



SAFER & STRONGER TOGETHER

BRADFORD'S COHESION & INCLUSION FRAMEWORK 2025-2030

Belonging · Fairness · Pride · Connection



Bradford is connected and cohesive but does not know it. This is Bradford's time.

From neighbourhood consultation



BRADFORD DISTRICT SHARED VALUES



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FOREWORD – LEADERSHIP & CIVIC PRIDE

WORKING TOGETHER FOR A FAIRER, MORE CONNECTED BRADFORD

Bradford has always been a place of welcome, creativity, and resilience. Our people are our greatest strength – from volunteers and youth leaders to businesses, faith groups, and neighbourhood champions.

To meet the needs of our growing population, Bradford's Community Cohesion Framework integrates economic growth, youth empowerment, skills development, poverty reduction, and cultural legacy, aligning these with key strategies including the Anti-Poverty Strategy 2022–27¹, Children & Young People's Strategy 2023–25², Culture is Our Plan 2021–31³, and the UK City of Culture 2025 programme. Major investments such as the City Village regeneration⁴ supported by the West Yorkshire Combined Authority will also deliver housing, commercial space, and green areas, generating jobs, fostering enterprise, and creating inclusive public spaces.

This Community Cohesion Framework was co-produced by Bradford District Council and Belong: The Cohesion and Integration Network, with funding from the Ministry of Housing, Communities and Local Government (MHCLG). Drawing on extensive engagement with residents, partners, community organisations and stakeholders across the district, the framework reflects a shared commitment to strengthening belonging, trust and positive relationships, while ensuring that cohesion remains a core part of Bradford's long-term vision for thriving communities.

We know what unites us: fairness, compassion, and pride in our communities. Our mission is to make cohesion everybody's business – a thread that runs through every service, every decision, and every street. Bradford is well-positioned to be a national leader in community cohesion. Its diverse population, rich cultural assets, strong civic networks, and youthful demographics provide a powerful foundation.

The new Framework consolidates learning from past successes while embedding cohesion into the district's future growth. Recognising that VCS and faith groups have a central role to play in building and delivering cohesion, the Framework strengthens these partnerships by building on shared assets and by working with communities across the district. By focusing on four guiding principles; belonging, trust, fairness, and pride, Bradford can ensure it remains a place where differences are celebrated, communities connect, and everyone has the opportunity to thrive.

Cllr Stephen Anthony Place
Leader, Bradford Council

**“Cohesion isn't an optional extra;
it's how we do things here.”**

From neighbourhood consultation Keighley

Sources:

1. <https://www.bradford.gov.uk/media/qxknlaxg/anti-povertystrategy-2022-2027.pdf>
2. <https://www.bradford.gov.uk/children-young-people-and-families/reports-policies-projects-and-strategies/bradford-district-children-and-young-people-s-strategy-summary/>
3. <https://www.cultureisourplan.co.uk/>
4. <https://news.bradford.gov.uk/press-releases/bc414342-a66c-4f52-b10b-c823635e8dc2/government-supports-bradford-city-village-with-30m-investment-confirmed>

BRADFORD TODAY

OUR STRENGTHS & REALITIES

Bradford District is England's fifth-largest metropolitan authority and one of its youngest and most diverse. Our people bring energy, creativity, and global perspectives. Residents express strong pride in their neighbourhoods and optimism for the future. Bradford's young, diverse population gives us a unique opportunity to build a more inclusive, fair, and resilient district.

We need to find ways to reach communities with low self-confidence and low self-esteem.

From neighbourhood consultation Keighley

BRADFORD DISTRICT:
**BIG, YOUNG,
DIVERSE**

**5th LARGEST METRO
AUTHORITY**
141 SQ MILES

Population	
Birmingham	1,183,600
Leeds	845,200
Manchester	589,700
Sheffield	582,500
Bradford	563,600

PEOPLE

209,000
households

563,600
people

One of the UK's youngest cities
22% under 15 • 26% under 20



PLACE

City, Town
and Villages



Two thirds rural



DIVERSITY

56.7% White British
32% Asian
4.4% Other White
2% Black
2% Other

165 languages spoken
in schools



ECONOMY

£13 Billion
Economy

16,600 Businesses
198,000 Employees
£3.5 billion Exports



ASSETS THAT BIND US

Bradford's story is one of resilience and creativity. Our strengths lie in:



Culture & Heritage

UNESCO City of Film,
UK City of Culture 2025,
and a thriving arts scene



Faith & Civic Leadership

Strong networks across
all faith and non-faith
networks



Volunteering Spirit

Thousands contribute
through **People Can** and
Friends of groups



Green Spaces

Parks and countryside as shared
spaces for wellbeing
and connection

“I live in a building complex; there are always people moving in and moving out. If we see someone that are moving, we have a tendency of helping them move in, letting them know where we are if they need anything, a sense of familiarity and respect.”

From neighbourhood consultation Bradford West

THE POWER OF YOUNG VOICES

Bradford has the UK's youngest population – full of creativity and optimism. Young people are not just the future; they're leading today.

Through **Youth Ambassadors** and **The Linking Network**, young residents are helping shape local policy. We're investing in leadership training, digital storytelling, and volunteering opportunities to help them challenge stereotypes and strengthen cohesion.



“Bradford's future is bright because its young people already live cohesion every day.”

From Bradford District Youth consultation

Using a locality-based approach, five Area Officers are embedded within their respective communities across the district. They are supported by ward officers, assistants, youth workers, and wardens, enabling them to stay closely attuned to local needs.

ASSET RICH

Bradford has much to celebrate and be proud of, with a wealth of strengths, resources and community assets that make it a vibrant and resilient place to live. From its diverse communities and rich cultural heritage to its strong networks of local organisations, services and dedicated professionals, the district is well placed to support and uplift its residents. These assets not only contribute to Bradford's identity and sense of belonging, but also provide a solid foundation for driving positive change and improving outcomes for everyone.



UK City of Culture 2025



Unesco City of Film



Sector Strengths

- Food Manufacturing
- Engineering Chemicals
- Digital Technology



£1.8 Billion West Yorkshire Devolution Deal



5,000+ VCSE Organisations

Track record of Community Cohesion Best Practice; City of Sanctuary



Huge Growth Potential

- Growth and rising house prices above regional and national rates
- Pipeline of transformational projects
- Top class business school
- Sunday Times top 20 places to do business; Barclays Best Place to Start a Business



Outstanding Quality of Life

- Iconic landscapes
- South Pennine National Nature Reserve
- 6 Green Flag Parks
- Ilkley – Sunday Times Best Place to Live



Architectural & Industrial Heritage

- Saltaire World Heritage Site
- Keighley and Worth Valley Railway
- Victorian City Centre
- 5 Rise Locks



Hybradford

UK's biggest hydrogen refuelling project



Born in Bradford

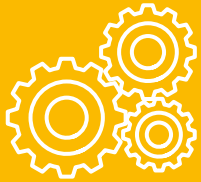
Pioneering early years data analytics & evidence base

LEARNING FROM OUR PAST

BUILDING ON BRADFORD FOR EVERYONE (2018–2023)

Our previous **Bradford for Everyone** strategy delivered over 80 projects that fostered understanding, volunteering, and youth leadership. Independent evaluation showed a 12% increase in residents reporting positive relationships across communities.

We learned that:



Community-led action creates lasting change



Flexibility and trust are key to engagement



Inclusion must reach low-income and isolated groups

This legacy provides the foundation for the next chapter – scaling what works and embedding it in every service.

When communities lead, cohesion grows.

From neighbourhood consultation Bradford West



LISTENING TO EVERY VOICE

WHAT OUR COMMUNITIES TOLD US

Hundreds of residents took part in area consultations, stakeholder meetings, and youth discussions. The message was clear: Bradford is rich in local pride but needs more shared spaces, stronger trust, and district-wide unity.

Residents want openness, fairness, and opportunities to connect – whether through neighbourhood events, culture, or volunteering. Young people, especially, expressed hope and confidence in Bradford's diversity.



Voices from the District

We all have different interests and backgrounds – but we're supported to listen, understand and learn from each other.

Bradford Youth Consultation



FACING REALITY TOGETHER

ACKNOWLEDGING OUR CHALLENGES

Cohesion requires honesty. Our consultations revealed ongoing challenges: poverty, segregation, antisocial behaviour, and digital division.

We're tackling these through partnership, early action, and transparency – from police-led tension monitoring to anti-rumours campaigns and neighbourhood mediation.

Bradford has avoided major unrest seen elsewhere because of this proactive, partnership-driven model. Together, we turn potential division into resilience.



BUILDING TRUST & CONNECTION

CONFIDENCE THROUGH ACTION

Trust is the foundation of social strength. We're building it by:

- Expanding inclusive governance and participation.
- Tackling racism, misogyny, and hate crime.
- Improving women's safety with campaigns like **JogOn**.
- Ensuring decision-making is open and transparent.

Public confidence grows when fairness is visible. Our institutions are committed to listening, adapting, and delivering.



A SHARED RESPONSIBILITY

This Framework integrates social, cultural, and economic goals, ensuring cohesion is not a side project but a guiding principle across all Council work – from regeneration and housing to education, health, and transport.

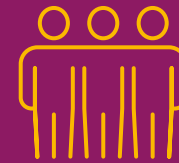
Cohesion is everyone's business, residents, councillors, faith groups, schools, and local employers all have a part to play. Together, we can make Bradford a model for inclusion, fairness, and unity – a place where everyone belongs and every community thrives.

☒ Cohesion isn't about everyone being the same – it's about everyone feeling they belong.☒

From neighbourhood consultation Bradford West



WE'LL KNOW WE'RE SUCCEEDING WHEN:



Residents report stronger belonging and trust



Poverty and unemployment decrease



Hate crime and antisocial behaviour fall



Volunteering and participation rise



Civic pride and cross-community contact grow



WHAT WE'RE BUILDING ON

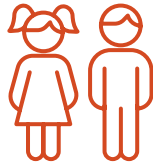
- The success of **Bradford for Everyone (2018–2023)** – 83 projects, 12% increase in positive community relations.
- Strong partnerships across public services, voluntary and faith sectors.
- Civic assets like **People Can²**, **The Linking Network³**, and **Bradford 2025 UK City of Culture**.

WHY THIS MATTERS

Cohesion isn't only about good relations – it's about shared futures. In a district as young and diverse as Bradford, cohesion is our route to opportunity, resilience, and growth that reaches everyone.



Bradford is home to 563,600 people¹,
165 languages spoken in schools



It's the youngest city in the UK,
full of creativity and optimism



Yet, two in five children live in relative poverty,
and inequalities persist

Cohesion bridges these divides – helping every community to share in opportunity, prosperity, and pride.

Sources:

1. ONS Mid-Year Population Estimates 2024
2. <https://bradfordforeveryone.co.uk/people-can-make-a-difference>
3. <https://thelinkingnetwork.org.uk/national-network/bradford>

OUR PRIORITIES FOR 2025–2030



Embed Cohesion Everywhere

Make it a principle in all Council work



Align Growth with Inclusion

Ensure economic progress benefits all



Empower Young People

Co-create leadership and volunteering roles



Strengthen Social Infrastructure

Invest in community and faith networks



Celebrate What Works

Scale success and share learning nationally

COHESION FRAMEWORK

This Framework sets out Bradford's shared vision for building a more cohesive, fair, and confident district between 2025 and 2030. It draws on the lessons of **Bradford for Everyone (2018–2023)**¹, hundreds of community consultations and conversations, and collaboration across public, private, faith and voluntary sectors. It's both a roadmap and a call to action – describing the outcomes we'll pursue, the partnerships that will deliver them, and the values that will guide every step.



OUR VISION

A connected, confident, and fair district – where everyone belongs, differences are celebrated, and every resident can thrive. Cohesion isn't a side project; it's how Bradford works.



OUR MISSION

To embed belonging, fairness, trust, and pride into everything we do – across all services, sectors, and communities – making cohesion a defining feature of how Bradford grows.

Sources:

1. Bradford for Everyone Strategy: Building Stronger Communities Together 2018-2023. <https://bdp.bradford.gov.uk/media/1410/bradford-for-everyone-strategy-2018-2023.pdf>
2. The Guiding Principles are from the Stronger Communities refresh and Bradford for Everyone consultations with 1500 respondents and have recently been updated following stakeholder engagement sessions and the delivery of the x5 Cohesion Framework area-based consultations in Bradford East, Keighley & Ilkley, Shipley, Bradford West, Bradford South, and a City Hall event specifically for young people. In total the stakeholder engagement and community consultations have reached an additional 400 respondents across the district. The purpose of the June 2025 consultations was to map any significant changes and dynamics in community sentiments and relationships that have informed the development of the framework.

THE FOUR PILLARS OF COHESION²

	WHAT IT MEANS	OUR FOCUS
BELONGING & COMMUNITY	Every resident feels valued and connected	Strengthen neighbourhood networks, volunteering, and youth voice
CONNECTION & TRUST	Confidence between people and institutions	Build transparent decision-making and cross-community relationships
FAIRNESS & OPPORTUNITY	Equal access to resources and opportunity	Link cohesion with economic growth, skills, and inclusion
PRIDE & PLACE	Celebrating our identity and diversity	Use culture, heritage, and the City of Culture 2025 to unite people

BRADFORD DISTRICT COMMUNITY COHESION FRAMEWORK

SUMMARY

The Framework rests on four pillars – **Belonging & Community**, **Connection & Trust**, **Fairness & Opportunity**, and **Pride & Place**. Each one represents both a local strength and a shared challenge. Together, they shape the next chapter of Bradford’s story.

For the complete version of the Framework please follow this link:

<https://www.bradford.gov.uk/your-council/bradford-district-partnership-structure/stronger-communities-partnership/>

Priority & Aim	What We Found	What We Will Do	What Success Looks Like
<p>Belonging & Community Fostering shared inclusion and identity</p>	<ul style="list-style-type: none"> • People feel strong neighbourhood belonging but limited district-wide connection. • Low awareness of new and diverse communities. • Population churn reduces opportunities to bond. 	<ul style="list-style-type: none"> • Expand bridging activities through culture, sport and media. Build and harness the legacy of the City of Culture programme. • Hold district events – Cohesion Walk, Refugee Week, neighbourhood conferences. • Launch Community Linking Programme with Youth and Community Ambassadors. • Support volunteering via People Can, Give Bradford, Citizen Coin. • Promote belonging through Welcome to Bradford, citizenship ceremonies and positive storytelling 	<p>↑ Participation in district-wide events.</p> <p>↑ Social mixing and inter-community relations.</p> <p>↑ Training on cohesion and critical thinking.</p>

Priority & Aim	What We Found	What We Will Do	What Success Looks Like
<p style="text-align: center;">Connection & Trust</p> <p style="text-align: center;">Building relationships between communities and institutions</p>	<ul style="list-style-type: none"> • Strong bonding within groups but limited bridging between them. • Trust in institutions has declined post-pandemic 	<ul style="list-style-type: none"> • Strengthen the Stronger Communities Partnership Board and ensure community voice in decisions. • Deliver anti-racism, hate-crime and Make Sure It Adds Up campaigns. • Embed cultural awareness training across services. • Improve transparency via area forums and street surgeries. • Tackle misinformation and extremism through trusted local networks. 	<p style="text-align: center;">↑</p> <p style="text-align: center;">Reported trust between communities.</p> <p style="text-align: center;">↓</p> <p style="text-align: center;">Hate crime and antisocial behaviour.</p> <p style="text-align: center;">↑</p> <p style="text-align: center;">Residents feeling they can influence local decisions.</p>
<p style="text-align: center;">Fairness & Opportunity</p> <p style="text-align: center;">Ensuring equal access to jobs, services and representation</p>	<ul style="list-style-type: none"> • Poverty and inequality weaken cohesion. • Some groups face barriers to services and career progression. • Perceptions of unfair resource distribution. 	<ul style="list-style-type: none"> • Deliver Anti-Poverty Strategy (Protect, Prevent, Provide Pathways, Participate). • Expand ESOL and Digital Inclusion programmes. • Work with the West Yorkshire Combined Authority (WYCA) on inclusive employment. • Embed equality and social value in funding and procurement. • Support Race Equality Network and EDI actions. 	<p style="text-align: center;">↓</p> <p style="text-align: center;">Worklessness and income inequality.</p> <p style="text-align: center;">↑</p> <p style="text-align: center;">Campaigns supporting protected characteristics.</p>
<p style="text-align: center;">Pride & Place</p> <p style="text-align: center;">Building district-wide civic pride and connection.</p>	<ul style="list-style-type: none"> • Local pride high but weaker across district. • Historic neglect lowers satisfaction in some wards. 	<ul style="list-style-type: none"> • Build on Bradford 2025 City of Culture legacy. • Continue People Can and Making a Difference in Communities volunteering. • Use parks, libraries and faith venues for shared events. • Celebrate through Community Stars Awards and social media storytelling. • Promote positive local narratives and shared heritage. 	<p style="text-align: center;">↑</p> <p style="text-align: center;">Neighbourhood satisfaction.</p> <p style="text-align: center;">↑</p> <p style="text-align: center;">Registered volunteers.</p> <p style="text-align: center;">↑</p> <p style="text-align: center;">Use of community and cultural facilities</p>

WORKING TOGETHER

PARTNERSHIPS FOR A FAIRER DISTRICT

Cohesion is a shared mission. Success depends on every sector.

We're working across:

- **Council services** – embedding cohesion in every policy.
- **VCS and faith groups** – leading grassroots innovation.
- **Businesses** – championing inclusive employment.
- **Public services** – promoting safety and equality.

The **Stronger Communities Partnership Board** will coordinate delivery, reporting to the **Health and Wellbeing Board**. Alignment with the **Anti-Racism Strategy, EDI Strategy, Roma Strategy, and City of Sanctuary** ensures coherence across the system.



PRIDE & PLACE

CULTURE AS A UNITING FORCE

As **UK City of Culture 2025**, Bradford showcased its creativity and civic pride and left a lasting and impactful legacy. Culture connects us – across backgrounds, generations, and beliefs.

The City of Culture programme brought 3,500 volunteers and over a million visitors. It was more than celebration – it is about community confidence and shared storytelling.

Events that bring people together:

- **Bradford District Ward Walks**
- **Bradford Festival & Mela**
- **Bradford Literature Festival**
- **Tour de Yorkshire**
- **Remembrance and Commonwealth events**
- **Community Chest Grants run by area offices to support leisure and sport run by community organisations**



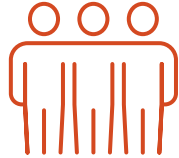
MEASURING SUCCESS

TRACKING PROGRESS, BUILDING TRUST

We'll measure outcomes with a blend of data and lived experience. Indicators include:



Reduction in poverty and unemployment



Increased trust and satisfaction with local areas



Growth in volunteering and participation



Decrease in hate crime and antisocial behaviour



Improved education and employment outcomes

Real impact is measured in confidence, connection, and opportunity.



Annual reports will be shared publicly, celebrating successes and learning from challenges. Evaluation will include case studies, surveys, and community stories.



AREA OFFICES

Bradford East Area Co-ordinator's Office

Laisterdyke Youth & Community Centre (Laisterdyke Hub)
Manse Street
Bradford
BD3 8RP

Tel: **01274 431066**

Email: **bradfordeastinformation@bradford.gov.uk**

Bradford South Area Co-ordinator's Office

Woodside Children's Centre
Fenwick Drive
Bradford
BD6 2PG

Tel: **01274 431155**

Email: **bradfordsouthareaoffice@bradford.gov.uk**

Bradford West Area Co-ordinator's Office

Lawcroft House
Lilycroft Road
Bradford
BD9 5AD

Tel: **01274 432597**

Email: **bradfordwestinfo@bradford.gov.uk**

Keighley and Ilkley Area Co-ordinator's Office

The Lodge
Cliffe Castle
Spring Gardens Lane
Keighley
BD20 6LH

Tel: **01535 618008**

Email: **keighleyareacoordinatorsoffice@bradford.gov.uk**

Shipley Area Co-ordinator's Office

Shipley Town Hall
Kirkgate
Shipley
BD18 3EJ

Tel: **01274 437146**

Email: **shipleyareaoffice@bradford.gov.uk**

This Framework was co-produced with residents, councillors, VCSE organisations, faith leaders, and partners across the district. Their insight and optimism shape every word of this plan.

TOGETHER, WE ARE BRADFORD



The wording in this publication can be made available in other formats such as large print and Braille.
Please call 01274 432111