



OUR CITY: OUR PLAN

2023/2024

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Our city

The City of Wolverhampton is a place which is proud of its history, celebrates its diversity and is ambitious for the future.

Our Vision for 2030 is that Wolverhampton will be a place where people come from far and wide to work, shop, study and enjoy our vibrant city. It will be transformed while still retaining all of those attributes that give our city its unique identity. A healthy, thriving and sustainable international 'smart city' - renowned for its booming economy and skilled workforce, rich diversity and a commitment to fairness and equality that ensures everyone has the chance to benefit from success.

FOREWORD

Our City: Our Plan was developed following feedback with thousands of residents and the principles and priorities that they told us about are central to this plan. We committed to reviewing the plan regularly and this latest refresh focuses on the core areas where we need to make the biggest difference to support local people and our city to thrive.

The cost of living crisis has followed in the wake of the COVID-19 pandemic, and is now significantly impacting on our residents through higher energy and food bills, and higher rates of inflation which are forcing more and more families into poverty. The challenges this presents are greater for some of our families where incomes are lower and the housing stock is older and difficult to heat. Through our Financial Wellbeing package we are working with local partners to ensure our most vulnerable communities are supported. There is more work to do to over the future months and years to sustain this support and grow the resilience of our communities. Growing the local economy, creating more opportunities for young people and increasing the skills of local people are the foundations to increasing family resilience.

The Levelling Up white paper identified Wolverhampton as a priority area with strong local leadership and ambition. It represents a major endorsement of the Council's ambitious plans to invest in - and further regenerate the city. Fundamentally, it provides us with the opportunity to establish an effective partnership between national and local government - for us both to focus our respective resources on delivering a shared strategy to level up through this plan. We will continue to look after our own, together, as 'one city' and we'll be bold and ambitious about transforming the lives of our residents.



Councillor
Ian Brookfield
Leader of the Council



Tim Johnson
Chief Executive



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 CITY OF WOLVERHAMPTON COUNCIL

 HM Government

 European Union
European Regional Development Fund

INTRODUCTION

Our City: Our Plan sets out how we will work with our partners and communities to build a more prosperous and inclusive Wolverhampton where everyone can share in the opportunities and success of our city.

The city is going through a period of significant transformation with new investment, new opportunities, and new challenges. We are an ambitious city and council. This plan sets out how we will continue to deliver consistently good services, in tough financial times, whilst managing our money so we can invest in the things that matter to local people and continue to transform our city together.

We will work with all of our partners to connect people, places and communities to unlock potential and create change. We will do this by using a systemic place-based approach within wards in the city, which will provide opportunities to co-design and coproduce with our communities, developing long term resilience and capacity to tackle inequalities and reduce deprivation. This signifies how our council will operate moving forward as we develop a new community relationship, helping to eliminate barriers and develop networks between local people and key partner organisations in the city. Our focus will be on prevention and support and tackling the root causes to shape neighbourhoods around what people need.

Our plan is structured around 6 priorities shaped by local people:

- Strong families where children grow up well and achieve their full potential
- Fulfilled lives for all with quality care for those that need it
- Healthy, inclusive communities
- Good homes in well-connected neighbourhoods
- More local people into good jobs and training
- Thriving economy in all parts of the city

All that we do as an organisation will be to support delivery of these priorities. Whilst they are presented as six separate priorities, they are interlinked and support one another. We cannot deliver in isolation and we will continue to work as 'one council' and 'one city'. This plan is for residents, local businesses, people who work and visit here and all those providing services for the city. We will work alongside our partners to ensure that no community is left behind and that everyone can share and benefit from the opportunities being created in our city.

OUR PRINCIPLES

Our six overarching priorities are supported by three cross cutting principles.



CLIMATE CONSCIOUS

The climate emergency remains one of the biggest long-term challenges facing the world today. Our climate change strategy 'Future Generations' sets a target to make the City of Wolverhampton Council carbon-neutral by 2028. We are committed to delivering on the recommendations of our Climate Citizen Assembly and to upholding the promises we made when the Council declared a climate emergency in 2019.



DRIVEN BY DIGITAL

The city is at the forefront of digital infrastructure and innovation. Wolverhampton is one of the first cities in the world to host a 5G accelerator hub making us truly a world leader in emerging technology. Now more than ever digital skills and connectivity are vital to ensure our residents can access services, interact with friends and family, and enter the job market.



FAIR AND EQUAL

We will continue to tackle the inequalities in our communities which impact on the opportunities of local people. The Council's 'Excellent' rated equalities framework is at the heart of this plan. Everybody in our city, whatever their background, should have a pathway to achieve their potential and succeed. No community will be left behind as we transform our city together.

OUR CITY, OUR PLAN

Working together to be a city of opportunity, a city for everyone and deliver our contribution to Vision 2030



We will deliver our vision and key priorities through:

Our City Outcomes

1 Strong families where children grow up well and achieve their full potential

- Children have the best start in life, with good early development
- High quality education which closes the attainment gap
- Children and young people grow up happy with good physical, social, mental health and wellbeing
- Every young person in the city is equipped for adulthood with life skills and ready for work
- Strengthen families where children need extra support or are at risk.

2 Fulfilled lives for all with quality care for those that need it

- Support the Health and Social Care system to respond to and recover from Covid-19
- Maximise independence for people with care and support needs
- Work as a system to make sure people get the right support at the right time

3 Healthy, inclusive communities

- Keep residents safe by containing and reducing the spread of Covid-19
- Close the gap on healthy life expectancy
- Help people live happier more active lives
- Protect vulnerable people at risk of harm and exploitation
- Inclusive, welcoming communities where people feel safe and look out for each other

4 Good homes in well connected neighbourhoods

- Work together to deliver more new homes
- Safe and healthy homes for all
- Access to a secure home for all
- Clean, green neighbourhoods and community space

5 More local people into good jobs and training

- Help create good quality jobs
- Work in partnership to support local people into work and better jobs
- Flexible skills system which supports local businesses to grow and residents to access good jobs

6 Thriving economy in all parts of the city

- Support local businesses to start up, scale up and thrive
- Attract new investment which brings social and economic benefit to all
- Well-connected businesses and residents
- Vibrant high streets with quality culture and leisure offer
- Grow the low carbon and circular economy

Our Principles



CLIMATE CONSCIOUS



DRIVEN BY DIGITAL



FAIR AND EQUAL

Measuring Success

Our Corporate Performance Framework



STRONG FAMILIES WHERE CHILDREN GROW UP WELL AND ACHIEVE THEIR FULL POTENTIAL

We want all children and young people in our city to grow up happy and healthy and to realise their full potential. Families, wider social networks, communities and schools are important to helping children and young people achieve this, but at different times in their lives they may face challenges and need different types of support. Our aim is to help families early, preventing problems from becoming entrenched and responding to early warning signs so that children and young people have the right support to thrive.

There is strong evidence to show that the first 1,000 days of a child's life have a profound effect on outcomes for that child's entire life. Well supported parents, good health advice and opportunities for high quality early learning provide the foundation all children need to be healthy and to make the most of their abilities and talents as they grow up. This is particularly important for disadvantaged children where support in the early years can have the greatest impact. Working with our city-wide network of partners we will continue to deliver integrated high quality early years support increasing the number of children who are school ready.

Good education is key to delivering on our high ambitions for children and young people in the city. Our vision is to create an inclusive education system which promotes the highest standards for all children and young people, closes the attainment gap and allows every pupil to achieve their full potential. Education standards across the city continue to improve. We will continue to build on this upward trend ensuring that all children whatever their background leave the education system with the skills, confidence, and drive to succeed.

If our city and communities are to thrive, our young people must have a clear pathway from education into good quality work. Too many of our young people are finding it difficult to get into and to sustain employment.

We will continue to work in an integrated way with education providers, businesses, and families to prepare young people for the world of work. We need to ensure that young people get the highest quality careers advice and guidance throughout their education which is aligned to labour market opportunities and helps them make informed decisions about their next steps. We will support all young people to make successful transitions into adulthood in particular those who are looked after, with special education needs, disabilities or vulnerabilities.

Children and young people's emotional wellbeing, physical and mental health are vitally important and underpin positive outcomes in childhood and success as an adult. Through our #YES Youth commitment we will continue to help our young people be healthy, be connected and be heard, valuing their contribution in making Wolverhampton a great place to grow up and learn. The commitment also recognises the need to involve young people in shaping services, with co-production a key element.

We continue to make real progress supporting some of our most vulnerable residents through our Supporting Families programme working families to improve their life chances. Moving forward we will continue to build on this to transform services which support families, investing in early help approaches, delivering services early through family hubs and intervening early to prevent problems developing or escalating. We want all children and young people to grow up in a safe and secure home, stepping in to safeguard and protect them when required to improve their long-term outcomes.

Strong families where children achieve their full potential

Outcomes	Objectives	
<p>1.1 Children have the best start in life and good early development</p>	<ul style="list-style-type: none"> All families will have a healthy start in life from healthy early pregnancy to healthy early years. Every child in the city can attend a high-quality early years setting. Families will be supported by multi-agency early help offer to ensure they get the right information and support at the right time. 	<ul style="list-style-type: none"> Support parents and families to ensure children are school ready and make a successful transition into education. Delivery of multi-agency support at the earliest opportunity will be through family hubs supporting our city start to life offer
<p>1.2 High quality education which closes the attainment gap</p>	<ul style="list-style-type: none"> Support our education system to recover from the impact of Covid-19 to enable all children and young people in the city to 'catch up' on missed learning. Every child or young person in the city will have a positive learning experience at school. Work in partnership with our schools and education settings to build a system with the highest quality education through continuous improvement and support. 	<ul style="list-style-type: none"> Support all schools and education settings to have effective provision for children and young people with special educational needs and disabilities so they can make good progress in their learning and aspire for employment and an independent life. Work with our partners to reduce the attainment gap of children from black, Asian and minority ethnic (BAME) backgrounds, looked after children or those from deprived households and close the attainment gap. Inclusive education within the city lays the foundation of high aspirations and ambitions for our young people.
<p>1.3 Children and young people grow up happy with good physical, social, mental health and wellbeing</p>	<ul style="list-style-type: none"> Children and young people will be physically and mentally healthy and well. Work with partner agencies to continue to build up a strong network and information base of positive and healthy activities and opportunities for all children and young people across the city. Support children and young people to build healthy relationships, in their network, communities and schools. 	<ul style="list-style-type: none"> Further develop our multi-agency approach to mental health services for children and young people ensuring pathways to support are clear and accessible. Ensure there are structured ways for young people to engage with statutory services at a strategic and operational level to help shape delivery.

Strong families where children achieve their full potential

Outcomes	Objectives	
<p>1.4 Every young person in the city is equipped for adulthood with life skills and ready for work</p>	<ul style="list-style-type: none"> • Support all young people to make successful transitions into adulthood in particular those who are looked after, with special education needs, disabled or vulnerable. • Work in an integrated way with education providers, businesses, and families to prepare young people for the world of work and to live independently'. • Build pathways for young people to stay on in full time education, employment, or training, including apprenticeships, internships and business start-up. 	<ul style="list-style-type: none"> • Have high quality education, employment and training post-16 which meets the needs of all our children and in particular supports those with special educational needs and disability (SEND), those from a black, Asian and minority ethnic (BAME) background, young people who are looked after, and those living with deprivation.
<p>1.5 Strengthen families where children are vulnerable or at risk</p>	<ul style="list-style-type: none"> • Work with parents and carers to try to remove the barriers which some children face in achieving their full potential, stepping in to safeguard and protect children and young people when required. • Collaborate with schools, parents and carers and a range of stakeholders to identify early those most at risk of missing education and build the skills to intervene successfully. • Offer tailored specialist support to parents and carers of children with additional needs who may require additional help. 	<ul style="list-style-type: none"> • Support parents and carers affected by drug or alcohol misuse, domestic abuse or poor emotional health and wellbeing making sure that their children are safe and cared for. • Support our care leavers into secure accommodation, training, education or employment as they move into adulthood.

To achieve these outcomes, key activity we will deliver includes:

- Ensure that we offer consistently high-quality services to children, young people and families across the city.
- Continue to deliver Yo! Holiday Squad activities building on the huge success of our Yo! Summer Festival.
- Further develop a multi-agency approach to supporting children and young people's mental health and wellbeing through mental health support services.
- Improve opportunities and services for children and young people with special educational needs and Education Health and Care Plans ages 0 - 25 years old through our SEND Strategy and Written Statement of Action.
- Deliver co-produced strategies and services with children and families by embedding the co-production charter across the city.
- Further embed and deliver our multi-agency Exploitation and Missing hub and Power 2 team to support vulnerable young people and adults at risk of exploitation.
- Further develop our early help offer for families with children with special educational needs and disabilities.
- Ensure every child and young person in the city has the tech and connectivity they need to succeed with their learning.
- Develop a programme of activity to promote the importance of the first 1001 days and how everyone in Wolverhampton can play a part in developing resilient children who are ready to learn and are school ready.

Measuring Performance

In the Levelling Up White Paper (February 2022), the government have set out the following long term mission in relation to this area:

- By 2030, the number of primary school children achieving the expected standard in reading, writing and maths will have significantly increased. In England, this will mean 90% of children will achieve the expected standard, and the percentage of children meeting the expected standard in the worst performing areas will have increased by over a third.

Key System Indicators

We aim to improve performance and meet / exceed national averages in the following key system indicators:

- We aim to improve performance and meet / exceed national averages in the following key system indicators:
- % of Early Years and Childcare settings rated Good or Outstanding
- % of take up of 2-year-olds benefitting from early education
- % of schools in the city that are rated Good or Outstanding
- Average Attainment 8 score per pupil
- % gap in Attainment 8 score gap between advantaged and disadvantaged children
- % of 16- and 17-year-olds with SEND in education, employment or training
- % of care leavers in education, employment or training
- First time entrants into the Youth Justice System per 10,000 population

Key Council Indicators

We aim to improve performance and meet / exceed national averages in the following key council indicators:

- Rate of children open to social care per 10,000 population under 18
- % of repeat referrals into Children's Social Care with 12 months
- % of children and young people in care who have had 3 or more placements in the year
- % of EHC plans issued within 20 weeks





FULFILLED LIVES FOR ALL WITH QUALITY CARE FOR THOSE THAT NEED IT

We want all residents of the city to live independent lives for longer and to have a good quality of life. Being in good health for as long as possible impacts on our relationships with family and friends, and our ability to fully participate in the community and to contribute to the local economy. Staying in good health into older age is also closely related to how much support and care a person needs and their use of services such as adult social care.

Social care supports adults of all ages including young people moving into adulthood and those of working age with a diverse range of needs, including people with a learning disability or physical disability, people with mental health conditions, people who experience substance misuse, and other people with long-term conditions.

Through Adult Social Care we will continue to maximise people's independence and connect individuals with people and places that will help them to get on with their lives. Where people need formal support, that support will be shaped to focus on what a good life looks like for that individual and their family. This can include support to engage in work, training, education, volunteering, or support to socialise with family and friends and maintain personal relationships.

We will continue to invest in preventative services and new technology which increase quality of life for people with care and support needs. We will intervene early to support families and individuals, helping people retain or regain their skills and confidence to prevent needs from developing. We will continue to provide the right information and advice to support individuals to plan for the future, helping them to remain in their own homes and communities for longer and giving them real choice and control to live healthier, happier more fulfilled lives.

As we move forward to a period of living with Covid-19 we will continue to strengthen our health and care system. We will do this through our Wolverhampton Cares programme, which is our commitment as a Council to work with partners to support the city's care sector, care workers and family carers ensuring equality of access to high quality care for all. We will support our family and young carers by ensuring they are aware of the help and support that is available to them. We will work to improve access to and the provision of the best possible services by developing a Wolverhampton Cares set of standards.

Working together alongside our partners including the NHS, care providers, voluntary and community groups and the wider sector we will seek to increase capacity across the care sector, encourage recruitment of care workers and help providers keep the fantastic workers they already have. A well skilled and resilient health and care workforce is key to achieving our future vision for care and support in the city.

Fulfilled lives for all with quality care for those that need it

Outcomes	Objectives	
<p>2.1 Support the Health and Social Care system to respond to and recover from Covid-19</p>	<ul style="list-style-type: none"> Strengthen the health and care system working with providers and local people to support them to live with Covid-19. Ensure health and care settings have the support they require to provide safe care with robust approaches to vaccination, testing and tracing of Covid-19. 	<ul style="list-style-type: none"> Develop new ways to support care providers to recruit and retain staff to build a stable and sustainable care workforce in the city. Support health and care providers to build resilience and thrive in a changing health and care market.
<p>2.2 Maximise independence for people with care and support needs</p>	<ul style="list-style-type: none"> Connect more people to their communities and ensure they have easy access to information and advice when they need it. Support people with care and support needs to live as independently as they can in their own homes, for as long as possible. Supporting more people with care and support needs to have more choice and control and be able to live their idea of a good life. 	<ul style="list-style-type: none"> Make sure people are able to leave hospital as soon as they are well enough with support from community care. Support disabled and older people to regain their independence following time in hospital or personal crisis. Continue to invest in preventative services and technology to increase independence and reduce long term pressure on the health and social care sector. Work with partners to tackle the barriers to sustainable employment and participation for disabled people.
<p>2.3 Work as a system to make sure people get the right support at the right time</p>	<ul style="list-style-type: none"> We will develop our local integrated care networks to provide responsive and integrated care linking primary care, community health services, mental health and social care. Work across health and care to develop integrated and place-based care to support residents in their neighbourhoods, with a focus on prevention. 	<ul style="list-style-type: none"> Work in partnership with local people to ensure health and care pathways are informed and co-produced by people with lived experience, under-represented and protected groups. Safeguard adults whose circumstances make them vulnerable and protect them from harm. Support families to build financial resilience so they can thrive.

To achieve these outcomes, key activity we will deliver includes:

- Improving services with £2 million investment in early help, local support and to safeguard those at risk of abuse and neglect.
- Boost support services for all of our city's fantastic carers – the unsung partners, children, relatives and friends who support their loved ones through 'thick and thin'.
- Continue to embed co-production principles into how we work so people who use adult social care services, and their families work alongside us sharing their experience to help shape, design and develop our services.
- Continue to develop our whole family approach to ensure that those within our communities that will need a lifetime of care have a positive transition as they move childhood into adulthood.
- We will continue to improve quality and assurance of the social care provider market, ensuring we are future proofing adult social care through the development and delivery of a new technology strategy.
- We will continue to develop our activity and offer at the front door to make sure people can access the right support, in the right place at the right time.
- We will continue to transform adult social care in the city working alongside our local, regional, and national partners.

Measuring Performance

In the Levelling Up White Paper (February 2022), the government have set out the following long term missions in relation to this area:

- By 2030, the gap in Healthy Life Expectancy (HLE) between local areas where it is highest and lowest will have narrowed, and by 2035 HLE will rise by 5 years.
- By 2030, well-being will have improved in every area of the UK, with the gap between top performing and other areas closing.

Key System Indicators

We aim to improve performance and meet / exceed national averages in the following key system indicators:

- % of older people (aged 65 and older) who were still at home 91 days after discharge from hospital into reablement/rehabilitation services
- % of adults with learning disabilities in paid employment

Key Council Indicators

We aim to improve performance and meet / exceed national averages in the following key council indicators:

- % of social care users supported to remain in their own homes
- % of adults who use services who say social care services help them to feel safe and secure
- % of adults in receipt of long-term services who are in control of their own lives



HEALTHY, INCLUSIVE COMMUNITIES

A good start in life, high-quality education and employment, and a decent home in a thriving community are the strongest factors that influence both how long a person is likely to live and their quality of life. Getting these factors right, coupled with enabling access to high quality health and care services, will have a significant impact on the health and wellbeing of our residents.

The City of Wolverhampton is similar to most local authorities in that it faces common public health challenges. These include high obesity and physical inactivity levels, smoking, alcohol misuse and a high prevalence of long-term conditions. There are a number of factors which strongly influence these challenges, meaning tackling them requires an innovative multi-agency response with local people at the centre of this approach. We will learn from, and build on, the strong partnership working that took place through-out the pandemic between partner agencies, the voluntary and community sector and local people. In doing so we will continue to play an active role in supporting increased health and care integration to best meet people's needs.

We also recognise the legacy of the Covid-19 pandemic has further exacerbated many of the existing health inequalities facing the city, with the negative impacts of the pandemic falling disproportionately on more deprived, disadvantaged and excluded groups and individuals, leaving a toll on the mental and physical health and wellbeing of local people – now further compounded by the financial hardship many of our residents are experiencing.

Community empowerment is central to our efforts to reduce these health inequalities. We are committed to further embedding an approach which builds on local assets and works with local people to 'co-produce' sustainable solutions to local issues, creating capacity, sustainability and resilience. Alongside this we will continue to engage with communities to assess the impact of the pandemic and cost of living crisis on their mental health and wellbeing and roll out new initiatives which support local people to be active

and well.

The environment in which people are born, grow, work and live is also an important factor. We will continue to work with our partners to support safe, inclusive and connected neighbourhoods to thrive. We recognise that some groups of people face additional barriers or challenges, such as those who experience domestic abuse or are vulnerable to exploitation. Together we will ensure vital safeguarding responses are in place to protect those who need us most.

Asylum seekers and refugees are also some of the most vulnerable in our communities and can have a range of different and complex needs. We are a city of sanctuary in Wolverhampton, and we will continue to play our part and welcome our fair share of the world's most vulnerable people. Through a multiagency approach we will promote the health economic and social inclusion of new communities in our city through skills, housing, and wellbeing support.

Creating a healthier, inclusive city in the wake of the pandemic requires both an immediate response to address issues related to health care access and mental wellbeing, alongside longer-term cultural change. Our strong partner relationships, supported by strategic oversight from our Health and Wellbeing Together Board, will enable us to respond to current challenges and plan for the future.

Healthy, inclusive communities

Outcomes	Objectives	
<p>3.1 Keep residents safe by containing and reducing the spread of Covid-19</p>	<ul style="list-style-type: none"> • Work with partners to prevent and manage Covid-19 outbreaks through community testing and contact tracing. • Work with individuals, settings and communities to enable good habits and approaches to reduce the spread of the virus using our compliance and enforcement powers where appropriate. 	<ul style="list-style-type: none"> • Use data in partnership with key stakeholders to help us understand the spread of Covid-19 in our city and direct our efforts to areas where it will have the biggest impact. • Work with partners to increase vaccine uptake, especially amongst our most vulnerable and deprived communities. • Support UK Health Security Agency and the wider public health system to respond quickly and appropriately to any emerging outbreaks, with a particular focus on care settings.
<p>3.2 Close the gap on healthy life expectancy</p>	<ul style="list-style-type: none"> • Increase our understanding around health inequalities and our local population – including developing and implementing an approach to data capture, data linkage and data sharing. 	<ul style="list-style-type: none"> • Work collaboratively across all parts of the health and care system to join-up and promote and embed action to reduce health inequalities. • Work with partners to enable access to high quality health and care services.
<p>3.3 Help people live happier more active lives</p>	<ul style="list-style-type: none"> • Maximise the use of our city's green spaces to get local people active and healthy. • Upgrade our council leisure facilities and offer so that resident have first class facilities. • Support behaviour change through the launch of the Government's pilot Health Incentives Programme utilising digital technology. 	<ul style="list-style-type: none"> • Utilise Better Mental Health Funding to understand the impact of the Covid-19 pandemic on mental health and wellbeing in the city, and based on this deliver and evaluate interventions to improve the mental health and wellbeing of residents.

Healthy, inclusive communities

Outcomes	Objectives	
<p>3.4 Protect vulnerable people at risk of harm and exploitation</p>	<ul style="list-style-type: none"> • Safeguard young people on the cusp of, or at risk of, becoming involved in youth violence. • Increase domestic abuse reporting to tackle offenders. 	<ul style="list-style-type: none"> • Increase reporting of modern slavery to protect victims and disrupt offenders. • Produce a robust city-wide response to interpersonal violence including violence against women and girls.
<p>3.5 Inclusive, welcoming communities where people feel safe and look out for each other</p>	<ul style="list-style-type: none"> • Growing voluntary and community sector which supports local people to thrive in their communities. • Develop multi-agency approaches to tackle and reduce Hate Crime based on a zero-tolerance approach: crime targeted at people because of their race, religion, disability, sexual orientation or transgender identity. • New communities in the city are welcomed and supported to settle into their local areas. 	<ul style="list-style-type: none"> • Raise community confidence and reduce the fear of crime using our relationships with partners and communities as well as our physical assets including the built environment. • Target hyper local areas of high deprivation working collaboratively with system partners and co-producing interventions with residents and communities contributing to wider ward based interventions.

To achieve these outcomes, key activity we will deliver includes:

- Help our city live with Covid-19 by working with partners to prevent, contain and manage outbreaks, including the promotion of vaccinations to keep people safe from harm and help the city recover.
- Develop and launch our Get Wolverhampton Moving Strategy.
- Take action to improve mental health and wellbeing in the city including support for working age adults and isolated older people.
- Coordinate and commission targeted, multi-agency interventions to safeguard those on the cusp of, or at risk of, becoming involved in exploitation and youth violence, and victims of domestic abuse and modern slavery.
- Refresh the current interpersonal violence strategy ensuring the voices of victims and survivors of violence and abuse are central in determining priorities.
- Deliver targeted, partnership interventions to tackle the harm caused in our families through alcohol and drug abuse.
- Fund your local GP to carry out a healthy heart check for all eligible residents aged 40 and over to help identify health risks such as high blood pressure and cholesterol levels and also provide advice to keep all residents healthy.
- Work with partners to deliver targeted, multi-agency interventions in our most deprived neighbourhoods and streets to transform the livelihoods of local families and individuals in the places they live.
- Refresh the city's joint strategic needs assessment, building on the success of partnership working during the pandemic, to focus on joint priorities which tackle health inequalities and improve outcomes for our city's residents.
- Develop a Voluntary and Community sector strategy to enhance partnership working and focus on supporting the supporting the sector to grow and thrive.
- Express formal interest in signing up to the national Prevention Concordat for Better Mental Health to galvanise system wide commitment to strengthening protective factors, reducing risk factors and reducing mental health inequalities across the city.

Measuring Performance

In the Levelling Up White Paper (February 2022), the government have set out the following long term missions in relation to this area:

- By 2030, the gap in Healthy Life Expectancy (HLE) between local areas where it is highest and lowest will have narrowed, and by 2035 HLE will rise by 5 years.
- By 2030, well-being will have improved in every area of the UK, with the gap between top performing and other areas closing.
- By 2030, homicide, serious violence, and neighbourhood crime will have fallen, focused on the worst-affected areas.

Key System Indicators

We aim to improve performance and meet / exceed national averages in the following key system indicators:

- Hypertension prevalence
- Diabetes prevalence
- Coronary Heart Disease prevalence
- Heart Failure prevalence
- Chronic Kidney Disease prevalence
- Stroke prevalence
- Dementia prevalence
- Alcohol specific mortality per 100,000
- % of physically inactive adults (Public Health Outcomes Framework)
- % of less active children (Active Lives Survey)
- % Domestic Abuse related incidents and crimes
- Suicide rate (all persons) per 100,000

Key Council Indicators

We aim to improve performance and meet / exceed national averages in the following key council indicators:

- % of 40-74 years attending offered health checks
- Number of individuals in treatment for alcohol (increase)
- Number of successful completions of alcohol treatment (no representation - increase)
- Number of alcohol detoxes (increase in referred, initiated and completed)
- Narrowing the gap in the % of adult residents in the city who have received their COVID-19 vaccination
- WV Active membership numbers with breakdowns by - long term health conditions, disabilities, low-socioeconomic groups, minority ethnic groups.
- Number of 'free' activities for CYP in the city and uptake by - long term health conditions, disabilities, low-socioeconomic groups, minority ethnic groups
- Number of referrals to physical activity opportunities by a health professional
- Number of people receiving specialist domestic abuse support in the community to prevent further harm
- Number of domestic abuse cases referred to Multi Agency Risk Assessment Conference (MARAC)





GOOD HOMES IN WELL-CONNECTED NEIGHBOURHOODS

The home in which a family lives is one of the most important factors in determining their wellbeing and prosperity. We are committed to ensuring that every resident has a safe, stable and affordable home so they can achieve their full potential and build communities where everyone can thrive.

Key to achieving this ambition is to ensure that we have enough homes to meet local need and to attract new people to live and work in the city. Our Housing Strategy 2019 – 2024 sets out how we will work with partners to increase housing development, improve quality, choice and affordability of homes on offer so that our housing market meets the aspirations of existing and future residents.

The city has been named one of the top UK city's to raise a family and there are over 600 new homes were built last year in the city. We're delivering our ambitious plans to revitalise our city centre with a new high quality living offer at key sites including The Royal, Brewers Yard and Canalside South which will increase footfall, diversify our city centre offer and support local businesses to grow. Through our council owned housing company WV Living we will support the development of new homes. We will continue to ensure that new housing developments have the right housing to support older, disabled and vulnerable residents.

We're continuing to drive up the quality of existing housing in the city, so all residents have a safe and healthy home. Working with private landlords and tenants to improve the standards of housing and security of tenure in the private rented sector. Our Rent with Confidence scheme is continuing to improve greater customer choice and raise the bar for the quality of private sector rented housing in the city. We're pushing forward with ambitious plans to transform our housing estates with new homes, refurbished housing, and improved leisure space.

Focusing on just the number of new houses is not enough. That is why we will continue to raise the quality of life for all our residents by ensuring neighbourhoods in the city are places of opportunity with good quality education, excellent transport links and local health services close by. Good local amenities and services are a key component to growing resilient, inclusive communities, helping to reduce isolation, and building connections that enable residents to support each other.

We will continue to protect and invest in our parks and green open space. The benefits of spending time outside are widely recognised, with access to green spaces, including trees and woodland, proven to improve both our physical and mental wellbeing. Access to green spaces can encourage physical activity and help reduce obesity, relieve stress, encourage social interaction and improve quality of life.

Increasing the energy efficiency of homes is now more important than ever to reduce carbon emissions, tackle fuel poverty and ultimately deliver on our ambition to make the city carbon neutral. 35% of all carbon emissions in the city come from housing. That is why we are working with city partners to invest in retrofit programmes, and to build new homes up to the maximum possible energy efficiency standards, including Passivhaus wherever possible.

We are committed to ending rough sleeping in the city and through our Homelessness Prevention Strategy we will tackle the underlying causes which can lead people to become homeless, including mental health, family breakdown, substance misuse and poverty. Working with our public, private and voluntary, community and social enterprise (VCSE) partners to offer early assistance and timely advice to help people secure suitable accommodation and support services which enable them to live independently and to stay in their own homes. This will include continuing our successful work through the Housing First programme which has supported 48 people into secure tenancies since its launch.

Good homes in well-connected neighbourhoods

Outcomes	Objectives	
<p>4.1 Work together to deliver more new homes</p>	<ul style="list-style-type: none"> • Work in partnership with Government, the West Midlands Combined Authority, housing associations and developers to secure the new homes the city needs. • Continue to progress the review of the Local Plan to make sure we have the right site opportunities available to help meet our long-term housing needs. • Provide high quality planning service which supports high quality new developments and monitors housing supply. 	<ul style="list-style-type: none"> • Use our own land and assets to facilitate and support the development of new homes and neighbourhoods. • Ensure that the city has supported housing which meets the needs of older, disabled, and vulnerable people. • Ensure that new developments have the right mix of tenures and affordable homes so that all residents have the opportunity to access good quality housing.
<p>4.2 Safe and healthy homes for all</p>	<ul style="list-style-type: none"> • Continue to use our enforcement powers and landlord licensing to ensure local people have access to good quality private rented housing. • Use the full range of legal actions available including compulsory purchase orders to ensure empty properties are brought back into use for rent or sale, to be lived in as homes. 	<ul style="list-style-type: none"> • Work with our partners to increase the energy efficiency of homes in the city to reduce carbon emissions and fuel poverty. • Work with our network of housing providers in the city to ensure we have a robust, consistent approach to housing standards. • Work with the police and other partners to ensure neighbourhoods are safe and free from anti-social behaviour.

Good homes in well-connected neighbourhoods

Outcomes	Objectives	
<p>4.3 Access to a secure home</p>	<ul style="list-style-type: none"> • Prevent homelessness wherever possible intervening early to provide high quality support services to keep people in their own homes. • Work in partnership with other services to find long-term, affordable housing solutions for people threatened with homelessness. 	<ul style="list-style-type: none"> • Work with city partners in the public and voluntary sectors to offer targeted and flexible support to help people off the street and reduce rough sleeping. • Increase the number of employment opportunities for vulnerable residents, including those who are homeless or at risk of homelessness.
<p>4.4 Clean, green neighbourhoods and public space</p>	<ul style="list-style-type: none"> • All residents have access to clean open space and parks in their neighbourhoods and local areas. • Protect and enhance our environment, improve air quality and support resident's health and wellbeing by delivering an ambitious tree planting programme. • Minimise the amount of waste generated by our residents and businesses and increase levels of recycling. 	<ul style="list-style-type: none"> • Provide safe and accessible roads, pavements and other public spaces for everyone, especially vulnerable users. • Maintain cleanliness across all of our neighbourhoods and take a robust pro-active approach to fly tipping. • Provide an attractive and well-maintained public realm across our city and town centres.
<p>4.5 Well-connected businesses and residents</p>	<ul style="list-style-type: none"> • Continue to roll out digital infrastructure and data 'Smart City' technology to drive innovation and futureproof our city. • Work with partners to deliver major infrastructure projects to improve transport links in the city. • Invest in sustainable transport infrastructure such as electric vehicle charging points which reduce carbon emissions. 	<ul style="list-style-type: none"> • Improve walking, cycling and bus networks, as well as public transport interchanges, enabling people to move easily around the city to encourage residents to make travel choices which minimise air pollution. • Coordinate and manage all street works, liaising with utility companies to minimise disruption and congestion on the road network.

To achieve these outcomes, key activity we will deliver includes:

- Deliver over 1,000 new low carbon homes and thousands of new local jobs at our Canalside South development – one of the largest city centre residential developments in the West Midlands.
- Use our council owned housing company, WV Living, to build 800 new homes over the next 5 years
- Through our Council-owned housing company, WV Living, require that any external contract appointments evidence a commitment to the training and employment of local people.
- Deliver up to 200 new homes and 40 new Council homes as we transform the Heath Town estate driving up the number of decent and affordable homes in our city.
- Establish a Wolverhampton Social Housing Provider Forum to bring local housing providers and other agencies together to share innovation and inform good practice.
- Help rough sleepers rebuild their lives and sending out a clear message that no-one needs to sleep out on our streets with £4.5 million investment in a new, city centre hub and multi-agency support team.
- Continue to deliver our Housing First programme to support people with a history of entrenched rough sleeping to access secure homes with intensive wrap-around support, so they can start to rebuild their lives.
- Work in partnership to deliver the New Green Homes Grant scheme which will enable city homeowners on low incomes, who may be struggling to pay their heating bills, to make energy efficient improvements to their homes that will help to keep them warmer and reduce energy use.
- Tackle climate change and make our city greener and healthier by planting 20,000 new trees over the next two years including building on the Tiny Forests in Bilston and Merridale.
- Switch all 30,000 street-lights across our city to energy-efficient LED lighting with smart sensors by the end 2022 - saving around 4,000 tonnes of carbon a year.
- Tackle fly-tipping in our city through partnership working keeping our neighborhoods clean and green.
- Work to resettle and integrate over 200 refugees in the city utilising affordable and sustainable privately rented accommodation.
- Improve the city's transport infrastructure with investment in new, major schemes such as the City East Gateway, investment in upgrading existing infrastructure and investment in digital and new technology.

Measuring Performance

In the Levelling Up White Paper (February 2022), the government have set out the following long term missions in relation to this area:

- By 2030, local public transport connectivity across the country will be significantly closer to the standards of London, with improved services, simpler fares and integrated ticketing.
- By 2030, renters will have a secure path to ownership with the number of first-time buyers increasing in all areas; and the government's ambition is for the number of non-decent rented homes to have fallen by 50%, with the biggest improvements in the lowest performing areas.

Key System Indicators

We aim to improve performance and meet / exceed national averages in the following key system indicators:

- Number of new builds completed in the city
- Net additional dwellings in the city
- % of dwelling stock that is vacant in the city
- Housing affordability ratio
- Total crime recorded per 1000 population

Key Council Indicators

We aim to improve performance and meet / exceed national averages in the following key council indicators:

- % of planning application decisions made with 13 weeks or agreed timescales
- Number of homeless families moved into secure housing
- Energy efficiency of housing stock
- % fly tipping incidents resolved in 5 working days
- % of trees on public land every serviced every two years
- % of carriageways in city assessed as high quality





MORE LOCAL PEOPLE INTO GOOD JOBS AND TRAINING

All residents in the city need an income which can support them and their family. We want all local people to have the right support and opportunities to get a stable job with decent pay so that they can build a future and help us grow our city together.

Wolverhampton is home to thousands of businesses which offer fantastic employment opportunities. We know that some of our residents find it harder than others to access good quality work and face a range of barriers to employment from poor health, lack of skills or caring responsibilities.

Locally and nationally our economy is changing, and the skills local people will need to be successful in the workplace is changing with it. Having good digital skills is now more important than ever to support the rapid shift to digital technologies, the climate change challenge is leading to increasing demand for skills to support the low carbon economy whilst our aging population means our reliance on our critical health and social care workforce will continue to rise. We must ensure we have a flexible, adaptable and resilient skills system which is able to respond to these emerging opportunity areas. We will do this by joining up activity across schools, further education, training providers and other organisations to ensure that there is a seamless, whole-system approach to education, work and skills.

An individual's skills are the single most important factor in determining their employment status and whether they have a good job. There has been a significant improvement in workforce skills in the city over the last five years, the number of people with no qualifications has fallen whilst those with a degree level qualification has risen. Higher skills will not be enough to get more people into good jobs if local businesses are unable to utilise those skills. That is why we will work with our partners to align the city's education and skills system with our business support offer. This will ensure that residents have the skills local employers need now and in the future.

We will continue to futureproof our skills system and ensure that local people have access to first class learning facilities in the city. The University of Wolverhampton's £100 million built environment super campus at Springfield will provide the skills for tomorrow's workforce. Our ambitious City Learning Quarter project will establish a state of the art skills and learning hub in our city centre.

More local people into good jobs and training

Outcomes	Objectives	
<p>5.1 Help create good quality local jobs</p>	<ul style="list-style-type: none"> • Ensure investment in the city increases the number of quality jobs for local people. • Incorporate and monitor social value/local employment clauses through the council's supply chain. • Leverage agreements with investors and partners to maximise benefits for local people, including by securing the delivery of S106 skills and training opportunities. 	<ul style="list-style-type: none"> • Through our business support offer grow those sectors of the economy which offer the best employment opportunities for our residents. • Work with our public sector partners and the Wolverhampton Anchor Network to set a high standard for employment across the city.
<p>5.2 Work in partnership to support local people into work and better jobs</p>	<ul style="list-style-type: none"> • Continue to work with partners to ensure that employment support in the city is joined up and new national programmes complement existing local activity. • Establish clear pathways and entry routes for unemployed adults, particularly those from underrepresented groups to access employment in growth sectors or where there are skills shortages. • Build on the city centre youth hub at The Way, using our community hubs to deliver co-located employment and skills support to young people in their local areas. 	<ul style="list-style-type: none"> • Grow and diversify our adult and community education offer to support local people to develop digital and other skills to increase their employability and wellbeing. • Provide wrap around support and a dedicated work coach for local people looking for work or to retrain through our Wolves at Work programme. • Provide a one stop shop for employment and skills support in the city through our Wolves Workbox digital platform making easier for local people to find advice and support. • Work with employers and other city partners to champion inclusive employment practices to ensure there is a pathway to success for all residents in our city.
<p>5.3 Flexible skills system which supports local businesses to grow and residents to access good jobs</p>	<ul style="list-style-type: none"> • Work with partners to maximise the number of apprenticeship and training opportunities for young people and adults in the city. • Work with our partners including businesses, job centres, training providers, colleges and the University to develop flexible pathways for local people who are in work to retrain and progress. 	<ul style="list-style-type: none"> • Support local businesses with workforce recruitment and planning particularly in those sectors which face recruitment and retention challenges. • Align our education and skills system with our business support offer to ensure local people have the skills employers needs now and in the future. • Ensure we have a range of higher-level skills and training support available in the city aligned to growth sectors to support productivity and higher wage jobs.

To achieve these outcomes, key activity we will deliver includes:

- Tackle youth unemployment in our city with new job, training and apprenticeship opportunities through our Wolves at Work 18-24 programme.
- Deliver a 'one city' approach to increasing employment opportunities for young people through our Youth Employment Taskforce.
- Futureproof our skills system through the City Learning Quarter, a partnership between the City of Wolverhampton Council and Wolverhampton College which will establish a skills and learning hub, safeguarding hundreds of jobs and increasing footfall in the city centre, as the scheme will see thousands of students located at the new city centre campus.
- Continue to deliver jobs and opportunities for city residents through our employment and skills programmes. Since 2016, over 6,000 people have received our help and support to enter employment, education or training.
- Through our Wolverhampton Anchor Network, we will develop skills plans for the health and wellbeing, cultural and creative and green sectors in the city so we can align training and education opportunities to the industries of the future.
- Establish new employment support programmes for our most vulnerable residents, including adults with learning disabilities.

Measuring Performance

In the Levelling Up White Paper (February 2022), the government have set out the following long term missions in relation to this area:

- By 2030, the number of people successfully completing high-quality skills training will have significantly increased in every area of the UK. In England, this will lead to 200,000 more people successfully completing high-quality skills training annually, driven by 80,000 more people completing courses in the lowest skilled areas.

Key System Indicators

We aim to improve performance and meet / exceed national averages in the following key system indicators:

- Number of working age adults (16-64) claiming unemployment benefits
- Number of young adults (18-24) claiming unemployment benefits
- Levels of 16- & 17-year-old NEETs

Key Council Indicators

We aim to improve performance and meet / exceed national averages in the following key council indicators:

- Number of jobs created / safeguarded in the city through the Investment Team
- % Local Authority spend on apprenticeship levy
- Number of apprentices and graduate placements within the council



THRIVING ECONOMY IN ALL PARTS OF THE CITY

The city is enjoying record levels of public and private investment.

Our aim is to ensure that all residents and businesses can benefit from this investment and the new opportunities it will bring to the city. We will deliver this aim through inclusive growth, increasing access to good quality jobs, raising skill levels and improving health and wellbeing outcomes for all in our city.

Our economy has growing sectors in professional services, creative and digital as well as green technologies and sustainable construction which have the potential to create new local jobs with higher wages. We're building on the city's long history of innovation and entrepreneurship to support residents who want to become entrepreneurs to start their own businesses. In July 2022, in partnership with the Black Country Chamber of Commerce and University of Wolverhampton, we opened IGNITE, a new business workspace and start-up centre in the heart of the city. A report from the British Business Bank in November 2022 identified Wolverhampton as the top local authority in the West Midlands for start-ups. Supporting the growth of new enterprise in all parts of our city to drive inclusivity and equality across the business base, ensuring ethnicity, gender and socio-economic background are not barriers to starting and growing a business.

Thriving high streets and town centres are crucial to the future of our local businesses and communities. Now more than ever, it is vital that we continue to deliver our ambitious plans to reimagine and transform our city and town centres. We will secure our status as an 'Event City', create a legacy from the Commonwealth Games and provide a first class visitor experience.

Through the Wolverhampton Anchor Network, we are working with our public sector partners and large employers in the city to use our collective spending power to support the local economy, spread opportunity and build resilience. This includes our commitment to the Wolverhampton Pound which places a greater emphasis on procuring goods and services locally increasing the amount we spend through our supply chains with SMEs and social enterprise. Every public pound spent will provide maximum benefit to local people and businesses. Sourcing more goods and services locally is also critical to realising our ambitious plans to tackle climate change. Our commitment to sustainable transport and a circular economy reflects the Council's 2019 declaration of a climate emergency and our ambition to work towards being net carbon zero by 2028.

We will continue to support the rollout of 5G and full fibre broadband to improve digital connectivity for local people and businesses. Our connected places strategy will deliver smart technology into our city to improve connectivity and accessibility for all, supporting electric vehicle growth, improved digital infrastructure and promote more sustainable transport options, through our active travel strategy.

Thriving economy in all parts of the city

Outcomes	Objectives	
<p>6.1 Support local businesses to start up, scale up and thrive</p>	<ul style="list-style-type: none"> • Grow emerging sectors in the city to strengthen supply chains and create new skilled jobs locally, including those in the green economy, creative and digital, professional services and others. • Increase the numbers of entrepreneurs who develop new start-ups in the city and who choose Wolverhampton as a place to grow their business. • Drive inclusivity and equality across the business base in the city, ensuring ethnicity, gender and socio-economic background are not barriers to starting and growing a business. 	<ul style="list-style-type: none"> • We will simplify access to business support services in the city and wider region through partnership working and digital technology making it easier to do business in Wolverhampton. • Use data and insight to identify trends, understand needs, targeting our resources and interventions in an evidence-based way.
<p>6.2 Attract new investment which brings social and economic benefit to all</p>	<ul style="list-style-type: none"> • Champion the city's offer continuing to raise the profile of the city nationally and internationally as a great place to invest and do business. • Ensure public and private investment opportunities create good work opportunities for local people and support our businesses to grow. • Work proactively to attract new businesses to the city to diversify our business base and increase the resilience of our local economy. 	<ul style="list-style-type: none"> • Develop and deliver sector specific action plans to support growth of key sectors in the city. • Building an even closer relationship with investors and strategic employers through effective account management to better understand their needs and how they can contribute to growth in our city. • Support the delivery of a range of workspaces to meet the needs of a growing economy, attracting new businesses and allowing existing businesses to grow and diversify.

Thriving economy in all parts of the city

Outcomes	Objectives	
<p>6.3 Vibrant high streets with quality culture and leisure offer</p>	<ul style="list-style-type: none"> Secure and deliver investment in our high streets and town centres to help them thrive, including public realm, events, meanwhile uses, arts and culture. Support and deliver a range of events in the city, from sport at the Molineux, music festivals in our parks, through to activities in our libraries and culture in venues across the city (Civic Halls and Bilston Town Hall). 	<ul style="list-style-type: none"> Safeguard and strengthen the city's cultural heritage by investing in, and encouraging access to our heritage assets, museums, and libraries. Promote creative and cultural activity and infrastructure that enables people to gain skills and employment in creative industries and increases investment into the city. Ensure that all of our communities and visitors can engage with and benefit from our city wide culture and arts offer.
<p>6.4 Grow the low carbon and circular economy</p>	<ul style="list-style-type: none"> Encourage the development of a more circular economy with better design, maintenance, repair, reuse and recycling of goods. Work with the public and private sectors to transform how resources are procured, used, consumed and disposed of. 	<ul style="list-style-type: none"> Embed low carbon practices within procurement and other services through increased knowledge and training as part of both publicly funded business support activity and private sector led activity.

To achieve these outcomes, key activity we will deliver includes:

- Be the best place in the region to start and grow a business bolstered by a new, first-class economic growth support service shaped by city businesses.
- Leverage the Wolverhampton Pound's spending power so millions more are spent in our city to create job and business opportunities.
- Speed up the roll out of ultra-fast broadband and 5G to every home and business in our city and developing the region's first super-smart networked council tower block to help hundreds of residents access health and wellbeing support and jobs.
- Bring in hundreds of thousands of visitors a year and millions to the local economy with a new five-year 'Event City' plan, reopening our new £43 million Civic Halls and multi-million pound investment in new public spaces.
- Deliver thousands of new, local jobs by expanding i54, growing our commercial district, building 10,000 new homes and developing new employment land covering the same area as 77 football pitches.
- Develop a new strategic economic plan for the city, identifying our key growth sectors, future skills needs and land use strategy.

Measuring Performance

In the Levelling Up White Paper (February 2022), the government have set out the following long term missions in relation to this area:

- By 2030, pay, employment and productivity will have risen in every area of the UK, with each containing a globally competitive city, with the gap between the top performing and other areas closing.
- By 2030, domestic public investment in R&D outside the Greater Southeast will increase by at least 40% and at least one third over the Spending Review period, with that additional government funding seeking to leverage at least twice as much private sector investment over the long term to stimulate innovation and productivity growth.
- By 2030, the UK will have nationwide gigabit-capable broadband and 4G coverage, with 5G coverage for the majority of the population.
- By 2030, pride in place, such as people's satisfaction with their town centre and engagement in local culture and community, will have risen in every area of the UK, with the gap between the top performing and other areas closing.

Key System Indicators

We aim to improve performance and meet / exceed national averages in the following key system indicators:

- Business that survive one year in city
- Businesses that survive five years in the city
- % of premises in the city with full fibre coverage
- Number of rapid charging electric car points in the city
- Empty properties in the centre

Key Council Indicators

We aim to improve performance and meet / exceed national averages in the following key council indicators:

- Wolverhampton based businesses supported by the Council
- New of new investment opportunities generated by the Council

Our Council

To deliver our ambitions for the city and the priorities set out in this plan, the council needs to ensure it has the right people, technology, assets and resources. The Our Council priority sets out six workstreams to achieve this;



Our Assets

Sustainable assets which support our workforce, partners and communities.



Our Data

Evidence led decision making and analytics with robust performance framework.



Our Digital

Maximise how we use digital and other technologies to deliver better services and outcomes.



Our Money

Financially sustainable making the best use of our resources ensuring timely, transparent and accountable local decision making and governance.



Our People

Retain and attract the best talent, support all of our workforce to develop in an inclusive organisation.

We will deliver this plan in line with our **PRIDE values**. These values define what is important to us and how we will work to deliver the city's priorities. We will:



P

Put people first

R

Raise the
city's profile and
reputation

I

Inspire trust
and confidence

D

Deliver together

E

Empower people
to innovate

Measuring Performance

Key Council Indicators

We aim to improve performance and meet / exceed national averages in the following key council indicators:

- Gender pay gap of council employees
- Ethnicity pay gap of council employees
- Customer Service call wait times
- Sickness absence rates
- Employee turnover rate
- Spend with local businesses
- Overall, how well informed do you think your council keeps residents about the services and benefits it provides?

OUR PARTNERS



Partnership working is a key theme running through the plan, highlighting the importance of working across sectors and service areas. It builds on achievements to date, but with renewed focus and actions to tackle cross-cutting issues such as homelessness, health inequalities, youth skills and employment.

Working across partners locally, regionally and nationally we will continue to take a whole system approach to driving change and delivering improved outcomes for local people. To realise our vision, we must continue to work closely with partners, we will continue to build on the strong partnerships with all stakeholders locally, nationally and globally to provide a strong and influential voice for the city's residents and businesses.

Our ask of city partners;

1. To work with the Council to design and deliver innovative solutions to improve outcomes for local people.
2. To help us hear as widely as possible the views of communities and businesses by using your own networks to engage.
3. To provide robust data and evidence that you have for your area that could help ensure we are reaching those most in need.
4. To look at how you can support your communities and ensure nobody in our city is left behind.

RELIGHTING OUR CITY

The Relighting Our City framework was launched in September 2020 to guide the Council as it moved from the response to the recovery phase of the pandemic. The Council Plan takes forward this recovery framework acknowledging that we are now operating in a 'new normal'.



OUR PRINCIPLES

We will underpin our work with the following key principles;



CLIMATE FOCUSED

This recovery commitment is aligned to our climate change strategy 'Future Generations' and our target to make the City of Wolverhampton Council carbon – neutral by 2028. We are committed to delivering on the recommendations of our Climate Citizen Assembly and to upholding the promises we made when the Council declared a climate emergency in July 2019.



DRIVEN BY DIGITAL

The city is at the forefront of digital infrastructure and innovation, Wolverhampton will be one of the first cities in the world to host a 5G accelerator hub making us truly a world leader in emerging technology. Now more than ever digital skills and connectivity are vital to ensure our residents can access services, interact with friends and family, and enter the job market.



FAIR AND INCLUSIVE

We will continue to tackle the inequalities in our communities which impact on the opportunities of local people. The Council's 'Excellent' rated equalities framework is at the heart of our recovery commitment. No community will be left behind as we transform our city together.

MONITORING AND EVALUATION

This Council Plan was launched as a ‘living’ document and we will regularly review and refresh it to ensure that it continues to reflect the priorities of local people and capture the fast-changing nature of the pandemic and impact it is having on the city’s residents.



We will do this through a ‘Continuous Conversation’ with communities with opportunities for local people to shape our approach to delivering the plan and it’s priorities.

We will use this plan to align service area plans and operational activity with the strategic objectives in our priority areas. It will support decision making and determine how we use the resource we have to deliver the best outcomes, in the most effective and efficient way. We will monitor and closely manage our performance against this plan, use it to drive delivery of our objectives.

Supporting the plan is our corporate performance framework. A set of key indicators aligned to our priority areas informed by national and local data sets. This framework will be reported alongside an update on deliver of this plan to Cabinet on a quarterly basis.



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