

DECISION-MAKER:	Health and Wellbeing Board		
SUBJECT:	FAIRNESS COMMISSION RECOMENDATIONS		
DATE OF DECISION:	30 September 2015		
REPORT OF:	The Fairness Commission Independent Chair		
<u>CONTACT DETAILS</u>			
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STATEMENT OF CONFIDENTIALITY

None.

BRIEF SUMMARY

This report sets out the Fairness Commission process and recommendations to be launched in November. Alex Whitfield, one of the commissioners and also the Chief Operating Officer for Solent NHS Foundation Trust, will present the key issues for the Health and Wellbeing Board to consider their response to the recommendations given their duty to promote health and wellbeing and reduce inequalities in health.

RECOMMENDATIONS:

- (i) That the Health and Wellbeing Board consider the Fairness Commission recommendations and, following discussion, agree the Board's role for the recommendations from the Commission.

REASONS FOR REPORT RECOMMENDATIONS

1. The Health and Social Care Act 2012 sets out the Health and Wellbeing Board's duty to promote health and wellbeing and reduce inequalities in health in their area. The Fairness Commission's key role was to look into how to make the city a fairer and more equal place to live and work, including reducing health inequalities. Their recommendations are therefore relevant to the strategic development and work programme of the Board.

ALTERNATIVE OPTIONS CONSIDERED AND REJECTED

2. None.

DETAIL (Including consultation carried out)

Background

3. The Southampton Fairness Commission is an independent and entirely voluntary body. It was set up in late 2013, against a backdrop of impressive economic growth for the city that is somewhat negated by the poverty and deprivation experienced by a significant proportion of its citizens.

The Commissioners

4. The Southampton Fairness Commission comprises representatives from the public, private, and voluntary sectors. The Commissioners are unpaid volunteers and were appointed as a Task and Finish Group on the basis of their

professional expertise and commitment to fairness and social justice. They have shaped and promoted the work of the Southampton Fairness Commission, and worked together to identify practical ways of making the city a fairer place.

5. The Commission is chaired by Jonathan Cheshire OBE, a leading developer of charities and voluntary agencies with particular expertise in youth and young people's issues, employment and training, regeneration, and outdoor education. The Vice Chair is Dr Darren Paffey, a former Labour councillor for Southampton City Council and a lecturer in Spanish and Linguistics at Southampton University.
6. The Commissioners are:
 - Dave Adcock
 - Jo Ash
 - Annette Davis
 - David Gilani
 - Geoff Glover
 - Joe Hannigan
 - Ian Loynes
 - Ahmed Sasso MBE
 - Jojar Singh
 - Alex Whitfield
7. The Southampton Fairness Commission believe that:
 - Inequality is bad for everybody, not just those at the lower end of the socio-economic scale. Numerous recent studies by leading economists bear this out.
 - Inequality is growing in the UK and has been growing for the last ten years, accelerating after the 2008 economic crash and recession.
 - Concerted local action is required and likely to be the only effective way forward. Disadvantaged people in Southampton and other similar communities are unlikely to receive any significant help from public agencies over the next few years because of policy constraints in central government and resource constraints in local government.
 - Southampton has the potential to be one of the best places in the world to live and work.
8. The Commission agreed the following principles of fairness:
 - Everyone in Southampton should have the opportunity to do well in life, regardless of their beginnings or where they live.
 - A commitment to greater equality in health outcomes, wellbeing, social relationships, learning and life opportunities, is a worthwhile investment for all, reducing costs and multiplying social and economic benefits long term.
 - Consensus and innovation among Southampton's public, private and voluntary sectors should bring about lasting solutions to inequality.
 - Prevention of inequalities and removing any barriers to fairness through appropriate policy and practice are more effective than later attempts to correct unfairness.
 - People are empowered more when solutions are found by them in consultation with others, not just for them.

- Resources should be prioritised where the most benefit can be provided for those in greatest need.
- Southampton must reflect, represent and cherish our community diversity, value those from different backgrounds and identities, and protect and encourage vulnerable people.

Consultation and gathering evidence for the recommendations

9. The Commission has undertaken a wide programme of consultation and engagement during 2014/2015. This has included a 'call for evidence', an online survey, questionnaires, public meetings on key 'fairness' themes, visits to groups and communities, engagement with local agencies working with some of our most disadvantaged residents and dialogue with politicians and business leaders.
10. Themed public meetings were held between June 2014 and January 2015. These included discussions with experts and local communities of interest on:
 - Employment
 - Income
 - Health
 - Housing
 - Transport
 - Growing Older
 - Growing Up
11. The feedback and findings from this work, alongside additional local and national research, have enabled the Commission to understand more deeply, some of the underlying issues and barriers to achieving a fairer City. In response, the Commissioners have developed a set of key recommendations which they have identified as being realistic and achievable by local agencies with a minimum of reliance on central government. These recommendations are based on the expectation that all the current work to reduce inequalities will continue.

The recommendations:

12. The Fairness Commission recommendations are based on three key themes:
 - Fairer employment
 - Fairer living
 - Fairer organisation and communities

Fairer employment

13.
 1. Create a 'Great Place to Work' city with commitment from employers, including the promotion of the Living Wage¹ and recognise achievements at an annual award ceremony.
 2. Establish a comprehensive support service designed to help people deal with involuntary self-employment, fairly and safely - e.g. dealing successfully with HM Revenue and Customs (HMRC), insurance, cash

¹ Living Wage in this report refers to the level recommended jointly by the Joseph Rowntree Foundation and the Resolution Foundation, which may be higher than the Living Wage in the Chancellor's Summer Budget 2015.

flow, credit control and VAT.

3. Establish a tactical fund to address urgent skills shortages in the local labour market; to be allocated by a representative group of employers, and financed by pooled contributions from strategic funders – Skills Funding Agency (SFA), Solent Local Enterprise Partnership (LEP), Department for Work and Pensions (DWP) and their contracted providers.

Fairer living

14.
 4. Increase the availability of affordable and good quality housing by using alternative funding mechanisms outside public sector constraints to build new homes and exploit under-used resources such as empty properties, self-build and container conversions. This should also provide local employment opportunities.
 5. Encourage our citizens to take individual responsibility for healthier lifestyles and all agencies to take collective action to support this through citywide campaigns to reduce smoking, drinking and obesity.
 6. All health and social care commissioners should ensure that contracts with providers require them to demonstrate that they have taken action to achieve equity of outcomes. The Health and Wellbeing Board must monitor inequalities and take actions to address them.
 7. Improve access to, and awareness of financial services for all by building capacity in community finance institutions and initiatives e.g. Credit Unions and user-friendly local banking.
 8. Improve the ability of people to manage money better by:
 - a. Promoting and providing learning modules for debt and money management in schools and colleges.
 - b. Developing and implementing a programme to increase awareness of and fair access to welfare entitlements, particularly linked to key life-transition points.
 9. Improve accessibility to integrated transport by actively:
 - a. Supporting social enterprise solutions to improve local transport, particularly in non-commercial routes.
 - b. Taking a more strategic approach to market failures in transport, particularly bus routes and frequency of key bus services.

Fairer organisations and communities

15. The delivery of the recommendations under 'fairer employment' and 'fairer living' needs to be supported by:
 10. Organisations, in procuring goods and services, should maximise local economic and social outcomes through improved application of the Social Value Act to:
 - a. Increase employment and skills of local residents.
 - b. Use local supply chains to develop capacity in local organisations with a long term commitment to the city.
 11. Promote zero tolerance of bullying, hate crime and discrimination, by increasing awareness in the city of reporting mechanisms and organisations improving their responses and support for victims.
 12. Support individuals and communities to take responsibility for improving the quality of their lives and their environment through funding of small

community-run preventative projects to reduce inequality.

13. Set up a 'Southampton Fairness Fund', an 'employee giving' scheme matched by employers and allocated in a transparent and democratic

Next Steps:

16. The Southampton Fairness Commission will be publishing its final report and recommendations shortly. This will be followed by a public/stakeholder event to present the findings and recommendations later in the year.
17. The Health and Wellbeing Board is requested to consider the Fairness Commission recommendations and, following discussion with the Chief Operating Officer for Solent NHS Foundation Trust, agree its response to the Commission's recommendations as part of its duty to promote health and wellbeing and reduce health inequalities in the local population.

RESOURCE IMPLICATIONS

Capital/Revenue

6. None. The Fairness Commission recommendations should be achievable through a shift or rethinking of existing resources.

Property/Other

7. None.

LEGAL IMPLICATIONS

Statutory power to undertake proposals in the report:

8. None.

Other Legal Implications:

9. None.

POLICY FRAMEWORK IMPLICATIONS

10. None.

KEY DECISION? No

WARDS/COMMUNITIES AFFECTED:	All
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SUPPORTING DOCUMENTATION

Appendices

1.	None

Documents In Members' Rooms

1.	

Equality Impact Assessment

Do the implications/subject of the report require an Equality Impact Assessment (EIA) to be carried out.	Yes/No
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Other Background Documents

Equality Impact Assessment and Other Background documents available for inspection at:

Title of Background Paper(s)

Relevant Paragraph of the Access to Information Procedure Rules / Schedule 12A allowing document to be Exempt/Confidential (if applicable)

1.		