

Appendix 1

Brighton and Hove Fairness Commission – 12 Months On

Introduction

In 2015/16 the Brighton and Hove Fairness Commission looked at the most significant issues facing the city. These issues and themes were chosen by the commission after considering research about inequality in the city and the budgets and priorities for vital city services.

The Commissioners decided to call for evidence around the following five themes:

- Strengthening Communities
- Children and Young People and their Life Chances
- Employment and Skills
- Housing
- Older People and Well-Being

Housing, diversity and inclusion, community and travel were the most frequently cited areas of city life that residents felt the council and its partners could take steps to improve fairness.

In summer 2016 the Commission reported its conclusions and recommendations under the following four themes:

- Where we live
- How we live
- Living life to the full
- Fairer ways of working

In November 2016 the city council formally received and responded to the recommendations as did the city's Local Strategic Partnership - Brighton and Hove Connected.

A year on this report provides a progress update on what's being done under the four themes to help achieve the Fairness Commission's recommendations.

1. Where we live

The Fairness Commission concluded that 'residents wanted greater support for communities, fairer transport around and in and out of the city, better accessibility for those with additional needs, green spaces to meet in and for the escalating cost of housing to be addressed'.

1.1 Strong Communities

- 1.1.1 The Fairness Commission recommendations for strengthening communities involved a firm commitment from public sector organisations to work in collaboration with communities and co-design and co-produce services, and to strengthen investment in asset based community development and volunteering to support to respond to the desire by residents and community groups to be self-sufficient and active in their communities.
- 1.1.2 Public agencies, should work with residents to assess the adequacy of community spaces in neighbourhoods against a 'minimum spec' that includes an accessible meeting space, open to all, and free access to wireless internet and invest in them so that they meet the requirements.
- 1.1.3 The council's Neighbourhoods, Communities and Equality Committee should take responsibility for proactive delivery on the rights enshrined in legislation including the Localism Act 2011, the Equalities Act 2010, the Care Act 2014 and Human Rights.
- 1.1.4 As well as focusing on neighbourhoods and communities the Fairness Commission recommended actions for strengthening the community and voluntary sector in the city. These

included all public sector procurement processes giving greater weight to social value and ring-fencing the council's small grants fund and investing it in Sussex Community Foundation or similar, to achieve greater value for money for Brighton & Hove's small community groups. Plus that the council should seek to ensure it removes any barriers to preventing smaller organisations from bidding for contracts and that it commissions support for the community and voluntary sector.

- 1.1.5 There were very specific recommendations:
- Brighton and Hove City Council (BHCC) to develop an asset transfer policy
 - Brighton & Hove Connected should publish an annual statement on actions taken by partners to deliver the Power of Volunteering
 - Brighton & Hove Connected should work with Sussex Community Foundation to establish a city endowment fund to support projects that help alleviate poverty in the city
- 1.1.6 In response to the stronger communities recommendations the city council and its partners, in particular through the city's Equality and Inclusion Partnership have developed and signed up to a new city **Collaboration Framework** with six principles of collaboration: collaborative communities, services, behaviours, commissioning, places and systems.
- 1.1.7 The Brighton and Hove NHS Clinical Commissioning Group (CCG) and BHCC has committed three years of pooled funding for support to neighbourhoods, communities of identify and the community and voluntary sector through its Third Sector Commission 2017-2020
- 1.1.8 As part of its work on developing neighbourhoods in the city the council and its public sector partners will be working with residents on the adequacy of community space in the area.
- 1.1.9 Since adopting a **Social Value** Framework and Guide in summer 2016 the inclusion of Social Value is now being considered routinely in BHCC procurement tenders and commissions. Included in the Guide is reference to the use of a % of local small and medium sized business, social enterprise and CVS organisations. In addition, Orbis is developing its own social value charter and training for BHCC procurement officers and commissioners, elected members and for providers is being organised for late 2017.
- 1.1.10 The council has maintained an annual grant programme for the community and voluntary sector and also established a new Brighton and Hove Legacy Fund with Sussex Community Foundation to support groups and organisations supporting children and young people and to support community engagement and development in libraries. Following on from the new Legacy Fund Sussex Community Foundation will be contacting partners of Brighton and Hove Connected to explore further endowment transfer possibilities.
- 1.1.11 A BHCC **Community Asset Transfer** policy has been developed and will be presented to city council's NICE committee in November and it PR&G committee in January 2018 for adoption.
- 1.1.12 A group of public sector partners met over the last year to develop their action plans to deliver the five pledges in the **Power of Volunteering**. The group reported its progress to the Equality and Inclusion Partnership in July. It will now merge with the Volunteering Champions group in the city (predominantly CVS group) to form one multi-agency/sector group committed to delivering the pledges with a particular focus on accessible volunteering. A future progress report to the Equality and Inclusion Partnership is anticipated
- 1.1.13 The NICE committee's work programme continues to be focused on championing the rights within the various Acts. Over the last year the committee has (not exclusive list) approved the Equality and Inclusion Strategy in January 2017, overseen and championed delivery of the city's Trans Needs Assessment action plan, approved the recommendations of reports to improve race equality in employment and remove barriers to employment for disabled people and those with long-term/fluctuating health conditions, adopted the BDA BSL charter, championed the

social value framework to ensure impact, approved a new community asset transfer policy, monitored the delivery and progress of the rough sleeping strategy and approved a Memorandum of Understanding with the Racial Harassment Forum.

1.2 Getting out and about in the an accessible and clean city

The Fairness Commission found that residents felt that increasing accessibility of the city to all and protecting green and clean spaces would increase fairness.

- 1.2.1 The Fairness Commission made several recommendations regarding **public transport**. These included: the council, Brighton & Hove Bus Company and other bus operators in the city, working through the city's Quality Bus Partnership to ensure that there is transparency and awareness of existing discount arrangements among the public and all partner organisations, and where need is identified, to extend arrangements to reflect specific needs. Also, that the council and the Transport Partnership should invite proposals from suitable social enterprises or appropriate organisations that can expand and deliver an improved community transport offer in the city, that better utilises the existing fleets, vehicles and volunteer drivers.
- 1.2.2 The Quality Bus Partnership will continue to work on awareness-raising re best value and discounted tickets and associated initiatives (such as loans from East Sussex Credit Union for purchase of best value tickets). In July 2017 bus operators and East Sussex Credit Union held a joint promotional event called "Catch the Bus" in Churchill Square Brighton to promote community fares.
- 1.2.3 In addition, in June 2017 the Quality Bus Partnership considered a proposal from Brighton & Hove buses to provide direct support to community groups that engage with individuals with different needs instead of producing another signposting leaflet and to support this approach with a neutrally branded awareness campaign across the community. A decision on the proposal is due in December 2017.
- 1.2.4 BHCC Adult Social Care and the CCG contract with **Community Transport** Ltd to provide door-to-door shopping trips and group hire of minibuses for local groups. They have reviewed the contract with Community Transport to achieve improved services, a more environmentally sound offer and better value for money. CT Ltd has responded positively by doing the following: Reducing the number of bus services deleting the ones that travelled with very small numbers (often less than 5); the minibuses are full and the roads less busy. Registering the passengers and operating a process similar to a Safe & Well check when someone fails to turn up for the bus (by contacting family/neighbours). Trying out alternative uses of the minibuses to take people to GP surgeries in areas where GP surgeries have closed. This may be expanded to include flu clinics. Furthermore, several CVS organisations are organising a pilot scheme of volunteer drivers to support older people to get to local activities.
- 1.2.5 The Fairness Commission also recommended that the council should facilitate partnership working between transport providers and developers to expand the potential locations for **accessible development** across the city that would address both transport and housing issues. The council's approved City Plan Part 1 includes policies to deliver accessible and sustainable development which are based on directing new development to areas of the city with good sustainable transport links, and to those areas in need of regeneration and renewal. City Plan Part 2 will seek to further explore and identify similar policies that secure similar opportunities.
- 1.2.6 Regarding **green, accessible and clean spaces** the Fairness Commission recommended that the council should work with City in Bloom, Community Works and the Trust for Developing Communities to support Friends of Parks groups in the city and help them to come together in a city-wide network. Following the conclusion of the 'Big conversation'– which was the Council's most successful on line consultation event, an Open Spaces Strategy was approved by council's ETS Committee in January 2017 which included specific actions of volunteering activities and how collaborative working can be strengthened through the Community Works network and

website. At the end of October 2017 the [Brighton and Hove Green Spaces Forum](#) was launch which is a coming together of the 'Friends of' groups and other voluntary organisations that care for and protect the city's parks and open spaces with the aim of sharing experience and support. A further update on the open Spaces Strategy is due to ETS committee in November 2017.

- 1.2.7 It also recommended that the council should work with businesses and the Transport Partnership to raise awareness of the impact of **street clutter** on disabled people, older people and mothers with young children and ensures regulations are enforced. The council's Highway Enforcement Team licence and enforce regulations on A-boards, tables & chairs, skips, scaffolds, builders' materials, overgrown hedges and hoardings. The policy for such placements was reviewed by councillors in 2016 and a new ICT system has been installed. Skip and scaffolding companies can now apply online and with a simplified application process have freed up enforcement officers time so they can spend more time out of the office dealing with obstructions.

1.3 Housing

The Fairness Commission found that housing was by far the most significant aspect of city life that residents saw the council as responsible for addressing in order to improve fairness. The commission made twenty-two recommendations for action by the council, housing associations, private developers, the CCG and University of Brighton and University of Sussex. It also made six recommendations for national government in recognition that solving the housing problem was required local and national intervention and changes.

- 1.3.1 A key recommendation was develop and publish an action plan to ensure full implementation of the new housing strategy and report back regularly on progress. Actions from the Housing Strategy are regularly monitored by the council's Housing Leadership Team and reported to the council's senior management team – the Executive Leadership Team and on to Housing and New Homes Committee. Partnership priorities are also monitored and reported through to the Strategic Housing Partnership and Affordable Housing Delivery Partnership. A progress report on the Housing Strategy will be reported to Housing & New Homes Committee in Spring 2018.
- 1.3.2 Unsurprisingly the Fairness Commission's housing recommendations centred on increasing the number of affordable homes in the city :
- The council should strengthen and expand its council housing building and estate regeneration programme.
 - The council should use a supportive approach to identifying modern construction methods to reduce building costs and make rents more affordable.
 - The council should consistently identify total housing costs, including energy efficiency, in planning new homes to reduce energy bills and contribute to greater affordability and the health and wellbeing of tenants.
 - The council should pursue a planning policy of mixed development to ensure that all new developments, including office and commercial schemes, include an affordable housing element.
 - The council should work with public bodies in the city to identify publicly owned land that can be used for housing, and accelerate its progress into available land. Produce a report detailing available land and a timetable for access.
 - The council should offer council-owned and other publicly owned land, including sites on the city fringes, brown field sites, to housing co-operatives, self-build groups and community land trusts to develop affordable social housing with the guarantee it will go to local people. Housing associations and private housing developers should offer development expertise to housing co-operatives, community land trusts and self-build groups and a revolving fund should be set up by 2018 and an advice hub to support the work of housing co-operatives, self-build groups, community land trusts and energy co-ops.
 - The council should strengthen its nationally recognised approach to bringing empty homes and properties back into use.

- Housing associations and private housing developers should work in partnership with housing associations and other organisations to expand the development of affordable housing for rent, shared ownership and sale in mixed tenure schemes
- Housing associations and private housing developers should contribute to increasing affordability in the city by embracing modern methods of construction to bring down building costs and make home-ownership more affordable to those on modest incomes.
- The council should develop a more consistent approach to assessing affordability by, for example, creating a unified income and expenditure form with guideline amounts for outgoings.

- 1.3.3 Under the New Homes for Neighbourhoods Programme (as at October 2017) 34 homes had been completed and let, with 139 homes in total due to be completed by the end of 2017/18 with an additional 121 units (11 sites) are in the immediate pipeline. All New Homes for Neighbourhoods schemes to date have been completed to Code Level 4 equivalent for water and energy. Feedback from surveys of tenants in new homes indicates reduced fuel costs. Kite Place and Brooke Mead schemes due to be completed in autumn 2017 both have communal heating systems. In addition, the council has secured extra funding through the DFG's Warm Safe Homes Grant and the Warmth for Wellbeing Project. This is being used to support older and vulnerable people both home owners and those living in the private rented sector to improve the thermal efficiency of their homes (improved heating and/or insulation). Funding is also available to improve security measures.
- 1.3.4 BHCC Planning and Housing services continue to work closely to maximise the amount of affordable housing, particularly rented affordable housing secured through new development taking place in the city. Ongoing viability considerations remain a key matter in securing affordable housing through S106 planning obligations.
- 1.3.5 Work on the City Region's One Public Estate Programme continues to be progressed. The programme governance arrangements are fully established and the Greater Brighton Strategic Property Board and Greater Brighton Public Sector Property Group are meeting regularly. This is in addition to the council's own Public Sector Property Group with local public sector partners. The Greater Brighton Economic Board committed to deliver 22,500 homes in ten years. This will require accelerated delivery on the current rate of completions against existing Local Plan targets (The City Plan states that council will make provision for at least 13,200 new homes to be built over the plan period 2010 – 2030 to help meet the city's needs). To achieve this target, the City Region would need to do everything it can in terms of finding and bring forward sites, dealing with issues such as transport and other infrastructure, ensuring a flow of finance and developing new delivery mechanisms.
- 1.3.6 The National One Public Estate Programme and the DCLG have also launched new joint funding to create a wider support package for partnerships to unlock more surplus land and property. The Housing & Communities Agency also launched the Housing Infrastructure Fund this summer to unlock new homes and the council has recently submitted bids to secure funding.
- 1.3.7 A Living Wage Joint Venture with Hyde Housing Association has been agreed with the business plan approved at Housing & New Homes Committee (H&NHC) in September 2017. The Joint Venture will deliver 1,000 new homes in the city - 500 shared ownership for local people and 500 homes at a 'Living Wage Rent'. The Joint Venture will explore and utilise modern methods of construction and local supply chain where possible, to improve quality and reduce construction waste.
- 1.3.8 Development of a new Housing Company was approved at H&NHC in November 2016 and work is ongoing to set it up. This will provide a flexible model to increase the supply of affordable homes in the city.

- 1.3.9 In June 2017 H&NHC agreed to lease the site in Eastergate Road, Brighton to YMCA Downslink Group to develop 21 Y:Cube homes for local, young, single people. The Co-op self-build project at Plumpton Road recently obtained planning permission and progress continues to be made with the other pilot community housing projects.
- 1.3.10 The DCLG announced a new national five year funding programme for Community Led Housing. In Spring 2017 Brighton & Hove received Community Led Housing (CLH) Funding. It is proposed that 2017/18 funding will be used to build both revenue and capital capacity within the community-led housing sector in the city in the following ways:
- Raise awareness and organise for knowledge exchange
 - Explore and support local communities to develop specific sites
 - Find and realise the potential of sites and/or properties
 - Provide CLH Project and group support and funding, through a system of loans or grants to help make projects affordable
 - Generate income for CLH in the city beyond the current funding (financial strategy and fundraising)
 - Establish a support hub infrastructure and recruit CLH Enablers and a Programme Manager.
- 1.3.11 As part of ‘finding and realising potential sites’ the Brighton & Hove Community Land Trust will work collaboratively with local institutions, community groups, construction-industry professionals as well as BHCC officers. The work includes knowledge exchange between professionals with little experience of Community Led Housing and community-led groups that lack experience in property development and housing construction.
- 1.3.12 The whole programme will be run by the Brighton & Hove Community Land Trust and a report will be provided in Spring 2018 to Housing & New Homes Committee outlining the progress and setting out future plans for work with community housing providers.
- 1.3.13 Regarding empty properties in 2016/17, 159 empty homes were brought back into use with the support of the council. The empty property team is in constructive dialogue with the owners of a further 320 properties. At Housing & New Homes Committee in March 2017 a pilot was agreed for a new enforcement measure to complete works in default on empty dwellings. This approach will be trialled with outcomes reported back to H&NCH committee in 2018.
- 1.3.14 The Fairness Commission also made recommendations about **accommodation for vulnerable people** in the city which include: as part of a wider drive to tackle homelessness in the city, all partners should create low-cost and “meanwhile” housing swiftly for homeless people on dormant development sites, like Preston Barracks, using converted sea containers that can be moved to other sites when development starts. City has responded as outlined above in paragraph 1.3.3 and 1.3.7.
- 1.3.15 Also, that all partners should support training, skills and education programmes for homeless people and all should protect investment in supporting people with **mental health issues, drug and alcohol problems and dual diagnosis to live independently** within their own homes. The Fairness Commission specifically suggested that the Clinical Commissioning Group should develop a business case for housing initiatives, such as heating and insulation improvements in the homes of older and disabled people that will contribute to the improved health and wellbeing of residents and take pressure off health services.
- 1.3.16 Adult Social Care fund services for homeless people in supported accommodation. These are life skills, working with people 1:1 and in small groups to develop skills in areas such as budgeting, computer skills and cooking. An access to work project is funded to support people

with work and voluntary work placements and accessing the job market alongside a literacy and numeracy project for living people in hostels.

- 1.3.17 With regards to support for individuals with mental health, substance misuse or dual diagnosis the council continues to work with commissioned providers to minimise the impact of the budget reductions on service users. The performance of local adult alcohol and drug treatment services has improved over the last year with a greater percentage of clients successfully completing their treatment and not representing to services.
- 1.3.18 Also, the CCG and BHCC are now working within a shadow pooled budget in 2017/18, with plans to operate in a formal health and care pooled budget in 2018/19. They are developing a joint commissioning policy and framework under an emerging strategy of integrating prevention with health, all to be in operation for 2018/19. This will include an investment strategy that looks at underlying social causes of ill health.
- 1.3.19 Other recommendations focused on council's approach to **debt recovery and advice provision**. For example, the Fairness Commission suggested that the council should develop a new corporate debt collection strategy including bringing together council tax collection with other local authority debt collection such as rent arrears, Housing Benefit overpayments, and the Discretionary Payments teams into a single 'Income Management Team'. In response the council's Corporate Modernisation Delivery Board has commissioned a piece of work to report on the potential of a more corporate approach to debt including introducing a single digital financial assessment portal.
- 1.3.20 The council debt collection services now have a collective agreed protocol for the multiple debt cases with Money Advice Plus and a priority framework that can be applied in those cases. Also, the council in principle agreed to the protocol however upon more detailed inspection ahead of formal sign off it was concluded that some of the terminology was too constraining in particular the need to formally define vulnerability. A rigid pre-determined definition was not deemed appropriate or suitable for the wide range of services that work with many different vulnerable people and households in the city. Nevertheless, the council is committed to adhering to all the other requirements of the protocol.
- 1.3.21 There is a cross programme of work in place to prepare the council and clients as far as possible for the introduction of Universal Credit and this includes working between the DWP and Moneyworks to provide Assisted Digital Support and Personal Budgeting support for people claiming Universal Credit. A new version of the fact sheet / toolkit on welfare reform changes and where people can get help including Moneyworks, Advice Matters (new advice partnership in the city) and East Sussex Credit Union is about to be published to coincide with the wider roll out of Universal Credit in Autumn 2017. The council's Third Sector Investment Programme 2017-2020 has invested the Advice Partnership and Moneyworks and councillors approved an extra £208,000 into the investment programme to provide extra support for welfare reform and the introduction of Universal Credit.
- 1.3.22 The Fairness Commission also recommended action on **private sector housing** as a requirement to increase fairness in the city: that all partners should strengthen work on rent deposit guarantee schemes that help people on lower incomes into private rented accommodation; that Brighton & Sussex Universities should work in partnership with the council to develop an integrated accommodation and transport strategy that will allow 100% of purpose built accommodation for all first year students in the city and that the council should extend the successful licensing of smaller HMOs to the remaining wards in the city. It also said that the council should also establish a/an:

- Self-funding kite-mark scheme for landlords and letting agents
- Private sector forum for landlords, letting agents, tenants and the city's housing services
- Ethical lettings agency for private rented housing similar

- 1.3.23 The Rent Smart partnership has been launched; a citywide partnership of organisations committed to supporting tenants in the private rented sector.
- 1.3.24 Consultation on a proposed new citywide additional HMO licensing scheme took place in summer 2017. The National Landlords Association & Southern Landlords Group involved in discussing proposals with BHCC for the extension of discretionary licensing in the city. The council's Housing & New Homes Committee, in November 2017, will be taking a decision on whether to proceed with a citywide Additional Licensing Scheme for smaller HMOs.
- 1.3.25 Landlords and Agents are represented on the city's Strategic Housing Partnership.
- 1.3.26 Establishing an ethical lettings agency for private rented housing has been explored but changes introduced which require agents/landlords to be transparent in their fees and the ban on letting agents fees which is due to come into effect have reduced the need for this.
- 1.3.27 We will continue to prioritise other actions to reduce homelessness in the city including those introduced by the Homeless Reduction Act which focuses on homeless interventions and prevention.
- 1.3.28 To maximise **social value from housing development** programme the Fairness Commission recommended that the council should work with housing associations, City College and others to develop training and skills programmes and apprenticeships in housing and renewable energy programmes.
- 1.3.29 **Apprenticeships** continue to be a key feature within the council's housing service. An apprentice is now based within the Property & Investment Team and through the New Homes for Neighbourhoods programme the council is ensuring constructors are delivering new apprenticeships across the range of construction sectors. Mears recruited 23 apprentices in May for the September 2017 start, keeping them on schedule for the contract target of 200 over 10 years.
- 1.3.30 In readiness for the opening of MET college construction training centre (formerly City College) from September 2017, the delivery of a programme of construction-focused courses has been agreed with beneficiaries being recruited through DWP and BHCC Youth Employability Service and other support initiatives. The programme will be funded through Developer Contributions linked to public and private sector major developments and other funding sources.
- 1.3.31 Regarding **student housing**, a series of task and finish groups were set up to start developing the new Student Housing Strategy. The first three meetings took place during May and June 2017 with further workshops to follow in the autumn/winter. The group membership includes representatives from the University of Brighton and the University of Sussex, Student Unions and representatives from the council's Housing, Planning and Policy & Partnership teams. Additional attendees included officers from the council's Transport Team, Community Safety Team and Environmental Health. A report outlining the evidence and options to support a new Student Housing Strategy is due to be considered at Housing & New Homes Committee in November 2017.

2. How We Live

Fairness Commission concludes that "Brighton and Hove needs to be the best place to be born, grow up, be educated and grow old if it is to reduce the widening health and poverty gap and be a fair city".

2.1 Early years and achieving at school

The Fairness Commission made several recommendations that focused on **children living in poverty**, recognising many children were in families living in-work poverty. Specifically the Commission recommended that the council should:

- Implement the actions set out in the Child Poverty Commissioning Strategy 2012.
- Working with the city's foodbanks, advice agencies and Job Centre Plus reduce the numbers of families referred to foodbanks because of a problem with the benefit system, such as delays in processing or a flawed decision sanction a benefit
- Working with city schools, bring to Brighton & Hove the 'Poverty-proofing the School Day' initiative
- Seek support from partners to offer free school meals in school holidays, focusing on the most deprived communities first, to make sure that no child goes without at least one proper and healthy meal a day.
- Inform parents about the new right to request wraparound or holiday childcare and work within them to establish appropriate provision.
- Prioritise support for children's centres and remove barriers to communities using them outside of core hours so they can be used as community hubs.
- Continue to work with local support projects to ensure policies are inclusive and that all children receive the support they need
- Find new ways to genuinely include children and young people; especially those in or recently leaving care in the city wide Corporate Parenting Board

2.1.1 Children's Centres have increased the amount of food ordered from Fairshare this year due to the high take up of the Food Bank service. They also offer families a six week intervention on 'Healthy Meals on a Budget' including help with applying for Healthy Start Vouchers and sign-posting for money and benefit advice services. If after the 6 week intervention the family are still reliant on the food bank a further action plan is agreed with them to reduce dependence on the service. The new European funded Parents Accessing Childcare for Employment (PACE) Project is working with parents of funded two year olds to support them into work, training and volunteering in order that they can take up 30 hours of funded childcare when their child is three.

2.1.2 The Council continues to support a citywide network of seven **childrens centres** with a core offer of family support and early intervention programmes run by centre staff. The Government has not issued new guidance and none is expected in the short term.

2.1.3 Children's Centres have been looking at ways of delivering services with local community organisations and have implemented the following during the last year:

Mascot – A community organisation supporting families who have children with autism (the child does not need to have a formal diagnosis) now have a licence to run services from South Portslade Childrens Centre for two days per week and on ad hoc weekends. It is a city wide service for drop in appointments, parent and child workshops, and training and advice sessions. They currently have approx. 400 families across Brighton and Hove registered with them and accessing services

CHOMP – are running term time clubs at Turner and Hollingdean Childrens Centres for families with children aged under five. A cooked meal is provided as well as activities for the children and their families. Some events also in partnership with Public health and include a health walk. They are fully funded by Brakes, organised by CHOMP and supported with accommodation from the Childrens Centres,

2.1.4 Hollingdean Childrens Centre is now running a voluntary contribution self-service café. It has recently registered with environmental health and been awarded 5 stars. It is staffed by volunteers from the local community, and has raised enough funds to self-sustain in the 6 months it has been operating. The cafe kitchen at Hollingdean CC has also been used at weekends by a community organisation - The Real Junk Food Project, to support delivery of their projects using 'near to sell by

date' food to provide lunches for the community and across Brighton as well as catering for private events. They have also supplied food for CHOMP clubs from the Hollingdean CC kitchen.

- 2.1.5 Turner Children centre has: Gingerbread – using rooms at the centre to deliver relationship counselling in the evenings; Scope – Face to Face group supporting families of children with Autism. Monthly on the 3rd Saturday of each month; Dads group – run by ECP and childrens centre staff monthly on 1st Saturday of each month; Rise – Running a weekly group with a crèche supporting families who have been re-housed in Brighton after suffering the impact of domestic violence in the home; National Childbirth Trust – weekly classes in the evenings for parents- to –be; Mindfulness run by Safety Net – weekly 8 week courses in the evenings which are open to all professionals.
- 2.1.6 Roundabout Childrens Centre and nursery was involved in the recent Neighbourhood Hub event to promote council and community services in the locality and look at better ways of working together. Hangleton and Moulsecoomb Childrens Centres and their associated nurseries will also be involved in future events in their communities.
- 2.1.7 Following the decision that '**Poverty Proofing the School Day**' would be offered to all schools in the city at no charge to schools a team of researchers from schools across the city was trained by Children North East in June 2017. Four schools took part in 'Poverty proofing the School Day' in the summer term. More schools have been contacted and the team will be in seven more schools by Christmas 2017. The research leader from Children North East came back to Brighton & Hove in early October 2017 to support and review progress with us and to speak to head teachers directly to promote the programme.
- 2.1.8 The BHCC School Meals Team in partnership with schools and CHOMP extended the CHOMP scheme this summer to be available across 3 schools – West Blatchington, Benfield and St Marks CE – serving a total of 277 meals over the 5.5 week holiday. An average of 25 meals per session.
- 2.1.9 The Childcare Sufficiency Assessment was published in November 2016. Parents were asked how easy it was to find childcare and those with school-age children found it somewhat harder than those with pre-school children. However, more than 60% of parents of primary-school age children reported that it was very or fairly easy to find childcare. Parents' "right to request" was publicised to schools, attaching the relevant information, via the schools' bulletin on 26/9/16. This year Early Years and Childcare has supported 14 new out of school childcare settings to develop high quality provision for school-age children based in schools. This includes working directly with schools to provide their own childcare, as well as with external providers working on school site. In addition the council's Early Year Childcare service has worked with 26 existing out of school childcare settings to develop provision and improve quality.
- 2.1.10 The Council's **Youth Participation** Team continues to provide opportunities for young people to shape services through participation work including the Youth Council & Children in Care Council and the Youth Advocacy Project (YAP). Young people also sit on the cross party group for youth services. The team also supports young people facing multiple barriers to education to gain formal accreditation through the Arts and Duke of Edinburgh awards.
- 2.1.11 Plus, funding for the voluntary projects which made up the Youth Collective was extended until the end of September 2017 to allow time for a recommissioning process. A new **Youth Grants Programme** started on 1 October 2017. The focus is to fund projects that support outcomes identified in the Brighton & Hove Youth Work Review 2015, equality outcomes and outcomes for council tenants. The Youth Grants Programme was offered in seven lots with providers asked to bid as part of a partnership arrangement for the four area based lots of: 1) Hangleton, Portslade and West Hove, 2) Whitehawk and the Deans, 3) Moulsecoomb and Patcham and 4) Central Hove and Brighton. They were also asked to bid either as a sole provider or as part of a partnership arrangement for three equalities lots of: 1) supporting young people who identify as LGBTU, 2) supporting young people from BME communities and 3) supporting young people with disabilities.

2.1.12 The **Corporate Parenting** Strategy was completed and signed off by the Corporate Parenting Board in January 2017. The Strategy includes a section setting out “What we will do...” The following are updates on specific actions:

- Care Leavers Trust: Work is underway to establish a fund to support young people when they leave care at the age of 18 to increase the opportunities available to them. He advises the period between now and next April 2018 to get the charity fully established and a local fundraising effort underway
- Social Work Profiles: As part of the relationship based social work, all workers have completed a ‘profile’ of themselves to share with children and families to support information sharing
- Provide an additional mental health resource within social work PODs: This is currently underway with a pilot of 1 day a week Psychologist input in 2 social work PODs, and efforts been made to secure funding to extend this to a full time psychologist post.

An annual review of implementation of the Corporate Parenting Strategy will be undertaken at Corporate Parenting Board in January 2018.

2.1.13 Following the Youth Service Restructure a Participation and Advocacy Senior Youth Worker has been in post since August 2017 and is taking forward the re-launch of the **Children in Care Council** to ensure it meets regularly and informs children & young people and offers engagement activities and consider how Children In Care and Care leavers meaningfully participate in the Corporate Parenting Board.

2.1.14 All care leavers between 18-21 years are offered the opportunity of a ‘Moving on from Care’ interview to reflect upon their care experience and a range of surveys and questionnaires on specific areas of service delivery are used to gain as many views as possible- a report on this was presented to CPB in March 2017.

2.1.15 The Fairness Commission also recognised other agencies roles in particular **schools**: it recommended that Brighton & Hove schools should work with children and young people to incorporate a ‘curriculum for life’ to equip school-leavers with valuable life skills, including, for example, personal finance skills and relationship education. All schools should be required to engage with the national Young Carers in School Programme to enable them to identify and better support young carers and to report on actions taken to address young carer needs.

2.1.16 The Personal Social Health Education (PSHE) Secondary Adviser and PSHE Primary Lead Teachers (including new KS1 lead) continue to offer support to schools and PSHE coordinators in schools with the offer of, amongst other things, curriculum development and staff training, regularly visiting schools, meeting with coordinators and delivery training. The Secondary Adviser has visited all secondary schools and some special schools to meet with the coordinator and has delivered training to staff in 3 schools. Both Secondary Adviser and the Primary Leads organise regular meetings for the PSHE coordinators to meet, learn and share ideas. The summer meetings were very well attended with eight mainstream and one special school attending the secondary development day and 30 primary schools attending the primary development day.

2.1.17 The Youth Council were invited to the secondary development day and presented their ideas for a curriculum for life. PSHE coordinators discussed a curriculum for life and will review own PSHE curriculums. The adviser and leads continually review and develop materials for use in schools, working to create a holistic curriculum; and seek views of young people to inform practice. The Secondary Adviser is currently working on creating a more standardised framework and resources list for careers education through the IAG group. This work will continue into 2018/2019.

2.1.18 The **Young Carers School Programme** (delivered by Young Carers Project) continues to reach out, engage and support all schools in the city, delivering training sessions to staff, awareness raising sessions to pupils, advising schools over the use of the Young Carers Resource Pack developed by the Young Carers Project and identify young carers, linking them with the appropriate support. The programme follows up on the safeguarding audit returns for all schools regarding

Young Carers. They now hold data on a number of schools across the City about whether they hold a Young Carers register and whether they have a Young Carer designated staff member and use the data to approach schools in an informed way to develop their young carer support.

2.2 Living and ageing well in the accessible city

The Fairness Commission also heard considerable evidence about the need to improve fairness for **older people** resulting in recommendations for the council and health organisations. The Commission recommended that the CCG and the council should:

- Recognise and support the effective work being done by the community and voluntary sector to address social isolation.
- Work together to implement all the recommendations set out in the city's Food Poverty Action Plan 2015 - 2020.
- Commit to developing a plan to implement place-based health commissioning based on the following five enablers set out in the Place-Based Health Commission's report.
- Expand the Health Champions networks, particularly in those neighbourhoods where the need is greatest but the take up of services is generally lowest, including for mental health services.
- Make the best use of estates of all partners to provide health services in neighbourhood hubs.
- GPs should be informed if their patients are receiving services from the Troubled Families Programme so that work is better joined up.
- Work with Age UK and other third sector groups to provide dementia friendly services across the city.
- Review and strengthen the membership of the Health and Well-Being Board.

- 2.2.1 The preparations for re-procurement of the Locality Hub and City Wide Connect programme (to address social isolation by offering a mix of services that include community based interest and activity groups, befriending and building based day services, delivered by partnerships of voluntary sector organisations working across the 3 locality hubs – east, west, central) is underway with an amended date in light of developments with the CCG and staffing changes. New services will be in place for April 2019.
- 2.2.2 The **Food Poverty** Action Plan was approved by council's NCE committee and the Health and Wellbeing board in late 2016 and updates are due during 2019.
- 2.2.3 The CCG's **Caring Together programme** is our **place based delivery plan**, and fits to the wider Sustainable Transformation Partnership. Caring Together is a programme of transformation across the CCG and Local Authority (Adult Social Care/Public Health) and outlines the key areas for the delivery of health and care.
- 2.2.4 The Care Programmes within Caring Together draw together a direction for transforming and remodelling services to meet the needs of local people, reshaping in response to changing demand and the pressures on both services and finances. Fundamental to these changes are the integration of commissioning across the CCG and Adult Social Care, and the further development of cluster based working across the city, in conjunction with key delivery partners.
- 2.2.5 The CCG has grown its network of **Health Champions** across the city, and has made particular progress in Hangleton and Knoll, with identified Community Health Champions, and in Whitehawk where the co-production of a Community Health Plan is underway, which includes a small grants scheme to develop people and projects to respond to area specific health and wellbeing needs. In the latter part of 2017, the CCG is supporting community based small projects aimed at responding to health and wellbeing needs to develop through a supported action learning set approach. This will further expand the role of "champions" in local communities. The CCG is continuing to explore the role of Health Champions to support the development of wellbeing initiatives, including those that relate to mental wellbeing.

- 2.2.6 The CCG is now developing an **estates strategy** as well as being a partner on the joint estates committee with the local authority. These are focused on planning around primary, community and urgent care.
- 2.2.7 In May 2017 the Early Help Hub was merged with the Multi-Agency Safeguarding Hub and the Family Information Service to form the **Front Door for Families** which includes Specialist Nurses who gather health information and assess the risk and impact on the children's development and well-being. The national Troubled Families Programme funds the local Integrated Team for Families (ITF) which supports families just below the social work threshold. Where a health need is identified the ITF family coach will, with the consent of the family, contact their GP to co-ordinate support.
- 2.2.8 The CCG have a close relationship with The Dementia Alliance and Community Works and will be continuing working with these organisations as it develops its **new model of Dementia care** across 2018/19 and 2019/20
- 2.2.9 The review of the Health and Well-Being Board membership was delayed in the light of the national integration of health and social care agenda. There have been two papers to the council's PR&G committee regarding the integration of the city health and social care provision by 2020 in line with the national agenda. A further paper was discussed by PR&G committee in early October 2017 that included proposed governance arrangements for the shadow year of integrated arrangements (April 2018 – March 2019) which include the review of the HWB board membership. It is anticipated that the new Board will be ready for April 2019.

2.3 Making the city more accessible

Accessibility was a theme thread throughout the Fairness Commission's findings. It recommended that all partners should:

- Consider the gaps identified by residents in relation to the World Health Organisation's criteria for an Age Friendly City and develop a revised action plan by April 2017. As part of a broader aim, Brighton & Hove should aim to become a fully accessible city by 2020.
- Work together to ensure greater enforcement of restrictions on street clutter such as A-board advertising, tables and chairs outside, as well as the council's own communal bins when positioned on the pavement, and the council should work with local businesses and other partners to ensure meaningful enforcement of restrictions on street clutter.
- Develop and participate in a Town Access Group (akin to the Crawley model) to take action on accessibility issues out and about in the city, including checking planning applications and commenting on access issues

2.3.1 During 2016 and 2017 the age friendly city steering group looked at the following issues:

- Employment as we age
- Sex and relationships
- Sensory impairment
- Food and nutrition
- Mental wellbeing

2.3.2 This steering group is being re-established ready for 2018 onwards by the new BHCC Public Health Programme Manager - Ageing Well.

2.3.3 A new ICT system is up and running allowing skip and scaffolding companies to apply for a licence online. The system has simplified the application process meaning that enforcement officers can spend more time out of the office dealing with obstructions.

- 2.3.4 The council's third sector engagement commission is being used to test accessibility of sites in the city to inform the Urban Design Framework. Further use could be made of this commission by transport and planning in 2018.
- 2.3.5 A specific recommendation for the council was to 'lead by example by displaying the 'Use our Loo' sign on public buildings, promote the scheme more widely and do more to influence businesses to join up to the scheme'.
- 2.3.6 This was subject to a Scrutiny review in 2013 and a small number of businesses signed up to the scheme, though a significant majority were not willing to do so and there is little evidence to suggest this view has changed. In order to deliver on savings from the public convenience budget of £100k for 2017/18, the cleaning and maintenance contract was retendered in the spring of 2017 and awarded to Healthmatic in June 2017. A business case to enable an affordable and sustainable programme of investment is now being worked on, which will be considered by council's PR&G committee in due course.

3 Living Life to the Full

Fairness Commission heard strong message from residents that supporting all our citizens to live fulfilling lives, to reach their potential and have control over their lives would make the city a fairer place.

3.1 A diverse and inclusive city

The Fairness Commission made some specific recommendations for groups and communities of identity. There were several focused on improving fairness for **parents with learning disabilities**. These were that the council should:

- Establish a joint protocol between Adult Services and Children's Services for referrals, assessment and support for parents with learning disabilities
- Commission an independent evaluation of current practice in supporting parents with learning disabilities in Brighton & Hove, and to develop specialist support for parents with learning disabilities
- Provide parents with learning disabilities with a choice of how they wish to live and be supported. This could involve extending Shared Lives, to parents with learning disabilities as well as specialist support as outlined above
- Ensure all staff are fully aware of how the Care Act 2014 applies to parents with learning disabilities, at all relevant stages

3.1.1 In response a joint protocol regarding referrals, assessment and support for parents with a learning disability has been completed and an accompanying practice guidance is being created. The joint protocol is in the process of being adapted into an easy read version for people who may experience problems in relation to literacy and comprehension. This version, alongside some key documents related to explaining the assessment process and seeking consent is due to be ready for wider dissemination in February 2018.

3.1.2 There are plans for an evaluation of, the council's current practice in supporting parents with learning disabilities, utilising the council's links with the local universities. The evaluation will follow the completion of a multi-agency audit in 2018, which will assist in bench marking the service against local provision.

3.1.3 Adult Health and Social Care Commissioners, alongside Children Disability Learning Team and Children's Services are actively considering a range of options in seeking to provide choice in how a parent with a learning disability lives and is supported. Arrangements for support are made on a case by case basis with bespoke packages of support being pulled together relative to the needs of the parent and the needs of the child/ren.

3.1.4 Training provided by the LSCB has been updated to incorporate how the Care Act 2014 applies to parents with a learning disability.

3.1.5 The Early Parenting and Assessment Programme, alongside social workers within the pods are trained in the delivery of the Parenting Assessment Manual, which is an assessment that helps practitioners understand the extent to which a parent's learning disability may be impacting upon their ability to care for their child. The Looking Forward Service offers support for parents whose children have come into care and who are permanently placed elsewhere. This team provides outreach work to parents who require support from adult focussed services to help them build their lives to either make a positive choice not to have further children or to undertake work in order that they may go onto parent successfully in the future, should they wish to.

3.1.6 For other equality groups the Commission recommended the following that:

- The council should sign up to the British Deaf Association's Charter for British Sign Language and implement the five pledges set out within it
- The council and partners should develop the new city-wide Autism Strategy, with the full involvement of people with Autistic Spectrum Conditions (or their families/carers) and ensure suitable resources are allocated for full implementation, recognising that funding for early intervention can prevent greater spend later on
- Health and social care professionals in the council should receive training in Asperger's and Autism Spectrum Conditions, including in ensuring the range of reasonable adjustments available is properly understood by staff and that those with a condition are asked if any adjustments would be helpful
- The Council's Housing Options service should be reviewed with the full participation of the LGB and Trans community. As part of this the council should action its commitment to produce suitable guidance for Trans people seeking housing and related support services in the city
- The council and all partners should provide timely feedback on all engagement or consultation work that has taken place and explain what actions are being taken to address concerns raised by BME communities
- The council and its partners should ensure that information on grants to BME Groups is accessible and readily available and people should be signposted to it
- The council and its partners should build on all the evidence submitted to the Fairness Commission and, working with all the Minority Ethnic groups, develop and implement a clear plan that will address the issues they have raised
- To improve the lives of our Traveller residents who have nowhere to live in the city, reduce inequalities and save money, the council should develop a strategy of negotiated stopping places for Gypsies and Travellers
- The council and its partners should review funding for VAWG & SV specialist services, so that provision is protected and, where appropriate, increased to ensure help and support are in place to meet rising demand in terms of immediate safety and wellbeing, as well as longer term recovery
- The council and its partners should refresh the commitment of the city's leaders to a strategic response to DVA, RSVA and VAWG and ensure that it is core business for the city
- The council and its partners should provide a specialist advocacy position for survivors to support recovery past the crisis stage and highlight any ongoing issues (A similar role to the Mind/Mindout advocacy service but specialised in domestic abuse)
- In response to the significant volume of calls for better understanding and awareness across all equality groups, there should be a city wide, cross sector training offer that is designed to meet the needs of all groups reflecting the fact that people often identify with more than one community.

Activity to date has included:

3.1.7 Council signed up to the **British Deaf Association BSL Charter** in March 2017 and is working with the deaf community to develop its action plan against the pledges. An update report is due back to NICE committee March 2018.

- 3.1.8 The Council and CCG are currently working on the production of an all-age and City-wide **Strategy for Autism Spectrum Conditions** which will be developed with input from people with Autistic Spectrum Conditions and their families/carers. We hope to be in a position to present this to committee in the first half of 2018. Training is available to health and social care professionals in the council in Asperger's and Autism Spectrum Conditions and is promoted through the council's Learning Gateway.
- 3.1.9 The Council's **Housing** Options service working with individuals of the **Trans** community has produced guidance for Trans people seeking housing and related support services in the city.
- 3.1.10 Publicity on new Communities Fund was shared wide through the community and voluntary sector including through key infrastructure organisations with reach into **BME** communities. Also, working through the council's directorate equality groups and the corporate equality steering group all services have been reminded of the council's commitment to provide feedback to all communities that it engages with including the outcome of the consultation. This has been re-enforced by a recent audit into council community engagement practice and recommendations for improvement. Work with BME communities to develop a clear plan in response the issues raised by BME individuals and communities with the Fairness Commission had yet to be actioned as a result of capacity. However, work on specific issues has been taken forward, for example, working by a multi-agency group on race equality in employment and skills.
- 3.1.11 The permanent and transit **Travellers** site opened in summer 2016 as planned. The permanent site has been fully occupied since opening. The occupancy rate of the transit site has been low - on average 20% occupancy per month this financial year. Further to this the total days of trespass in the city has significantly reduced in this financial year by 43% from 1st April until 31st August 2017 as compared with the same period in 2016.
- 3.1.11 A Business Process Improvement Review has been commissioned of **Domestic Violence and Sexual Violence** services and the outcome(s) of the review will be considered by the council's NICE committee in November 2017. The objectives of the review were; with reference to community based intervention and prevention and recovery aspect of DVA & SV services:
- To map current spending across council services.
 - To explain the impact of increased service demand on council services.
 - To explain the impact of budget cuts across council services.
 - To recommend integrated ways of working across universal, targeted and specialist services within the council and with partner organisations.
- This review will inform future commissioning decisions, as well as other partnership activity including training, in order to meet demand. If agreed an implementation plan will support future activity.
- 3.1.12 Domestic and sexual violence continue to be priorities, reflected in the [Community Safety and Crime Reduction Strategy 2017-20](#). Proposals to refresh the local DVA, SV and VAWG strategy were considered by the NICE committee. This process is underway, including consultation with stakeholders and communities, with a refreshed strategy in place for April 2018. This will reflect the UK Government's national Statement of Expectations in relation to these crime types.
- 3.1.13 The City Management Board (a regular meeting of the chief executives of the all the key public sector organisations in the city) has requested that a joint workforce equality and diversity officer role be developed to make improvements across the public sector. It is envisaged that this role will explore sharing and developing joint equality and diversity learning and development.

3.2 Fair employment

In light of the Fairness Commission focusing on **employment** a large number of their recommendations were focused on the role of the City Employment & Skills Plan (CESP) in improving fairness in the city and for specific equality groups.

Recommendations included that the City Employment & Skills Plan contains action(s) to/that:

- Address the issue of insufficient and unsuitable apprenticeships and support services so that BME people can secure employment.
- Employers from the key sectors in the city (financial services and contact centres, creative and digital, tourism, public sector) radically increase the number of apprenticeships that they offer
- Actively engage with and achieve the 1000 apprenticeships in 1000 days apprenticeship pledge campaign ensuring that the pledges convert into new apprenticeship jobs.
- Ensure all employers recognise and utilise the experience that older workers and disabled people can bring to workplaces and they should adopt recruitment and training offers in a way to upskill and side skill existing or new older and disabled staff and utilise their skills to train others
- Ensure city employers should recognise the potential inequality and impact on young people receiving a lower rate of pay from the National Living Wage (NLW) and should seek to pay all staff, regardless of their age, the NLW of £7.20 per hour as a minimum.
- The council continues its support for the Chamber of Commerce's Brighton & Hove Living Wage Campaign and Public sector providers should only contract with organisations that pay the Brighton & Hove Living Wage
- Commissioning strategies for adult social care ensure the price paid for care packages will fully allow local providers to meet the living wage obligations when delivering state-funded care. These new obligations need to be made explicit in the council's market position statement, and the council should be encouraging all organisations within the local social care market to become living wage employers.
- Brighton Chamber of Commerce spear head the 'Happy to Talk Flexible Working' campaign and the council become an accredited Timewise Council and lead by example within the city.
- Jobcentre Plus improves its employment support to disabled people, particularly Deaf people and those with Autistic Spectrum Conditions.
- Support young people with the development of soft skills and mentoring support, via the emerging Enterprise Advisor network, in partnership with the city's schools, colleges and universities.
- Employers in Brighton & Hove lead the way nationally by publically listing pay ratios through the free public website www.paycompare.org.uk for everyone to see and compare.
- Recognise and endorse the work of Our Future City initiative in creating and delivering a long term vision for children and young people's skills and employment.
- Support the Brighton Chamber of Commerce to work with employers to create a Fair Employer Charter
- Cultural and creative industries be recognised as a priority sector for developing apprenticeships, with a call to the Arts and Creative Industries Commission to sign up to the Greater Brighton Employers' pledge.
- Employers and specialist providers work together to increase the number of paid Supported Internships to aid the transition between education and work for residents with Special Educational Needs or Disabilities (SEND).
- Funded Education providers to develop and deliver more English, Maths and ESOL provision to ensure there is sufficient training available to address these key barriers to employment
- The Council, Local Enterprise Partnership (LEP), Schools and Education and Training providers develop a city specific Brighton Ambition Careers Offer
- All funded learning providers review the provision they offer to specifically address skills shortages in the city, including pre-employment and upskilling training co-developed with local employers and the Local Enterprise Partnership.
- All funded learning providers increase the availability of computer classes, paid and volunteer trainers and support staff to enable people to access computers in communities to tackle digital exclusion
- Learning providers should work more closely together to develop a broader range of accessible accredited, non-accredited and informal learning opportunities that support a wider set of outcomes than just employment, including health and well-being, volunteering and cultural awareness and tolerance.

In response work on and in connection with the City Employment & Skills Plan has included:

- 3.2.1 An apprenticeship event was held at Hove Town Hall in July 2017 to promote the range of apprenticeship opportunities available, with particular emphasis on Higher Level and Degree

Apprenticeships. The event was advertised through Mosaic, BMECP and council's BME Workers Forum. The publicity material featured BME apprentices. Turn-out was high and a diverse audience was observed. Apprenticeship opportunities were presented to the International Women's Network in July 2017, which was well received.

- 3.2.2 Following the 2016 Ottaway Report – Race Equality of Employment and Skills in the City (commissioned by BHCC), a working group accountable to the CESP action group, has been established to review and address the report recommendations.
- 3.2.3 A report was commissioned by and has been received from the Work and Learning Institute - 'Addressing barriers to work for disabled people and those with long term health conditions in Brighton & Hove'. The CESP is a 4 year plan and older and disabled employees/workers will be considered by working groups comprised of appropriate representatives in due course.
- 3.2.4 The older workers working group will consider the Fuller Working Lives Strategy. The aim of this strategy is to support individuals aged 50 and over to remain in and return to the labour market and tackle the barriers to doing so.
- 3.2.5 The CESP action group are unable to intervene in local pay arrangements which comply with National Minimum Wage legislation. However, there is scope for BHCC to review the recommendations of the Low Pay Commission and through social media and other communication channels to raise worker awareness and promote good practice among employers.
- 3.2.6 Brighton and Hove Chamber of Commerce continues to support the BHCC funded (funded to April 2018) Living Wage Campaign on behalf of the City, by encouraging and supporting businesses to participate. 345 local businesses are currently signed up. As part of Living Wage Week in November local living wage employer Plug in – will reveal at a pop up breakfast event the importance of ensuring staff remain agile, flexible and well paid.
- 3.2.7 Due to the NMW legislation it would not be appropriate for BHCC to only contract with organisations that pay the Brighton and Hove Living Wage nor would it be appropriate for BHCC to seek to influence the financial operating model of private providers. However, there is scope for BHCC to review the recommendations of the Low Pay Commission and through social media and other communication channels to raise worker awareness and promote good practice among employers.
- 3.2.8 The Chamber of Commerce considered that a campaign was not the most effective way of promoting flexible working. It continues to educate businesses regarding the benefits of flexible working. The recommendation that BHCC become accredited by the Timewise Council will be referred to HR services.
- 3.2.9 The Chamber of Commerce felt that businesses signing up to www.paycompare.org.uk was a decision for individual employers based on their social responsibility values. It was also noted that many of the organisations listed on this site are public sector. The rationale for private sector and SME's to use this site was found lacking.
- 3.2.10 BHCC is involved in the Local Supported Employment proof of concept. As part of the Personal Support Package for people with disabilities or health conditions, BHCC and DWP will work closely to deliver local supported employment for those with:
 - learning difficulties
 - autism
 - Severe mental health conditions
- 3.2.11 All secondary and special schools have an Enterprise Adviser from the Business Community who will support the school with the development of an enterprise and skills strategy.
- 3.2.12 Funding secured from Higher Education Funding Council of England by the Sussex Learning Network for National Collaborative Outreach Programme (NCOP), will provide targeted support to those from the areas of highest deprivation, through a range of interventions, including mentoring, in

order to raise aspirations, develop soft skills and confidence and increase opportunity for participation in higher level education and attainment of nationally recognised qualifications.

- 3.2.13 The role and impact of Our Future City will be reviewed as the CESP progresses.
- 3.2.14 The Chamber of Commerce hosted a workshop 'Is there an appetite for a Fair Employment Charter?' Over 25 points were discussed. The introduction and maintenance of a charter would require funding and resource. It is considered that this recommendation is not viable.
- 3.2.15 Full year figures for 2016/17 are awaited in order to assess performance targets for apprenticeships; however, the target of 1000 in 1000 days has already been achieved in the last year. Planned activity includes an apprenticeship graduation event, meet the provider event, and ongoing work in schools to promote apprenticeships. Baseline data has been established relating to sectors and employers engaging with apprenticeships. The next step will be engaging with employers to establish their plans in relation to the recruitment of apprenticeships and to continue the promotion of apprenticeships to key sectors.
- 3.2.16 In April the council attended the Wired Sussex Talent 2017 skills summit to explain the implications and opportunities of the apprenticeship reforms on Brighton & Hove Creative, Digital and IT businesses. This was followed by a dedicated webinar for the Creative, Digital and IT sector to improve their understanding of the apprenticeship landscape following the introduction of the levy. Using the baseline data mentioned above appropriate communication channels will be utilised for engaging with these sectors. Apprenticeships will be promoted through case studies and relevant and engaging communications relating to apprenticeship reforms.
- 3.2.17 BHCC have recently recruited their first supported apprenticeship. As lead employer for the city we are trying to increase the diversity of our workforce. One way in which we are doing this is to support and encourage more people from underrepresented groups, including those with SEND, to consider apprenticeships.
- 3.2.18 A multi-agency steering group was established in April 2017 to develop a City wide ESOL strategy. It has met three times and work is progressing well.
- 3.2.19 The Adult Learning Group, chaired by the Executive Director of the Friends Centre, is seeking to pilot joint planning in maths and English as part of its Adult Learning & Skills Partnership Strategy 2017/20.
- 3.2.20 The commissioning of Careers, Information, Advice and Guidance (CIAG) is devolved to schools, resulting in an inconsistent offer to young people across the City. An Information Advice and Guidance Partnership Group regularly meet to share and discuss topical issues and to hear from relevant guest speakers.
- 3.2.21 Both the Careers and Information Company and the Sussex Learning Network provide resources and training to support and enhance the CPD of teachers and IAG advisers.
- 3.2.22 All secondary and special schools have an Enterprise Adviser from the Business Community who will support the school with the development of an enterprise and skills strategy, this often involves class based activities.
- 3.2.23 The Local Enterprise Partnership have been asked to fund BEACH an award winning employability and advice portal established by BHCC.
- 3.2.24 As higher and degree level apprenticeship standards increase (along with funding for curriculum development) there is opportunity for colleges/universities to expand their provision. Funding from the Sussex Learning Network: NCOP programme is available to develop L4+ provision. The results of these bids are awaited.
- 3.2.25 The members of the Sussex Learning Network are focused on increasing progression pathways in key/high growth sectors. The University of Brighton hosted a health focused progression workshop in September.

3.2.27 IT provision is funded through <https://digitalbrightonandhove.org.uk/courses/>

3.2.27 Creative Process a digital and skills training provider has funding to deliver a free digital skills diploma. In recognition of the challenges facing parents of young children, the provider has developed a part-time offer for the Network of International Women.

3.2.28 In addition to 'adult learning provision' a range of ESF funded opportunities are already available including:

- Interventions with NEETs
- Inspiring the working people of tomorrow
- Working together for work
- Routes into employment
- Supporting social enterprise
- Get socially active
- Help to work

4. Fairer Ways of Working

4.1 Working with communities and being accountable

The Fairness Commission made some very high level strategic recommendations regarding changing the way **public services work with each other, with communities and with the community and voluntary sector**. These were discussed by the City Management Board (CMB) – a group of chief executives from all the key public sector organisations serving Brighton and Hove that meet regularly to ensure they are working collaboratively on the issue most affecting the city and to help deliver the city vision.

The Fairness Commission recommended that all public sector agencies should:

- Devolve power to communities through a Systems Leadership approach and ensure that all staff are trained and coached so that they understand and commit to a new way of working.
- Remove the barriers and reduce the bureaucracy that prevents residents and communities doing more for themselves
- Recognise the value for money delivered by the Third Sector and sustain the support to it including working collaboratively with the sector
- Should be clear about how strategies are to be implemented and put in place processes that will demonstrate openly progress against them.
- Invest in early intervention to avoid crisis and prevent costly late interventions.
- The Local Strategic Partnership, Brighton & Hove Connected, to take on the role of calling partners to report to them on the progress they are making to implement the Fairness Commission recommendations
- An 'open to all network' is started for anyone interested in helping to implement the recommendations.

4.1.1 The City Management Board discussed the recommendations and responded that: there are a number of different 'whole systems' within the city currently, education, community safety, employment and skills etc. There is already significant co production and delivery within these systems and there is a commitment to develop these further. Public service partners are keen to point out that significant influence is devolved to communities currently and the workshop today will explore this further. The establishment of the NCE committee, with the extended membership of other service providers will assist in taking this forward.

4.1.2 The Collaboration Framework, developed by the Equality and Inclusion Partnership will assist here along with work on BPI across a range of public service agencies. There is commitment from CMB partners to do this wherever possible, but this also needs to be understood in the context of not overburdening communities with responsibility unduly.

- 4.1.3 There is strong commitment to coproduction with the third sector, and representation in all aspects of work across the city is strong. Collaboration Framework and recently completed BHCC and CCG 3rd sector prospectus will assist here.
- 4.1.4 CMB recognises that the monitoring of strategies and having an open process for public reporting progress is an area that requires improvement and there is commitment to doing this.
- 4.1.5 Early intervention can mean different things in different areas of work, and it is not a one size fits all. Public service partners understand the financial and service benefits of this approach and are committed to developing this further were possible again in the context of financial constraints.
- 4.1.6 Brighton & Hove Connected agreed to hold partners to account on progress against the recommendations. The Equality and Inclusion Partnership (a thematic partnership of BHC) has also agreed to receive an annual update on progress against the Fairness Commission recommendations.
- 4.1.7 The development of an open network requires further exploration, but possibly an annual conference or meeting could be developed but resource implications will need to be considered. The first step will for the Equality and Inclusion Partnership to have a partnership meeting on the Fairness Commission update in January 2018.

