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Fairness Commission: The Report

This is the context in which the Fairness Commission was established. We are an independent commission of 12 individuals appointed to bring local and national expertise, insight and independent enquiry. As well as reviewing existing data, plans and strategies, our main task was to engage with local residents, groups, businesses and experts and make recommendations to the council and its partners on actions they could take to address poverty, inequality and issues of fairness in the city.[3]

The levels of deprivation and inequality across the city have been well researched and documented over many years and were recently summarised in the 2015 annual report of the Director of Public Health: Look Inequalities. It is not our intention to restate the exiting evidence within our report, or to repeat the issues highlighted in the numerous strategies developed to address them, but draw on this body of work to help us interpret and identify priority areas. We focused our work on areas raised as being important to residents as well as those that offered the greatest ba()-33(an)4(d)-4( )-33(id)-4(e)8rise

Where we live

" A place where all people are able to take part, contribute, be supported, travel and live their lives to the fullest"

Housing, diversity and inclusion, community and travel were three of the four most frequently cited areas of living in our city life that residents said were ones where the council and its partners could take steps to improve fairness.[4]

Building Strong Communities
Recognising the pivotal role of the community and voluntary sector

Support for communities by the council and its partners could improve fairness in the city and the role of the community and voluntary sector (CVS) was frequently referred to as pivotal. The role that the sector plays, its capacity to reach groups and raise awareness of needs, combined with ability to support other residents to take part in this work made it a focal point of proposals as to how to improve fairness in the city. When residents talked of 'budget priorities' and 'participation', support for the CVS emerged as the most significant way in which the council and its partners and residents could work together to improve fairness in the city. Constructing budget priorities to reflect this was strongly associated with achieving fairness.[5]

Residents talked of the importance of creating more means of 'coming together' through shared spaces, groups and activities. There was a strong association between these activities and the empowerment of those who may feel the effects of unfairness more strongly than others. Volunteering and involvement in the CVS was identified as an important means of addressing these issues and supporting communities through engaging and 'taking part'. The importance of supporting volunteering infrastructure was a clear message given to the Commission as well as the need to provide support to those with additional needs into volunteering, especially disabled and Black and Minority Ethnic people.

" More places/venues for people to get together, more funding for community

centres"

Community centres, spaces and facilities were not only essential in enabling the means of 'coming together' but were also seen as a way to address fairness particularly in balancing out benefits to residents living in different areas of the city. For example:

" I live in a poorer, rather deprived part of the city - the Coombe Road Area. We have no community facilities, nowhere to meet and a very long hill

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[4] The Brighton & Hove Fairness Commission: an analysis of responses to the Fairness Questions, by the University of Brighton and the Community University Partnership Programme, 4th May 2016.
[5] Ibid

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" Support small, grassroots groups who put in energy and time into improve their neighbourhoods and communities..."

A small grants programme is crucial to enabling this work to continue although the council's programme was judged to be unnecessarily bureaucratic. Research

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The Bevy provides an example of what residents can achieve when they take action for themselves but they need appropriate support and advice.[9]

The Bevy — a case study

Opened in December 2014 The Bevy is the first community-owned estate pub in the UK. Funded by over 700 shareholders and re-built and decorated by an army of volunteers The Bevy is more than a pub. The Bevy is a community owned and run business with money coming from trusts, charities and grants as well as being funded by share holders.[10]

Sharing power equally

At a time of reductions in public services, the case for sharing power equally is reflected in actions being taken nationally. The vast majority of local authorities, health services, charities and residents say that their community could be improved through greater input from residents[11], and that behaviour change is needed within public sector partners to enable them to work collaboratively with residents, building on their enthusiasm and assets.

This willingness for greater involvement expressed by communities presents an opportunity to transform the relationship between state, communities and individuals. Public service agencies have to become the catalysts and facilitators, rather than simply providers.

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"DueEast Neighbourhood Council worked on government initiatives, supported
with small grants, to identify local services that could be run or managed
locally to provide them in a better and more cost effective way - or indeed
to re-design them to best meet local need."

- Community Development worker for the estates of Whitehawk, Manor Farm and
Bristol Estate
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We were convinced by the evidence we heard from the Director of Health Improvement, at the Institute for Health & Human Development, that the 'Well Communities' model provides an excellent framework for enabling communities and local organisations to work together to improve health and wellbeing, build stronger communities and reduce inequalities.[12]

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"Residents have varied talents that can be used" - resident's response
to the call for evidence.
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[9] http://www.thebevy.co.uk/
[10] http://www.thebevy.co.uk/about/4590437054
[11] 2015 Local Trust and New Start survey (81% of local authorities, 89% of charities and more than 97% of residents)
[12] https://www.uel.ac.uk/hsb/staff/gailfindlay/ The pilot achieved the Royal Society of Public Health Award at the highest level in 2011 and was endorsed by Professor Sir Michael Marmot

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" The residents and communities in the city are more than ready and prepared to play a role alongside the council , in its every aspect , to make life fairer and more equitable" – resident's response to the call for evidence

" Ask every able resident to do at least one thing over the course of say 3 months to do something to help someone more vulnerable than themselves or their community. Maybe have a hashtag so people can report what 'good deed' they have done - could be **#myactoffairness**. Gets schools involved - if every single secondary school got all staff, pupils and their parents signed up to just do one thing it could be amazing"

Recommendations

Transport links in and out of the city was an issue for people who travel to work in Brighton & Hove.

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Housing

" One of the city's top priorities is housing. I live in a privately rented one bed flat. It's small, it's mouse infested, there's damp, and yet I accept it as one of best flats I've lived in, and don't want to consider complaining because the risk of being thrown out, because some other poor desperate person would take it. "

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 word most frequently used in relation to housing was 'rent' and a clear concern that rents in the city are too high making it extremely hard for those on average or low incomes to save, stay out of debt and manage their finances on a daily basis.

A fifth of all residents who mentioned rents called on the council to control or 'cap' rents in the city. The need to regulate landlords and letting agents were the next two most pressing issue for residents. Examples were given of unfair charges and fees on the part of letting agents and of landlords not maintaining properties whilst raising rents without notice. Another commonly cited means of addressing the situation was to provide more affordable and social housing targeted towards city residents. Buy-to-let was an important area of concern to residents particularly with regard to family housing being bought by landlords intending to let it as student accommodation.[21]

The key messages that residents wanted to convey with regard to fairness and housing were:

rent (control/caps)

regulate letting agents (fees, charges)

regulate landlords

more affordable housing (affordable to residents)

improve availability (resident access to) housing

create more and protect existing social housing

address homelessness (build hostels)

address cramped and poor quality rented housing

regulate buy-to-let (loss of family accommodation)

bring empty properties into use

Residents identified high rents as particularly problematic for young people, families and those on low incomes although a growing number of key workers and professionals are also struggling to afford to live in the city.

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[21] The Brighton & Hove Fairness Commission: an analysis of responses to the Fairness Questions, by the University of Brighton and the Community University Partnership Programme, 4th May 2016.

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Evidence presented to us by the Royal Borough of Greenwich demonstrates how effective partnership working can have considerable impact on preventing homelessness.

Case study - Royal Borough of Greenwich

Royal Borough of Greenwich is the only local authority that has achieved all ten of the Gold Standard challenges in recognition of the fact that last year the council prevented 1,800 households from becoming homeless through their casework and support.

The council's Welfare Reform Team prevented 225 families from becoming homeless last year, and has supported 229 into work. Action was tak

strategies must be established with neighbouring local authorities to provide solutions

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b) Offer development expertise to housing co-operatives, community land trusts and self-build groups.

c) 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.

a) Develop a business case for housing initiatives that contribute to the improved health and wellbeing of residents and take pressure off health services, such as heating and insulation improvements in the homes of older and disabled people.

6. **Brighton and Sussex Universities should:**

    a) 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. Consideration of opportunities within the whole Greater Brighton region to be key to this.

7. Recommendations for National Government

Because the high cost of housing is having such a significant impact on poverty, fairness and inequality for so many people and families across the city, and tackling the issue will require measures and actions that are outside the council's control, we are making specific recommendations to Central Government. Unless these issues are tackled, unfairness for many in our community will continue. We call on the council and partners to lobby government to bring about the following changes.

1. Raise the cap on council borrowing for council house building. The Chartered Institute of Housing estimates that raising the cap by £7bn could enable the construction of 60,000 homes over a five-year period, creating 23,500 jobs and adding £5.6bn to the economy.

2. Introduce rent controls in the private rented sector through three-year standard tenancies with rent increases in that period pegged to inflation. Rents would be reset after the three-year period. This would give tenants more security of tenure and protect them from spiralling rent increases.

3. Introduce a national register of landlords and letting agents. Entry to the register would be available only to those landlords who maintain good standards of accommodation and management to be set under a national scheme.

4.

The impact of housing costs on debt

The rising cost of living in the city, coupled with the impact of welfare reform, which has reduced benefit spending within the City by around £59 million per year[25], is resulting in people falling into debt and having a negative effect on people's life chances, educational attainment, wellbeing and life expectancy.

Evidence from Citizens Advice Bureau shows a growing demand for debt advice –778 clients in 2014/15. The most common reasons for requiring advice were credit card debt (16%),

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a) Actively promote The Advice Partnership

How we l

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future employment outcomes and earnings. Childhood poverty itself also appears to have an effect on future poverty largely through its impact on educational attainment.[30]

A lack of support during the first few years of a child's life can limit their life chances. By age 5, the gap in educational attainment is already apparent within the city and we have heard evidence of the need to consider early years support from birth. Children who are not

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The Child Poverty Commissioning Strategy, developed and approved in 2012, set out some key actions for partners to address this issue. However, the strategy has still to be implemented. A key component of the strategy was poverty proofing all commissioning activity and establishing a city-wide task force. These actions should be implemented as a matter of urgency.

A healthy start in life

The best start in life also requires a good diet.

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five times as likely to be in poverty now and eleven times as likely to be severely materially deprived as those with a high level of education[34].

With income the single biggest predictor of educational attainment, addressing the cost of sending a child to school, estimated to cost £1,614 per year in 2013, is key[35]. A report by the Children's Commission on Poverty carried out by the Children's Society then, later, a project in Glasgow schools run by Child Poverty Action Group, explored the impact that the rising costs of school place on families. .[36] [37]

Costs to families include:

> travel to and from school
> computing facilities for completing homework
> stationery
> materials for classes
> books for school
> after school clubs
> school trips (holidays)
> school trips (term time)
> school meals
> school sports kit
> school clothing
> summer clubs or activities

" There is no doubt that (families) are facing increasing costs on supporting their children's education. The NASUWT has been warning that for many children access to critical educational opportunities, which are key entitlements, are increasingly becoming based on parents' ability to pay"

Pupils' behaviour, attendance and attainment are negatively impacted upon by their inability to participate as fully as others with more financial resources. The evidence we heard on Poverty Proofing the School Day from the Policy & Research Manager at Children North East leads us to make a specific recommendation. Their Poverty Proofing the School Day Audit supports schools to identify and overcome the barriers to learning that children and young people from families with less financial resources face. The audit enables schools to develop an action plan to reduce the stigma and discrimination that pupils experience.

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[34] http://webarchive.nationalarchives.gov.uk/20160105160709/http://www.ons.gov.uk/ons/rel/household-income/intergenerational-transmission-of-poverty-in-the-uk---eu/2014/sty-causes-of-poverty-uk.html
[35] http://www.aviva.com/media/news/item/uk-uk-school-bill-soars-by-6000-per-child-over-last-five-years-17170/
[36] http://www.cpag.org.uk/sites/default/files/The%20Costs%20of%20Going%20to%20School%20FINAL.pdf
[37] http://www.cpag.org.uk/content/cost-school-day-report-and-executive-summary37

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Young Carers

Research by the Audit Commission in 2010 found that young adult carers between the ages of 16 and 18 had a much greater chance of being not in education, employment and training (NEET).[40]   Young carers have significantly lower educational attainment at GCSE level – the equivalent to nine grades lower overall than their peers[41]. There are 294 assessed and recorded young carers in Brighton & Hove but it is well known that this is likely to fall very short of the actual figure. The Carers Centre in Brighton & Hove estimate the figure to exceed 500.

Young carers gave us their personal stories and spoke of the challenges they face: a culture of stigma at school and bullying, missing school to help at home, having difficulty concentrating at school or completing homework, missing out on social or leisure activities resulting in a feeling of isolation. All these increased responsibilities can lead to higher stress levels and a feeling of being unable to cope.

Schools should consider including caring in the PSHE curriculum and do more to raise awareness of the needs of young carers, ensuring that the impact of their caring role does not limit their life chances and ambitions. The work currently being undertaken in schools to support young carers must be expanded and alongside this, adult social care support must also be prioritised to the parents.

Children with Special Educations Needs and Disabilities (SEND)

We heard evidence that children and young people with SEND experience significant social, financial and educational disadvantage and their families are more likely to experience poverty, relationship breakdown and poor health and wellbeing. Professionals working with SEND children stressed the need for better internship programmes and job coaching for non-level 2 learners and we refer to this later.

Despite empirical evidence that early diagnosis and early intervention improves outcomes and saves money in a range of contexts including mental health and SEND, this is not currently represented in how resources are allocated. Putting this at the forefront of budget planning will save resources further down the line. Early identification in nurseries, for example for SEND, enables support to be put in place as soon as possible and reduces the work needed later by schools. We know that the world of SEND is a costly one and we call on partners to recognise the value of support services from the voluntary sector that can attract charitable funding and draw funds in. Good information, advice and guidance to families to ensure benefit take-up should be included in the advice provision within the city.

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[40] http://www.childrenssociety.org.uk/sites/default/files/tcs/report_hidden-from-view_young-carers_final.pdf

[41] http://www.childrenssociety.org.uk/sites/default/files/tcs/report_hidden-from-view_young-carers_final.pdf

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Partners should ensure that SEND is always on the agenda in future rather than an afterthought and this should include transition planning as children grow older and take up education and employment opportunities.

Gypsy and Traveller children

Gypsies and Travellers are the most disadvantaged ethnic group in the country experiencing significant inequalities in almost every indicator[42]. One core theme which arises is the impact of experiencing racism and discrimination throughout an entire lifespan and in employment, social and public contexts. Gypsy and Traveller children face higher poverty risks and particularly low educational attainment.

In terms of support for young travellers, 40 children are estimated to be coming with their families to the new Horsdean Traveller site and the city should be proactive in ensuring that they do not fall through the education net. This means that partners need to be proactively planning to engage with these groups and to signpost to appropriate services and support.

Children and young people with mental health issues

Young people in Brighton & Hove said that mental health was in their top five priority issues to address. The need for timely support and accessible and appropriate mental health services was a priority for a numbe0 1 3354(mb)-5e3.31 Tm[(w)5(as)-3(a)-453.334 610BT1ery

their life. As well as the personal cost to each and every individual affected, their families and carers this results in a very high cost to our economy.[45]

We welcome the Transformation Plan for Children and Young People's Mental Health Services presented to the Fairness Commission by the Commissioning Manager for Brighton & Hove CCG: particularly the objectives to provide holistic care through the integration of mental health care with physical health care; for organisations to work better together to provide a more flexible and person-centred approach; early intervention and collaborative and joint commissioning with Children's Services and Public Health as well as with schools and colleges.

The importance of youth work

"We were really working with young people who weren't engaging elsewhere. You see the benefit to the young person who gains their own skills and experience and you see the benefit to the community. You kind of work on multiple levels and that idea is what is so critical and what's so unique about youth work from a community perceptive." Knoll Project Youth Worker

We heard evidence that effective youth-led, neighbourhood-based youth work is vitally important not only to outcomes for young people but also to the communities in which they live, increasing understanding and improving relationships between the generations. Given the community & voluntary sector's ability to leverage in additional funding, and augment its capacity through supported volunteering, youth work delivered by third sector providers offers good value for money and clear relationships to community.

There are gaps however that need addressing. While

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instantly enjoyed the project, I started off as a participant in various activities. It basically allowed me to do things I wouldn't have been able to without the project; swimming and all the activities that as a young person I wanted to get involved with.

As I had a positive experience almost straight away I stayed on. I eventually got too old to participate so I ended up carry on volunteering. That was really good but also activities in return for our opinion and our involvement. I also think it has a lot to do with having really good youth workers and building really good relationships, without our youth workers the project wouldn't be half as good.

I am now the youngest trustee on the Hangleton and Knoll board, which obviously fills me with joy and is quite a big deal for me. It's given me more life skills and more confidence and it's been lovely to give something back to Ú   /

a) The council, working with city schools, should bring to Brighton & Hove the 'Poverty-proofing the School Day' initiative to ensure no child misses out on the opportunities and experiences at school because of low family income. This would also help to close the gap between the attainment results of children eligible for free school meals and others.

b) The council should 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.

c) The council should inform parents about the new right to request wraparound or holiday childcare and work within them to establish appropriate provision.

d) 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.

3. **Brighton should aim to be the best place for children to grow up in, most especially those who are living in vulnerable circumstances**

a) The council should prioritise support for children's centres and remove barriers to communities using them outside of core hours s(g)4(Ki4(ami3(u)-4)-2(a)9rs)10bThuonr6-2(e)

Living and ageing well

" Reduce isolation amongst older people. Improve life expectancy in East Brighton. "

The health and well-being of older people living in the city needs a step change by addressing issues of social isolation including digital exclusion, poverty, support for carers and access to transport, leisure and employment opportunities. Targeted efforts to address issues for older and disabled people with the most complex needs are needed if Brighton & Hove is become a fairer place for all.

Healthy communities

The significant gap in life expectancy between the most and least deprived individuals in the city has seen little change over the past ten years[46]. This suggests to us that the strategies and plans developed over the years to address this gap have had little

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promotes personalisation, supports healthy decisions, enables physical activity and encourages responsibility." [49]

We recommend that greater focus is given to preventative work in the city, acknowledging

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Addressing isolation and developing stronger social networks

Residents told us that the arts, community networks, transport to activities, befriending schemes, lunch clubs and social prescribing were particularly important to them in addressing isolation and keeping them healthier and happier. We heard evidence of effective work being delivered in the city that needs to be built on and extended across the whole city.

The role of the arts

Good work in the city being delivered by the arts and creative industries is helping to address social isolation and build community networks. They already have an offer of cultural activity suitable for older people that promotes health and wellbeing. Much of it is self-funded - U3A, Engage and Create! for example - other activity is provided by funded arts and cultural organisations such as Fabrica and Creative Connections.

> - a monthly arts-focussed club of older people who are quite isolated because of health related issues, going to an exhibition, film and/or performance once per month

The extended role of libraries as essential community hubs is effectively supporting access to social networks, information and the arts, contributing to reducing the isolation of older people and we support the council's commitment to retaining the city's neighbourhood libraries and further extending the services they offer.

The role of lunch clubs and shared meals

We evidenced first-hand the positive impact that lunch clubs have on communities and the important role that shared meals play in bringing people together and reducing isolation. We were lucky enough to have shared meals with older people at the Hop 50+ Café, learning-disabled young people at Grace Eyre and people living with HIV at Lunch Positive. Lunch clubs not only play a role in improving health – including mental health - and nutrition but they can also act as a gateway to advice and support.

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unable to pay for parking and either have to drive elsewhere/go home or risk a parking fine."

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agreements and collaborative accountability frameworks and hold the key partners to account for outcomes in a place.

2. *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*

Recommendations

1. The council needs to change its approach to working with parents with learning

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c) Support Deaf children and families
d) Ensure staff working with Deaf people can communicate effectively in British Sign Language
e) Consult with our local Deaf community on a regular basis.

People with Autistic Spectrum Conditions

" Making services for children and young people more inclusive for children with complex needs. Make the city autism friendly. "

People with Autistic Spectrum Disorders face particular barriers to fulfilling their potential. Evidence came both from individuals responding to the call for evidence as well as from voluntary sector organisations that provide support services to this group.

Wider issues linked to access to housing, education and employment and safety in the community can also present barriers that impact negatively on adults with autism and prevent them from leading full and rewarding lives and being socially included. Adults with Asperger Syndrome or High Functioning Autism in particular struggle to receive the support they need to lead fulfilling lives and this, in itself, can lead to the development of mental health problems.

Case study - Autism

I think more needs to be done to help autistics. e.g I was in town meeting friends on Saturday morning. On the way back I nearly got trapped in town because of a demonstration of which there was NO warning, which was holding up the buses. Due to being autistic, I'm terrified of other people and don't like them and also cannot cope with noise or unpredictability. Had I been warned, I would have got a taxi home to get myself out of the situation ASAP or have simply not gone into town that morning. However, this choice was taken away from me as I wasn't warned that there'd be a disruptive demonstration. I

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available is properly understood by staff and that those with a condition are asked if any adjustments would be helpful.

LGBT people

" Where minority groups are disproportionately represented (for example, a disproportionate amount of homeless are LGBT) then resources should be allocated accordingly. "

The evidence we received from residents and groups suggests that there are some very good community-based services for LGBT people in the city. The Trans Needs Assessment, (published in 2015), led by the council in partnership with the local Trans community was a ground breaking piece of work which gave Trans people in the city the opportunity to share their views and experiences. The partnership working of community members, council, NHS, LGBT Switchboard and the University of Brighton during the process was widely recognised as a successful example of community collaboration and should continue to be promoted and applauded as such.

However, evidence submitted by Trans people to the Fairness Commission referred to the continuing problem of Transphobia being faced on a daily basis -

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migrants, or people born and brought up in the city had the same needs, faced the same issues and needed the same solutions. This is clearly not the case when differences between our minority groups are growing. For many, the term masked the disadvantages experienced by specific ethnic or cultural groups. This is particularly marked when considering educational attainment, where some ethnic groups are among the highest performing groups, while others are amongst the lowest at every Key Stage.

Residents spoke of the racism, stereotyping, discrimination and a lack of integration that continues to affect the lives of many people, particularly in terms of academic attainment and access to employment opportunities. We make a recommendation to employers to adopt 'blind' recruitment practices to give people from Minority Ethnic groups a fairer

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a) 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.

b) Ensure that information on grants to BME Groups is accessible and readily available and people should be signposted to it.

c) Ensure that the City Employment & Skills Plan contains specific actions to address the issue of insufficient and unsuitable apprenticeships and support services so that BME people can secure employment.

d) 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.

e) 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.

Women and girls who had been the victims of sexual violence or abuse

"There are two groups of people who have experienced the most extensive violence and abuse. One group is made up of those who have been sexually and physically abused both as children and as adults, the other is those who have suffered extensive physical violence and coercive control by a partner. At least 80% of both of these groups are women"[65]

The Commission attended a half-day consultation session run by the Violence against Women & Girls (VAWG) Forum. We were privileged to hear powerful personal testimonies and from professionals highlighting some of the key issues and barriers to fairness for them in the city.

Recently there has been a focus on encouraging people experiencing violence and abuse to make a disclosure (usually by reporting), while services have worked hard to make is easier to seek help and support. This has helped make the city fairer. But at the same time, this means that services that exist to support women and girls are under growing pressure because reporting is increasing.

In Brighton & Hove 22.6% of Violence against the Person (VAP) offences were flagged as Domestic Violence and Abuse (DVA) in 2014/15[66].

There is concern about the level of support available for victims, both in terms of their immediate safety and well-being, but also their longer term recovery. In this context, the provision of specialist support is vital.

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[65] Scott, S. and McManus, S. (2016) *Hidden Hurt: Violence, abuse and disadvantage in the lives of women*, First Revision edn., London: DMSS Research.

[66] Data from the CADDIE crime download from Sussex Police

Fair employment

" Campaign for employers to introduce the living wage among the worst-offending sectors of our local economy; naming and shaming pay-day and high cost loans which are contributing to family debt"

The City Employment & Skills Plan for 2016 to 2020 is soon to be published and its action plan, if implemented, will address many of the issues we heard through our call for evidence. We hope our recommendations add

time jobs market, so that parents - especially lone parents - can earn more, making it financially viable to work, while also caring for their families. This solution has the potential to significantly improve family living standards and, crucially, does not require additional public spending, by driving social change through a sustainable commercial market.[68] The lack of quality part-time jobs locks thousands of people - notably women -

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self-confidence- two areas that employers have told us are barriers to employment.

> **Case study - Bridges**
>
> A partnership project with Brighton & Hove Youth Offending Service, Bridges is a Young Music Leaders training project for talented 18 – 25 year olds at risk of exclusion from education and employment opportunities. Cohorts of 3 - 4 young people attend a comprehensive, level 2 accredited training programme once a week for 4 months. In parallel to their training, trainees each assist the delivery of one workshop per week for younger teenagers attending sessions at the Youth Offending Service studio. On completion of their training, trainees enter a period of paid employment on the project. Those that excel become regular practitioners on our other projects.
>
> In the last 3 years, 11 out of 12 trainees progressed onto paid employment. 6 of these 10 became regularly paid practitioners within wider projects. 5 of these 6 are also working as music leaders beyond the organisation.

Evidence presented by the Skills Development Manager at the Local Enterprise Partnership showed that, despite the fact that we're living longer, on average men and women still leave the labour market earlier now than they did in the 1950s. Leaving the market early has a significant impact on the economy, on business and individuals: employers lose valuable skills and experience and new entrants to the workplace miss out on the valuable training and skills sharing that would otherwise take place. Retaining and, where relevant retraining, older workers is a key message for employers.

Recommendations

The city needs to do more to create fair employment and good work for all, embracing a culture of 'learning to earn' throughout life and providing targe   B   c

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c) The council should continue to support 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.

d)

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a) The Council, partners and the wider business community shouldactively engage with and achieve the 1000 apprenticeships in 1000 days apprenticeship pledge campaign ensuring that the pledges convert into new apprenticeship jobs.

b) 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.

c) Cultural and creative industries should be recognised as a priority sector as a focus for developing apprenticeships, with a call to the Arts and Creative Industries Commission to sign up to the Greater Brighton Employers' pledge.

d) 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).

e) Funded Education providers develop and deliver more English, Maths and ESOL provision to ensure there is sufficient training available to address these key barriers to employment.

3. **Learning for life and work:**

a) The Council, Local Enterprise Partnership (LEP), Schools and Education and Training providers should develop a city specific Brighton Ambition Careers Offer to transform the landscape of careers and employment support for young people.[72]

b)

Fairer Ways of Working

Working together

Underpinning the evidence we received from residents and all the community and expert witnesses was the need for a fundamental change in the way public sector bodies work both together and with communities. The evidence identified a lack of joined up working and the protection of 'territories' between and across sectors and council departments resulting in a negative impact on people, poor outcomes, duplication and wasted precious public resources.

At a time of increasing financial and service pressures coupled with growing demand and constrained resources, collective action by partners is more essential now than ever. The issues and challenges facing many citizens in the city cannot be addressed by individuals or organisations working alone. All partners, commissioners and providers need to work differently together, in teams, across systems, with pooled resources, capitalising on their collective skills and knowledge if the city is to address the wider social, economic and environmental health and wellbeing determinants.

In places where populations are facing deep-seated challenges, partners in all sectors need to deliver integrated services more strategically, focusing on the whole population. Adopting this 'systems leadership' approach – affecting change for the social and common good – must meaningfully be delivered in practice rather than remain an aspiration. Integrated services must start with the person – seeing them as a whole person rather than expecting them to engage with different services in different ways and times.

This approach is also essential if the Clinical Commissioning Group is to succeed in developing and implementing Place-Based Health Commissioning that it sees as the best solution to addressing health inequalities within the city with reduced resources. Although place-based systems focus largely on health and care, they need to involve the council, the community and voluntary sector and other partners, working together with shared vision and objectives and a long-term plan. Public Health England, along with NHS England, also calls for place-based approaches that develop local solutions, drawing on all the assets and resources of an area; integrating public services and also building resilience of communities in order to improve health and wellbeing and reduce health inequalities. They hope it will stimulate partnership working and, above all, put communities at the heart of this approach.[73]

This way of working remains a challenge in real delivery terms and requires strong leadership, mut 0 0.34c9(n)] TJETBT1 0 0v38ur 0v38wo

an approach that could provide the foundation for better collaboration with different organisations across the sectors including the community and voluntary sector.

Working with the Community and Voluntary Sector (CVS)

It was clear from all the evidence submitted and presented to us that the strong and vibrant community and voluntary sector in the city was genuinely changing peoples' lives. They have helped to lift people out of poverty, grow confidence and self-esteem, improve health and support people into work – often at a fraction of the cost of statutory services. We heard moving personal stories from residents who felt listened to and supported as a 'whole' person or family. Many people sought support from these groups after feeling that statutory s

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The Well Communities pilot provides a useful framework for integrating work with disadvantaged communities at neighbourhood level to build community capacity and improve health and well-being. Partnership working is an essential feature of the Well London pilot which is currently being developed, commissioned and implemented by a unique alliance of national, regional and local organisations. National and regional organisations include, for example, the Royal Society of Public Health, Greater London Authority and South London and Maudsley NHS Foundations Trust. At the local level the alliance includes Local Authorities, Housing Associations, local GP Practices, a wide range of local voluntary sector organisations and community groups and members. Well London's innovative approach has been recognised by the National Institute for Health and Care Excellence (NICE) and was cited in Parliament as a good example of how effective community engagement can impact health and wellbeing.[75]

This, however, requires investment to realise and develop community assets - especially people themselves - and a long-term, system change approach.

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Working accountably

Having

of calling partners to report to them on the progress they are making to implement the recommendations. We also recommended that each organization mentioned in our main report identifies a named, accountable lead person to help drive forward the relevant recommendations.

3. That an 'open to all network' is started for anyone who is interested in helping to implement the recommendations.

Appendices:

Appendix 1   The Terms of Reference

Appendix 2 - The Brighton & Hove Fairness consultation: an analysis of responses to the Fairness Questions, by the University of Brighton and the Community University Partnership Programme, 4th May 2016.

Appendix 3   Presenters - acknowledgements

**Appendix 4   Organ4>18471i4ogr[84A)-31 1974}TJETBTF2 12 Tf8537y C9301y C9301y C9301y C850ETBr312 T