



# Combined Authority's Annual Equity, Diversity, and Inclusion Report 2022.

**Evidence in support of compliance with the Public Sector Equality Duty.**

Publication March 2023.

## Overview

This report provides information regarding our current methodology for understanding the employee profile, from the financial year 2022/2023, and progress towards the Combined Authority's agreed [Equality Objectives](#), and

## Our duties under the Equality Act 2010

The Equality Act 2010 replaced all prior equality legislation to provide a single legal framework to protect the rights of individuals and advance equality of opportunity for all. The nine protected characteristics under the Equality Act 2010 are: Age, Disability, Gender Reassignment (Gender Identity), Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, and Sexual Orientation. This report includes employee profile data for the following protected characteristics:

- Age
- Disability
- Sex
- Race
- Sexual Orientation
- Religion or Belief

## Our Objectives under the Public Sector Equality Duty

The Public Sector Equality Duty requires public sector organisations like the Combined Authority, to consider how their policies and/or decisions affect people and communities, who have and share protected characteristics named under the Equality Act 2010. To comply with the Public Sector Equality Duty, public sector organisations must have due regard for:

- Eliminating unlawful discrimination.
- Advancing equality of opportunity between people who have a protected characteristic and people who do not.
- Fostering good relations between people who have a protected characteristic and people who do not.

### **The Combined Authority's Equality Objectives 2022-2025:**

1. Champion Equity, Diversity, And Inclusion Externally and Develop an Excellent Regional and National Reputation.
2. Consult And Engage with Our People, Communities, and Businesses to Understand Their Diverse Needs and Ensure Our Services Meet Their Needs.
3. Ensure Our Workforce Reflects the Diversity of West Yorkshire.

## Employee Profile Data

### Methodology

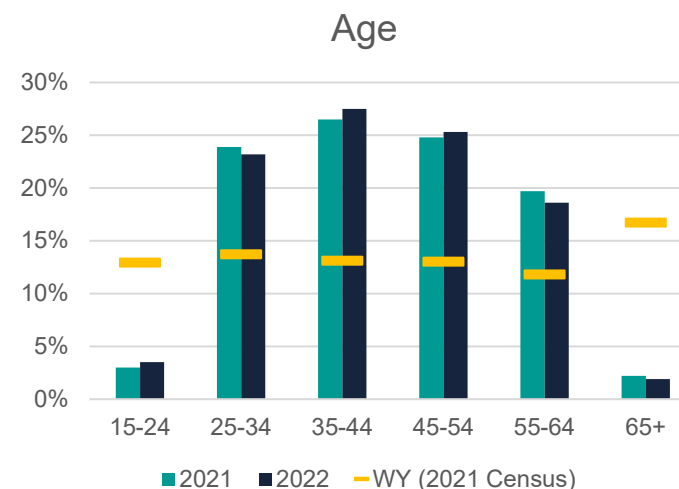
We are using a different collection window and data suppression methodology than previous reports. The 2022/2023 dataset now includes all employees currently employed by the Combined Authority as of 31/3/2023. Datasets for previous years are similarly snapshots of current employees as of the end of March for the selected year. The data provided has benchmarked against the West Yorkshire population, baselined from the Census 2021. The key statistics for the different protected characteristics are explored in more detail in this report.

### Our Employee Profile

The employee profile of the Combined Authority has been benchmarked against West Yorkshire data from the 2021 Census. Where possible a working age population has been used. Data for other Combined Authorities is not consistently available for comparison and many of these areas have significantly different populations making comparison not sensible.

### Age

	CA 2021	CA 2022	CA 21/22 Change	West Yorkshire Population Census 2021
Under 25	3.0%	3.5%	0.5%	12.9%
25-34	23.9%	23.2%	-0.7%	13.7%
35-44	26.5%	27.5%	1%	13.1%
45-54	24.8%	25.3%	0.5%	13.0%
55-64	19.7%	18.6%	-1.1%	11.8%
65+	2.2%	1.9%	0.3%	16.7%



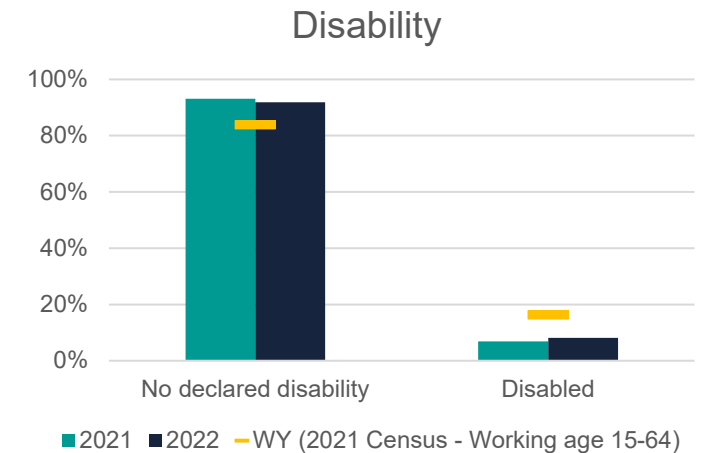
Source: Carval System.

The economically active population of West Yorkshire broken down by age group is not yet available from the 2021 census. When available these might give a better comparison.

## Disabled

	CA 2021	CA 2022	CA 21/22 Change	West Yorkshire Working Age (15-64) Population Census 2021
No declared disability	93.1%	91.9%	-1.2%	83.8%
Disabled	6.9%	8.1%	1.2%	16.2%

Source: Carval System.



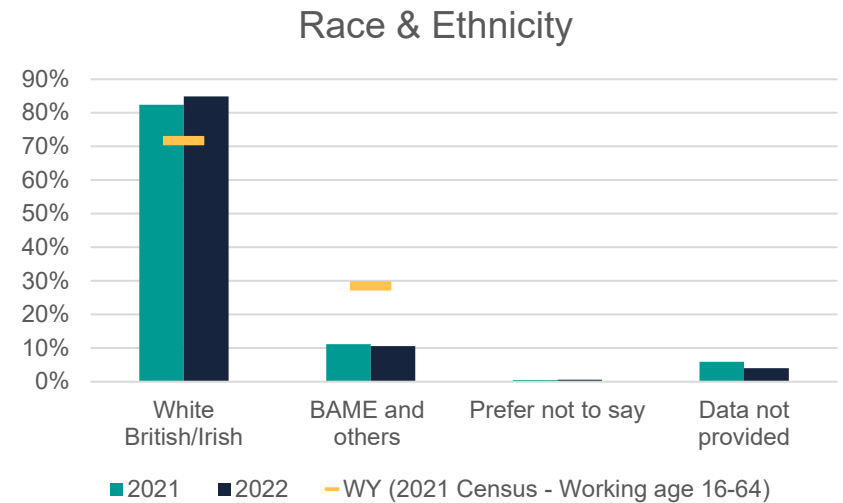
The data in the Carval System is collected from employees by a simple tick box to declare if they are disabled. This means that anyone who has not completed the Equal Opportunities section of the personal information will automatically be counted as having no declared disability. As the level of completion for other protected characteristics is variable it is difficult to know how accurate this data is.

Data from the Census for disability by age is only currently available in 5 year age bands so the best working age comparison available is the 15-64 age group.

## Race/Ethnicity

	CA 2021	CA 2022	CA 21/22 Change	West Yorkshire Working Age (16-64) Population Census 2021
White British/Irish	82.4%	84.9%	2.5%	71.6%
BAME and others	11.2%	10.6%	-0.6%	28.4%
Prefer not to say	0.5%	0.6%	0.1%	
Data not provided	5.9%	4.0%	-1.9%	

Source: *Carval System*.



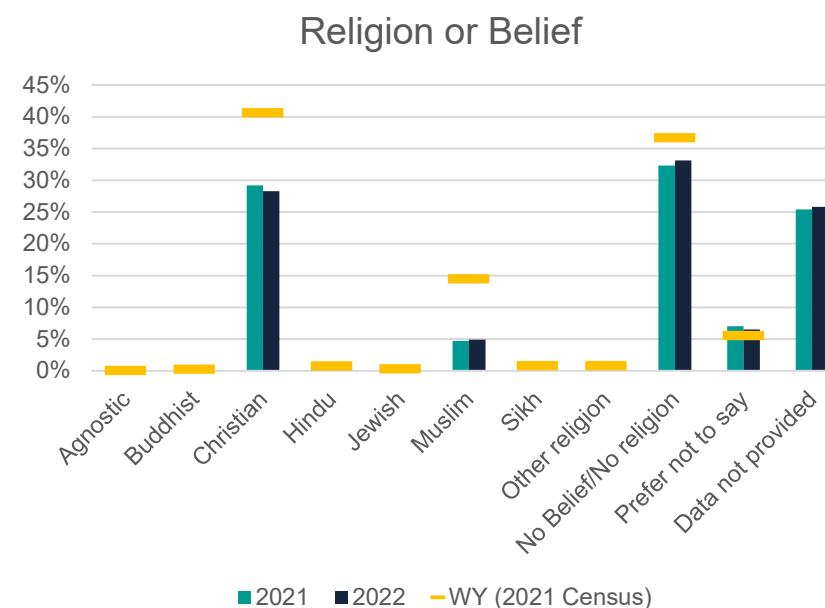
This is a compulsory question in the Census unlike religion, sexual orientation and gender identity which are all currently, voluntary questions and hence the prefer not to say category for those questions but not for ethnicity. The category *BAME and others* includes everyone who has not identified as either White British/English/Welsh/Scottish/Northern Irish or White Irish.

## Belief/Religion

	CA 2021	CA 2022	CA 21/22 Change	West Yorkshire Population Census 2021
Agnostic	0.2%	0.1%	-0.1%	0.04%
Buddhist	0.0%	0.1%	0.1%	0.27%
Christian	29.2%	28.3%	0.9%	40.62%
Hindu	0.3%	0.3%	0%	0.77%
Jewish	0.3%	0.3%	0%	0.30%
Muslim	4.7%	4.9%	0.2%	14.50%
Sikh	0.6%	0.6%	0%	0.82%
Other religion				0.83%
No Belief/No religion	32.3%	33.1%	0.8%	36.69%
Prefer not to say	7.0%	6.5%	-0.5%	5.58%
Data not provided	25.4%	25.8%	0.4%	

Source: Carval System.

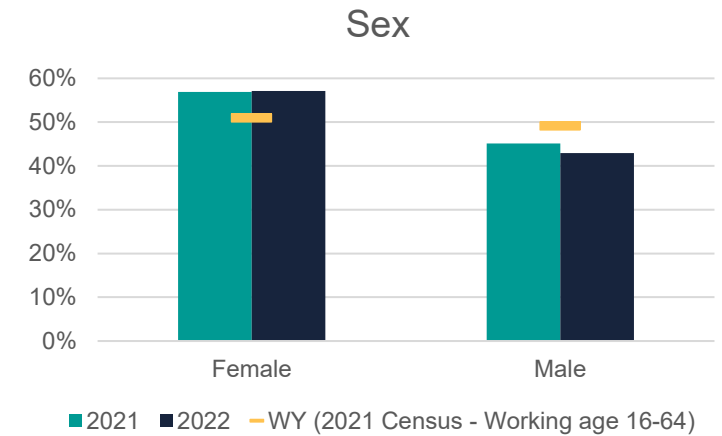
Over one in four members of staff have not input data for this meaning the actual proportions within the Combined Authority could vary from those reported. The Carvel system does not have the option for members of staff to choose *Other* religion which may also be affecting the accuracy of the data collected. West Yorkshire data is not available from the 2021 Census for the working age population broken down to the necessary detail for comparison.



## Sex

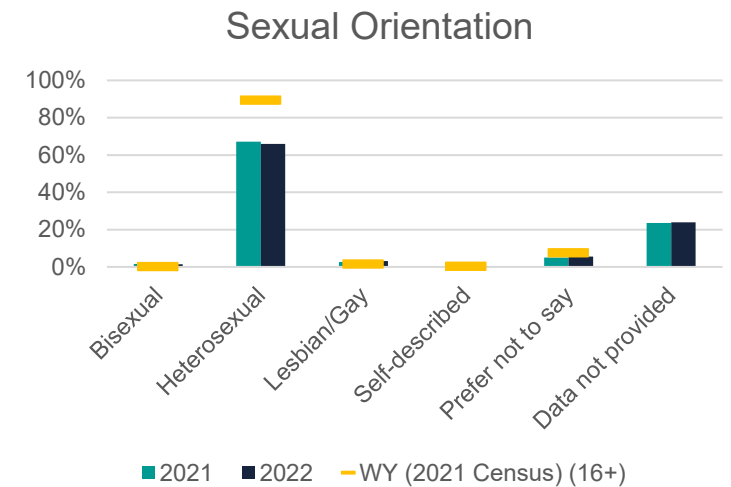
	CA 2021	CA 2022	CA 21/22 Change	West Yorkshire Working Age (16-64) Population Census 2021
Female	56.9%	57.1%	0.2%	50.9%
Male	45.1%	42.9%	-2.2%	49.1%

Source: Carval System.



## Sexual orientation

	CA 2021	CA 2022	CA 21/22 Change	West Yorkshire Population (16+) Census 2021
Bisexual	1.6%	1.5%	-0.1%	1.4%
Heterosexual	67.1%	66.0%	-1.1%	89.3%
Lesbian/ Gay	2.7%	3.1%	0.4%	1.5%
Self-described				0.3%
Prefer not to say	5.1%	5.6%	0.5%	7.5%
Data not provided	23.6%	23.9%	0.3%	





Source: *Carval System*.

West Yorkshire data is not available from the 2021 Census for the working age population broken down to the necessary detail for comparison.

Nearly one and four members of employees have not provided sexual orientation data, meaning the actual proportions within the Combined Authority could vary from those reported. The Carvel system does not have the options for members of staff to self-describe their sexual orientation which may also be affecting the accuracy of the data collected.

The total headcount has increased by 12.3% from 641 in 2021 to 720 in 2022.

### **Employee data and methodology improvements**

Going forward, the methodology will be reviewed to enable positive changes in the methodology in future reports, following implementation of a new Integrated Corporate System. This will improve the quality of employee monitoring and address the gaps evidenced in the employee profile section of the report.

## Progress Against Our Equality Objectives

### 1. Champion Equity, Diversity and Inclusion Externally and Develop an Excellent Regional and National Reputation:

- 1.1. Working Together for an Inclusive West Yorkshire by facilitating equity, diversity, and inclusion in the region continues, with successes to date including the creation of the West Yorkshire equity, diversity, and inclusion Public Sector Network, reflecting equity, diversity, and inclusion practitioners across the five Local Authorities, as well as the West Yorkshire Police and West Yorkshire Integrated Care Board.
- 1.2. Since the inception of the network in May 2022, we have generated a network tracker to help monitor progress, which includes influencing the West Yorkshire health strategy refresh in 2022. The network intends to have a clear view of priorities from March 2023, that will contribute to championing equity, diversity, and inclusion regionally.
- 1.3. To support the organisational compliance and embed and strengthen social and inclusion outcomes including when working with partners, we completed a review of the equality impact assessment toolkit in between October 2021 to March 2022.
- 1.4. The review benchmarked against Combined Authority and wider public sector organisations, in order to reflect best practice and subsequently, improve how we are proactively considering people and communities in the work we deliver, for people we employ and serve in and around West Yorkshire.
- 1.5. The West Yorkshire Combined Authority provides support for business, communities and individuals on employment and skills, including since August 2021 the £65m+ devolved Adult Education Budget. After just one year of devolved funding, we have seen an increase in the proportion of learners from a non-white ethnic minority group in 2021/22 compared with 2020/21 (pre-devolution), rising from 41% to 49% of total learners. Over 10,000 people have been supported into jobs and training since 2019 with 41% coming from ethnic minority groups. Equity, diversity and inclusion is built into the design of all employment and skills programmes, with ambitious targets for engagement embedded in enterprise programmes and support for 181 schools and colleges targeted disproportionately at those institutions with the most diverse and/or disadvantaged intake.
- 1.6. We have produced and published an Equality Impact Assessment Toolkit for Policing and Crime funded providers that has also been showcased by the Association of Police and Crime Commissioners (APCC) in the Race Disparity Toolkit, the APCC Knowledge Hub and informed the updated Equality Framework. Opportunities to share our research and intelligence

has included responses to Central Government enquires for example the Women and Equalities Committee regarding so-called honour-based abuse. The toolkit is published on our [Tools For Providers](#) webpage.

- 1.7. Aligned to Mayoral pledges, we have in partnership with the West Yorkshire Integrated Care Board, shaped the pledge to establish an Inclusivity Champion, with appointment to take place in March 2023, and associated work to follow thereafter.
- 1.8. Similarly, aligned to the Mayoral pledge, includes the development of the Fair Work Charter, aimed to benefit businesses and people of West Yorkshire, with current work focused on behavioural insights following consultation and engagement collection and analysis.
- 1.9. We are embedding equity, diversity, and inclusion into the development of a new Local Transport Plan. The three key emerging objectives for the Local Transport Plan are:
  - Tackling the climate emergency through the fair and inclusive decarbonisation of our transport network, delivering the right choice of transport, in the right place, at the right time.
  - Boosting productivity through an integrated, reliable, and resilient transport network that supports growth which expands our labour markets, increases innovation and creates jobs.
  - Enabling inclusive growth by connecting our people and communities with opportunities, delivering equal access for all and eliminating transport related social exclusion.
  - These emerging objectives put equity, diversity, and inclusion at the heart of the plan process. We will be setting out an approach to integrating equity, diversity, and inclusion throughout the plan development, including through an overarching equality impact assessment, which will form part of the Integrated Sustainability Appraisal. Supporting equality impact assessments will also be undertaken on the related documents that input to the wider Local Transport Plan.
- 1.10. Transport Policy and Delivery are working towards all projects and policies evidencing equality impact assessments and that these are reviewed throughout their lifespans. All Strategic Assessments being developed by Policy teams are considering equity, diversity and inclusion front and centre along with development of Strategic Policy areas such as the Local Transport Plan and Bus Reform. The projects and programmes we are developing and delivering are focused on improving access to the Transport Network through accessible infrastructure and interventions examples include development of an Accessible

bikes offer linked to the Leeds e-Bike network the Rail Accessibility Programme, West Yorkshire Network Navigation project and the development and renewal of our Bus Stations. We target consultation and engagement on key protected characteristic groups, informed through evidence.

- 1.11. The Mass Transit Team have commenced the development of an Equity, Diversity and Inclusion Strategy for Mass Transit. With the support of Mott MacDonald, this will continue to be developed over the course of 2023. The strategy will speak to and further develop the equity, diversity, and inclusion statement of intent outlined within the Mass Transit Vision. It will provide a best practice guide for how to deliver on our ambition for Mass Transit to incorporate equity, diversity and inclusion at the heart of its development and design, and how we can best approach and engage with key stakeholders to help achieve this. Once completed, we will be looking to start engaging with key equity, diversity, and inclusion stakeholders for their views on the strategy, drawing on their lived experiences to enhance key elements of the strategy as required. The Mass Transit equity, diversity and inclusion interventions will be underpinned by a comprehensive EqIA for the Mass Transit programme. This will be periodically refreshed by drawing on the data, and recommendations, attained through the activities outlined above as they progress throughout 2023 and beyond. Importantly, focusing on positive outcomes and responding to any negative relevance through mitigation that will be picked up in the EqIA action plan.
- 1.12. In addition and aligned to the desired outcome we have set to achieve, Generate, preserve, and share the research and intelligence on equality, diversity and inclusion, we have published the [State of the Region Report 2022](#), which for the first time, is accompanied by a [focused equity, diversity, and inclusion State of the Region Report](#), that informs how we do things, through greater understanding of a large populous.

### Areas for improvement

- Improved capability and capacity to undertake meaningful and effective equality impact assessments and support our delivery partners requires focussed training for employees in this area.
- The leadership will role model our influence in diverse decision-making forums and will leverage relationships to consciously address inequalities experienced by people, communities, and businesses at the forefront of decisions, whilst celebrating the breadth of equity, diversity, and inclusion in the region.
- Equity, diversity, and inclusion embedded in commissioning and procurement of services.

- We will work with partners across the region in a coordinated way to exchange learning and improve collective knowledge, identifying gaps in collaborating and avoiding duplication of regional interventions.
- We will contribute to existing networks in the region demonstrated through the creation and development of the West Yorkshire equity, diversity, and inclusion public sector network.
- We will support related campaigns with shared objectives to deepen social and inclusion outcomes.
- We will establish and/or feed into a regional equity, diversity, and inclusion conference and embed in key committees in the region, including Leeds Enterprise Partnership, and the Combined Authority.
- We will work with the Inclusivity Champion to respond to the intelligence and priority actions they identify.

### Monitoring Impact

To compliment the interventions to embed equity, diversity, and inclusion in all that we do, we have set the ambition that by 2024, 100% of strategies, policies and plans have equity, diversity, and inclusion embedded:

- All business plans and budgets include targeted recruitment and diversity actions specific to the department to enable corporate aims to be met.
- All policies, strategies and plans developed by the Combined Authority will have a completed an equality impact assessment which pro-actively examines and evaluates all of the protected characteristics.
- And, by 2028, 100% of scheme equality impact assessments are quality checked where they come through the Combined Authority Assurance Framework.
- Partnership plans that demonstrate shared objectives and are supported by co-produced success measures.
- Work plan developed toward creating/feeding into, a West Yorkshire equity, diversity, and inclusion conference.
- Inclusivity Champion workplan objectives and targets.
- Equality Framework for Local Government Dashboard for monitoring the breadth of activities aligned to the priorities.
- Procure equality impact assessment training, with budget already agreed, to begin the procurement process.

- 2. Consult and engage with our people, communities, and businesses to understand their diverse needs and ensure our services meet their needs:**
- 2.1. We reviewed the approach to communities, consultation, and engagement, in particular, to establish a baseline to understand who we are and who we are not connecting with, as well as map against the Census information and profile of West Yorkshire. More details of the work is available [here](#), which includes the voluntary [About You Questions](#) we introduced and embedded in consultation and engagement exercises. We use the About You questions in Consultation and Engagement reporting and monitor answers throughout our schemes to more effectively target promotion to reach those in the communities we need to strengthen engagement with.
  - 2.2. In addition, since April 2022 we have collected data on the individuals within businesses that have engaged with our business support programmes via the About You Survey. This will form a baseline for our current engagement and will be compared to Census and other data about the protected characteristics of business owners in West Yorkshire as well as the population demographics of our region. We have built ambitious diversity targets into our programme supporting new business start-ups, Enterprise West Yorkshire, and 60% of engagement has been with women, 37% with ethnic minority business founders and 11% people with disabilities. In 2022 we launched Beyond Bronte's, the Mayor's Screen Diversity Programme, to increase diversity in the film and TV production industry by delivering bespoke training and offering work placements to people aged 18 to 30. To date 80 people have been supported, including 30 from ethnic minority backgrounds.
  - 2.3. Facilitated the creation of staff networks which now form part of the fabric of the organisation – a safe place where people can raise and discuss issues and make recommendations for action that needs to be taken. There are multiple examples of where the ideas proposed by these groups have been fully supported by the organisation, such as Covid working arrangements, celebration months, and accessibility improvements.
  - 2.4. We are embedding the Staff Networks further into the organisation through the Staff Network Groups review recommendations and resulting actions, including leadership team sponsors for each group and an organisational statement of commitment to the groups.
  - 2.5. Established the equity, diversity and inclusion Working Group reflecting cross organisational employees supporting develop our approach to equity, diversity, and inclusion.

- 2.6. Encouraged the growth of equity, diversity, and inclusion communities of practice groups e.g., Transport equity, diversity and inclusion Group, Inclusive Economy, Skills, and Culture equity, diversity and inclusion Group, Inclusive Growth Network, and Strategy, Communications and Intelligence equity, diversity, and inclusion Group.
- 2.7. Increased engagement among the equity, diversity, and inclusion Community of Practice Teams site, now with 98 members, and relatively actively group.
- 2.8. Substantial intranet site with access to equity, diversity and inclusion learning materials and microsites for each staff network group.
- 2.9. We have commissioned compulsory equity, diversity, and inclusion training from [InDiverse](#), that was shaped by working with employees with a mix of online and in person sessions. This training will necessarily focus on an introduction to equity, diversity, and inclusion, including the Equality Act 2010 and Public Sector Equality Duty, as well as linking to key methods e.g., equity, intersectionality, unconscious bias. Completion of the training by employees will be monitored.
- 2.10. Working with employees and equity, diversity, and inclusion networks to revise and embed equity, diversity and inclusion the Values and Behaviours.

### Areas for improvement

- Publish equality impact assessments internally and externally through our Your Voice Platform as part of key decision-making process and advance the equality impact assessment form and central repository of assessments.
- Equity, diversity, and inclusion are proactively evidenced in the development and evaluation of policies, programmes, projects, and services.
- Produce and deliver an inclusive engagement plan that sets out how we will work with and hear from a wider range of people and communities including the organisation's staff networks and seldom heard people and communities across the region.
- Working with and learning from staff networks, through a case study series to magnify experiences of staff networks' members, to promote the importance and value of the networks as well as qualitatively generate insight to inform and shape interventions to address gaps in the workforce staff survey, and monitoring information. Ultimately, to deepen the monitoring of the workforce targets, to assess why diverse people would want to work for the Combined Authority.

- Working with and learning from our front-line delivery employees, through the front and centre case study series to spotlight experiences of front-line employees and raise attention to how we work together and embed interventions through to delivery.
- Research procurement needs and budget effectively for providing accessible materials so all can have a great interaction with us.
- Implement Accessibility Charter audit recommendations and wider material created internally with external functions.
- A review of where, how, and what equity, diversity, and inclusion material is presented across internal and external systems to establish a central platform for equality, diversity, and inclusion communications.
- Evolve our existing house style and tone of voice guidelines that directs our approach and how we work together internally and externally.
- Refresh and increase access to the organisation's image and asset library for clear and consistent communications that meet our equity, diversity, and inclusion ambitions.
- Adopted definitions of Islamophobia and Antisemitism, with interventions to be developed with communities.

## Monitoring Impact

- Equality Framework for Local Government Dashboard for monitoring the breadth of activities aligned to the priorities
- Empower generating, disseminating, and sharing of data across the Combined Authority and with partners including with Local Authorities, and Open Innovations to inform equity, diversity, and inclusion interventions.
- Continue to develop and measure engagement with the equity, diversity, and inclusion Hub, whereby employees can access a suite of unlearning/relearning and learning opportunities to support development for people and culture and the wider Combined Authority's tone of voice, monitored through employees' equity, diversity, and inclusion objective.
- Review the audience baseline to build understanding as to the extent that we are recognised as a diverse, equal, equitable, and inclusive organisation as an employer, commissioner, and civic organisation.
- Establish and report metrics through the inclusive engagement plan.
- Successfully meet the requirements of the Accessibility Charter, reported through the annual Equality Objectives report.
- Establish the About You consultation and engagement baseline and address gaps in responses including the composition of seldom heard communities, evidenced through consultation and engagement exercises.



### **3. Ensure our workforce reflects the diversity of West Yorkshire**

- 3.1. Recruited a HR Advisor role specifically to improve our diversity in recruitment.
- 3.2. Joined the Vercida platform and more focused use of LinkedIn to promote vacancies.
- 3.3. Completed progression pilot for minority ethnic employees.
- 3.4. Included an equity, diversity, and inclusion Objective for all employees in the performance management process.
- 3.5. Increased our presence at Jobs fairs across the region to broaden our recruitment reach and promote our employer brand.
- 3.6. Roll out of recruitment briefings for managers with a focus on inclusive recruitment interventions and to launch equity, diversity and inclusion questions in the recruitment process.
- 3.7. Reviewing the equity, diversity and inclusion categories for the new integrated HR and finance system to inform and improve employee profile information.
- 3.8. Reviewed and amended the Recruitment Toolkit around guidance for managers on inclusive recruitment.
- 3.9. Monitoring of data on recruitment and under-representation in directorates to understand the areas to target.
- 3.10. Researching approaches to Positive Action in recruitment to inform recommendations to Recruitment Policy changes.
- 3.11. All job vacancies are now offered as part time/job shares.
- 3.12. The adverts are now consistent, improving access for job searchers with supported filters to enable users to focus in on the grade/department of interest.
- 3.13. Jobs are also now advertised on armed forces pages.
- 3.14. Careers site has been updated to make it more engaging and diverse - this now includes a video message from Mayor and Combined Authority employees.
- 3.15. Promoting opportunities through our sites including Travel Centres and Bus Stations – increasing awareness of us as an organisation and job opportunities.

- 3.16. Attended Career Fairs across West Yorkshire, promoting the organisation and providing promotional material to attendees.
- 3.17. Embedded equity, diversity and inclusion questions and values into the bank of interview questions.
- 3.18. Mindful Employer accredited.

### Areas for improvement

- Firm and clear positive action guidance.
- Supporting the growth and maturity of staff networks, and empowering intersectional experiences.
- Review and strengthen the understanding of the diverse employee lifecycle, through employee data analysis of workforce profile and staff survey.
- Continue to strengthen briefings and guidance including platforms for information through the equity, diversity, and inclusion Hub and Knowledge Centre.
- Pilot listening circles in collaboration with staff networks and measure impact.
- Support the development of the ally network and measure impact on employee performance.
- Embedding equity, diversity, and inclusion into our values and behaviours.
- Reflect and engage our diverse societies throughout our internal and external communication plan.
- Establishing a strategic approach to accreditations which reflects evidence led measures aligned to the maturity of the Combined Authority and demonstrates most value for the communities intended.
- Gender and ethnicity pay gap reporting and analysis to overcome discrepancies and embed actions to address into business plans, monitored through the corporate performance dashboard.
- Disability Confident action plan monitored through the corporate performance dashboard.
- Embedding equity, diversity and inclusion in the induction process, and monitoring effects on employee performance through related training and performance reviews.

## Monitoring Impact

Our overall ambition is that our workforce, including our leadership, will be at least representative of the West Yorkshire population for the protected characteristics of disability, ethnicity, gender, and sexual orientation. By 2030:

- At least 20% of colleagues will be people with disabilities (in line with working age population).
- At least 23% of colleagues will be people belonging to minority ethnic communities (in line with whole population).
- At least 23% of senior colleagues (grades M to CX) will be people belonging to minority ethnic communities (in line with whole population).
- At least 2% of colleagues will be people of minority gender identity/expression and sex characteristics.
- At least 5% of colleagues will be people of minority sexual orientation.
  
- By 2023, 100% of employees complete their employee profile monitoring information on new Integrated Corporate System (including prefer not to say) – excluding people on maternity (parental) leave and long-term sickness. This will improve the accuracy of the employee profile baseline.
  
- By 2025, 100% of employees who respond to the staff survey will have an inclusive employment experience, monitored by:
  - By 2025, 100% of respondents to the staff survey will agree the Combined Authority respects individual differences.
  - By 2025, 100% of respondents to the staff survey will agree that the Combined Authority acts fairly with regard to progression.
  
- By 2023, 100% of recruitment processes will be inclusive, monitored by:
  - 100% of interviews include an equity, diversity, and inclusion question in the set of interview questions.

- 100% of applications are anonymised before sifting.
- 100% of role profiles include equity, diversity, and inclusion requirements, monitored by:
  - By 2023, all new role profiles include equity, diversity, and inclusion requirements.
  - By 2025, all role profiles include equity, diversity, and inclusion requirements.
- By 2023, IHasco unconscious bias training complete by 100% of managers.
- By 2023, 100% of employees complete IHasco mandatory equity, diversity, and inclusion, and unconscious bias training.
- By 2023, over 75% of employees complete the optional equity, diversity, and inclusion IHasco units.
- By 2024, 100% of Senior Management Team complete equality impact assessment training (training to be procured in 2023).
- By 2025, at least 75% of the entire workforce complete the equality impact assessment training.
- By 2025, 100% of managers attend Combined Authority focused diverse recruitment workshops.



**Find out more:**

[www.westyorks-ca.gov.uk](http://www.westyorks-ca.gov.uk)

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All information is correct at time of writing.

