to enhance connections to information, guidance and support to access employment and training.

#### **2. Health & Wellbeing**

- Work with GP's and other health providers to improve communication and awareness of the routes to access different health information, advice & services from rural areas.
- Expand and promote Healthy Harborough Walks and Cycle Routes.
- Work with relevant providers and other stakeholders to enhance advice and support for new parents and young families.
- Encourage, enable and support volunteers and the voluntary & community sector to establish and deliver more community led health & wellbeing services within rural areas.
- Increase people's overall wellbeing and resilience by supporting activity to reduce isolation, loneliness and other mild mental / social health issues.

### **3. Children & Young people**

- Increase accessibility and availability of facilities, services and support for families, children and young people at parish level.
- Enhance the wellbeing of children and young people through focussed activity to benefit young peoples mental health.
- Support young people to access independent modes of transport for education, work, social and leisure travel to, from and between rural communities.
- Broaden the involvement of young people in informing decision making around planning, policy & development by better seeking and exploring their needs, views and opinions.
- Prioritise use of developer contributions and other related funding for investment into new and/or improved playing fields, recreation grounds, play equipment and other outdoor recreation space (including a mix of age appropriate facilities).
- Work with local leisure centres and other providers to review and improve the range of age appropriate activities, classes, sports clubs and other youth provision accessible in rural areas.
- Engage and support village halls, community halls, and other buildings to increase the accessibility and affordability of indoor community space for use by children, young people, and associated groups.

### **4. Community Safety**

- Create opportunities and facilitate closer communication and partnership working between the Police, Community Safety, parish councils and communities to reduce rural crime.
- Support parish councils and other parish based groups to access the support and resources they need to tackle low level crime and anti-social behaviour eg. littering, dog fouling, fly tipping.
- Work closely with local volunteers, parish councils, the police and other partners to reduce rural speeding and parking issues.
- Increase awareness of ways for people to help prevent themselves from becoming a victim of crime by supporting and/or facilitating campaigns, training, awareness sessions, talks and engagement surgeries in rural areas.

- Encourage and support communities to establish and expand neighbourhood initiatives (e.g. Neighbourhood or Rural Watch).

## **5. Sport & Leisure**

- Review the affordability and accessibility of sports and leisure facilities to ensure equitable availability, especially for children and young people, the elderly, disabled, people facing financial hardship, and those with limited/no access to private transport.
- Promote and increase awareness of safe and accessible rural walking, cycling and horse riding routes across the District .
- Support community managed sport/leisure facilities and associated clubs/groups to access the guidance and resources they need to grow and thrive.
- Increase provision of lighting on outdoor sports pitches/courts and increase the number of grassroots sports pitches available in rural areas
- Encourage and support the introduction of new/expanded leisure activities in rural communities (e.g. community cinemas).

## **6. Transport**

- Secure investment into new/improved transport links to, from, between, in and around rural communities.
- Explore new/innovative transport solutions to meet the travel needs and priorities of rural individuals and households without access to a private vehicle.
- Enable rural communities to influence transport reviews and other policy changes that impact their local area.
- Expand and increase accessibility of infrastructure for electric vehicle charging within rural communities.
- Increase provision of safe walking, cycling and horse riding routes within and between rural settlements.

## **7. Housing**

- Drive an increase in housing quality to make sure that new and re-developed rural homes are fit for the 21st century.

- Ensure there is appropriate and abundant provision of affordable housing in rural settlements, evidenced by a robust Housing Need Survey, and including starter and retirement homes.
- Involve parish councils and communities in the development of planning policy and informing decisions on development that impacts their rural area.
- Encourage housing development that supports good community connections and engagement between new and existing residents, where possible incorporating community led housing schemes.
- Work with developers and communities to ensure new housing development includes appropriate investment in infrastructure.

## **8. Environment**

- Work with communities to preserve the natural environment and protect important wildlife habitats in and around rural settlements.
- Work with communities to protect and enhance public green (grass and woodland) and blue (water) spaces by ensuring appropriate maintenance and encouraging use by a wide range of people and groups.
- Further expand rates of recycling across the District by raising awareness of what can be recycled and where.
- Support parish councils and their communities to develop and deliver local climate change and carbon reduction initiatives, including enabling access to appropriate grant funding.
- Help to reduce fuel poverty by working with partners and communities to provide home owners with information and advice on saving energy and water, and by making new and re-developed homes more energy efficient.

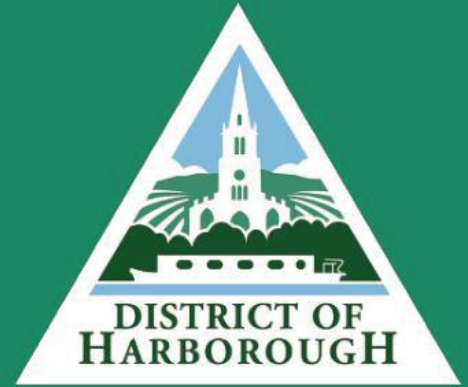
## **9. Economy, Agriculture & Tourism**

- Support rural businesses to access advice, support services, grants, loans and other funding streams to support effective start up, expansion or diversification.
- Ensure the effective engagement of the farming community in the development of planning and development policies in respect of

countryside development, including green energy production, diversification and food production.

- Review the capacity, occupation rates and demand for rural workspaces, small scale rural logistics sites and business parks.
- Support the Tourism Growth Plan by enabling a managed increase in tourism across the District that minimise damage to the key features, character and heritage that attract people to the countryside.
- Work with local employers and support providers to increase apprenticeship opportunities and placements within rural industries.





# Rural Strategy 2023-2028

## Harborough District Council







# FOREWORD

The Harborough District is made up entirely of rural hamlets, villages and market towns. Whilst a fantastic place to live, work and visit, we face a number of key challenges as a result of the rurality of our District:

- Increased cost per capita to deliver essential public services.
- Ageing population and associated health and wellbeing issues.
- Affordability of housing and a rapidly rising cost of living.
- Access to transport, broadband and mobile connectivity.
- Balancing economic development and diversification with the preservation of our unique rural environment.
- Issues of social isolation and hidden deprivation.

This Rural Strategy sets out how we can work together to overcome these challenges, rural proof future policies, and realise the unique opportunities we have to enhance wellbeing & prosperity across the District.



## OUR VISION

Working with our communities, we will build a future for the people of Harborough district that gives them the best life chances and opportunities through:

Community leadership  
to create a sense of  
pride in our place

Promoting health and  
wellbeing and encouraging  
healthy life choices

Creating a sustainable  
environment to protect  
future generations

Supporting residents  
and businesses to deliver  
a prosperous local economy

# OUR AIMS

Through delivery of our rural strategy we are aiming to create and maintain:

- 1** Inclusive, connected and resilient rural communities, where everyone has the opportunity to participate, and access to the services and facilities they need
- 2** An environmentally and economically sound rural district where the needs of farming, conservation, development and the economy are appropriately balanced
- 3** A safe and welcoming rural district where everyone is provided with opportunities to enhance their physical, mental, social and economic health and wellbeing



# STRATEGIC PRIORITIES

We have identified seven overarching strategic priorities for rural areas of the Harborough district between 2023 and 2028:



## Rural Community

To maintain and strengthen thriving, inclusive, safe and resilient rural communities by bringing people and organisations together to design and deliver high quality public services and community initiatives.



## Rural Environment

To safeguard and enhance the rural environment by working together to ensure sustainable development, drive sustainable behaviour change, and to develop community-level net zero initiatives in rural areas.



## Rural Economy

To grow a prosperous rural economy that works for all by supporting existing industries, harnessing the possibilities of diversification and digital connectivity, and facilitating the creation of local enterprises.





### Rural Wellbeing

To improve mental, physical and social health by working with all sectors to ensure people can access the care, services and facilities they need, and make healthy lifestyle choices, whatever their circumstances.



### Rural Connectivity

To create better connected rural communities and reduce reliance on traditional transport by shifting focus onto enhanced digital connectivity, remote provision, and sustainable transport infrastructure.



### Rural Housing

To meet rural housing needs and ensure rural homes are fit for the 21st century by working with developers to provide high quality housing that is genuinely affordable and designed to help combat fuel poverty.



### Rural Equity

To level up and ensure no one is disadvantaged by virtue of where they live, work or do business by better rural proofing policies and services, and striving to ensure equitable investment into rural communities.





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