



## SHEFFIELD CITY COUNCIL Cabinet Report

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**Report of:** John Mothersole

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**Date:** 17<sup>th</sup> July 2013

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**Subject:** Council Response to the Fairness Commission

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**Author of Report:** Matthew Borland, 2735065

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### **Summary:**

The Fairness Commission has published its report on how to tackle inequalities in Sheffield. The report, 'Making Sheffield Fairer,' sets out

- A bold vision for the city
- ten principles which are intended as guidelines for policy makers and citizens to make the city fairer;
- Specific recommendations for tackling inequalities

Attached as Appendix A is a proposed response from the Council setting out how the Council:

- wants to do all it can to help achieve the ambitious vision
- will be developing a new Corporate Plan and will incorporate the 10 principles within this new Plan.
- has a potential role to play in a large number of the Commission's recommendations and what the Council will be doing on the recommendations relevant to its work.

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### **Reasons for Recommendations:**

The recommendations demonstrate the Council's commitment to fairness and tackling inequalities in the city. The proposed response includes the action the Council is taking on each of the recommendations that are relevant to the organisation.

**Recommendations:**

Cabinet is asked to:

1. Note the Fairness Commission's report Making Sheffield Fairer and thank Professor Alan Walker and the other Commissioners for all their hard work in producing a comprehensive document
2. Agree the attached proposed response
3. Agree to incorporate the 10 principles of the Sheffield Fairness Framework within the Council's next Corporate Plan

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**Background Papers:** Sheffield Fairness Commission: Making Sheffield Fairer: [www.sheffield.gov.uk/fairnesscommission](http://www.sheffield.gov.uk/fairnesscommission)

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**Category of Report:** OPEN

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## Statutory and Council Policy Checklist

<b>Financial Implications</b>
YES Cleared by: Allan Rainford
<b>Legal Implications</b>
YES Cleared by: Andrea Simpson
<b>Equality of Opportunity Implications</b>
YES Cleared by: Michael Bowles
<b>Tackling Health Inequalities Implications</b>
YES
<b>Human rights Implications</b>
NO:
<b>Environmental and Sustainability implications</b>
YES
<b>Economic impact</b>
YES
<b>Community safety implications</b>
YES
<b>Human resources implications</b>
NO
<b>Property implications</b>
NO
<b>Area(s) affected</b>
All
<b>Relevant Cabinet Portfolio Leader</b>
Leader
<b>Relevant Scrutiny and Policy Development Committee if decision called in</b>
Overview and Scrutiny Management Committee
<b>Is the item a matter which is reserved for approval by the City Council?</b>
NO
<b>Press release</b>
YES

## **Council Response to the Fairness Commission**

### **1. Summary**

- 1.1. The Fairness Commission has published its report on how to tackle inequalities in Sheffield. The report, 'Making Sheffield Fairer,' sets out
- A bold vision for the city
  - ten principles which are intended as guidelines for policy makers and citizens to make the city fairer;
  - Specific recommendations for tackling inequalities
- 1.2. Attached as Appendix A is a proposed response from the Council setting out how the Council:
- wants to do all it can to help achieve the ambitious vision
  - will be developing a new Corporate Plan and will incorporate the 10 principles within this new Plan.
  - has a potential role to play in a large number of the Commission's recommendations and what the Council will be doing on the recommendations relevant to its work.

### **2. What does this mean for Sheffield People**

- 2.1. The work of the Commission and implementation of its recommendations is ultimately about making the city a better place to live and work *for everyone* in the city. The aim is to improve the lives of those directly affected by poverty or inequalities. There is also evidence<sup>1</sup> to show that where there are greater inequalities this actually affects everyone in society and not just those directly affected by poverty or inequality.

### **3. Outcome and Sustainability**

- 3.1. We know from government data (the Index of Multiple Deprivation) that more parts of the city have become more deprived and the gap between the worst off and best off people across Sheffield has increased. We also know there are inequalities in the city. For example, evidence shows women have lower employment rates and more Black or Minority ethnic people feel unsafe when out in their local area after dark compared with White British people. The reasons behind these differences can be complex.
- 3.2. The Council's approach set out in the proposed response to the Fairness Commission is to work on addressing the root causes of unfairness and inequality.
- 3.3. To ensure the sustainability of the Fairness Commission's proposals the Council made a commitment when it set up the Fairness Commission to undertake an annual review of progress.

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<sup>1</sup> The Spirit Level: Why More Equal Societies Almost Always Do Better, Wilkinson and Pickett, 2009.

## 4. Background

4.1. The Fairness Commission was established by the City Council with a remit to:

make a non-partisan, strategic assessment of the nature, causes, extent and impact of inequalities in the city and to make recommendations for tackling them

4.2. The Fairness Commission was independently chaired by Professor Alan Walker from the University of Sheffield and had 23 members drawn from a wide range of stakeholders from the public, private, voluntary and faith sectors, including all three political group leaders from the Council. Appendix B lists the members of the Commission.

4.3. The Commission has been quite clear that whilst it has been set up by the Council its recommendations are city-wide and apply to all organisations in the city in all sectors. As well as each organisation being expected to contribute to the achievement of the Commission's ambitions the Commission believes it is not solely about organisational responses. Individuals and communities will also have a role to play in helping to tackle the inequalities in the city.

4.4. The Fairness Commission's report Making Sheffield Fairer is available from [www.sheffield.gov.uk/fairnesscommission](http://www.sheffield.gov.uk/fairnesscommission)

4.5. In the report the Fairness Commission sets out a bold vision of a city that is eventually free from damaging disparities in living conditions and life chances, and free from stigmatising discrimination and prejudice, a place in which every citizen and community knows and feels that they will be treated fairly. We aspire to be the fairest city in the country.

4.6. The Fairness Commission's report sets out a Sheffield Fairness Framework. This is ten principles which are intended as guidelines for policy makers and citizens

1. Those in greatest need should take priority.
2. Those with the most resources should make the biggest contributions.
3. The commitment to fairness must be a long-term one.
4. The commitment to fairness must be city-wide.
5. Prevention is better than cure.
6. Be seen to act in a fair way as well as acting fairly.
7. Civic responsibility among all residents to contribute to the maximum of their abilities and ensuring all citizens have a voice.
8. Open continuous campaign for fairness in the city.
9. Fairness must be a matter of balance between different groups, communities and generations in the city.
10. The city's commitment to fairness must be both demonstrated and monitored in an annual report.

4.7. The Commission's recommendations are grouped into the following 8 theme areas:

- Health and Wellbeing for all
- Fair Access to High Quality Jobs and Pay
- Fair Access to Benefits and to Credit
- Aspiration and Opportunities for all
- Housing and a Better Environment
- A Safe City
- Transport for All
- What Citizens and Communities Can Do

4.8. The recommendations are both deliberately aspirational and diverse in nature. Some focus on short term interventions, others take a longer term view, and some concern issues that are beyond the direct control of the city and will require action by others. Some of the recommendations focus on things that individuals and communities in the city can do themselves, others will be best tackled by organisations working together across the public, private and voluntary sectors.

4.9. The Chair of the Fairness Commission, Alan Walker wrote to the major public sector organisations, representatives of the private and voluntary sector in the city asking for a response to the Fairness Commission report. Each organisation was asked the following questions:

- How do you plan to embed the Sheffield Fairness Framework within the decision making processes of your organisation?
- Which of the recommendations will your organisation implement? And over what timescale?
- Are there any recommendations that are relevant to your organisation which you cannot implement? If so, for what reasons?

## 5. Council Response

5.1. The proposed response from the Leader of the Council is attached as Appendix A.

The proposed response states the Council wants to do all it can to help achieve the ambitious **vision** set out by the Fairness Commission. It outlines that the Council wants to make a real impact on unfairness in the city and will drive this through long term change to address the root causes of unfairness and inequalities. The Council will principally look to do this through our core strategies on:

- Attainment
- Skills & Economy
- Jobs & Employment
- Health
- Housing
- Environment

- Tackling Poverty

5.2. The proposed response goes on to say that the **10 principles of the Sheffield Fairness Framework** provide helpful guidelines to help make the city a fairer one. The Council will be developing a new Corporate Plan and will incorporate the 10 principles within this new Plan.

5.3. The Council has a potential role to play in a large number of the Commission's **recommendations**. The proposed response includes what the Council will be doing on the recommendations relevant to its work. The response is based on the current allocation of resources. The Commission sets out a number of areas where the Council and other organisations might need to reconsider how they allocate their resources. The Council will be feeding in the Commission's work in to future budget planning discussions to ensure that the fairness agenda and the recommendations are part of those discussions.

5.4. Health and Wellbeing

5.5. The council fully endorses the aspirations set out in the Health and Wellbeing for All section of the Commission's report and has identified 'Better Health and Wellbeing' as a key outcome. We are committed to tackling health inequalities and the public health strategy will outline our planned actions to achieve this.

5.6. Fundamentally, fairer societies are healthier societies. It is unsurprising therefore that the ten principles laid out by the Commission are entirely consistent with public health principles, and with the approach that the Council is seeking to take to public health. And looking at it from the other perspective: Public Health is fundamentally about reducing inequalities in health, which is fundamentally a fairness issue.

5.7. The Council concurs with the Commission's report that there is a key role in this for the Health and Wellbeing Board. We also see a key role for the City's Health Inequalities Board, which reports to the Health and Wellbeing Board and is currently being refreshed to reflect the new health and social care landscape. This Board led by the Council but involving all relevant partner agencies, is charged with making progress with the health inequalities outcome in the draft health and wellbeing strategy, and will be producing an annual action plan to achieve that.

5.8. Fair Access to High Quality Jobs and Pay

5.9. The council fully endorses the aspirations set out in the 'Fair Access to High Quality Jobs and Pay' section of the Commission's report and has identified 'Focusing on Jobs' and 'Being Business Friendly' as two of the four central priorities of the organisation. We will realise this ambition primarily through the vision set out in the recently launched Economic Masterplan.

- 5.10. Low levels of economic growth have resulted in increased levels of unemployment in the city in recent years. We are particularly concerned about the impact on young people and have developed numerous immediate initiatives to stimulate immediate job creation in the city. This includes the Sheffield Apprenticeship programme to target support at young people who have not previously been successful in accessing education, employment or training.
- 5.11. We believe that creating a high skilled, high wage economy will be central to giving people fair access to high quality jobs and pay. In our City Deal we have developed an innovative apprenticeship scheme which will allow training to be shaped by the needs of local businesses, giving the greatest opportunity to develop these programmes into long term jobs and growth in the city. Through our Keep Sheffield Working Fund, we are promoting new key initiatives to help grow small and medium businesses in the city grow the economy and create skilled jobs.
- 5.12. The council has recently introduced the Living Wage for all council staff and will work with partners across the city to promote it.
- 5.13. We are committed to do all we can to support the economy and are continuing to develop initiatives both to increase the number of good jobs in the city and ensure that everyone has the opportunity to access them.
- 5.14. Fair Access to Benefits and Credit
- 5.15. The Council fully endorses the aspirations set out in the 'Fair Access to Benefits and Credit' section of the Commission's report and has identified 'Tackling Poverty and Increasing Social Justice' as a key outcome.
- 5.16. At both a national and local level there have been increases in the cost of living, which combined with the impact of reductions to the welfare budget and current levels of unemployment means concerns about the level of poverty are rising. The Council will develop actions aimed at making the biggest impact on poverty in the city.
- 5.17. We have redesigned the provision of advice services in the city to develop a single Citizens Advice Bureaux and law centre to support people dealing with the impact of welfare cuts.
- 5.18. Whilst the increasing cost of energy is largely outside the control of the council we are doing what we can to support people to bring their bills down. We held a successful Big Sheffield Switch and developing the Green Deal to support Sheffield people to take action to bring their bills down.
- 5.19. We are committed to developing the availability of affordable credit within the city and are working with the Sheffield Executive Board to



develop an ambitious project to achieve this. We hope that this will help to tackle the growing industry of payday lenders in the city and support national action to regulate payday lenders. We believe that pursuing this twin-track approach enables Sheffield to show leadership in this area.

#### 5.20. Aspiration and Opportunities for All

5.21. The council fully endorses the aspirations set out in the 'Aspiration and Opportunities for All' section of the Commission's report and has identified 'Successful Children and Young People' as a key outcome.

5.22. Our ambition for Sheffield is that every child, young person and family achieves their full potential by raising expectations and attainment and enabling, enriching experiences. We will achieve this through focusing on achieving the following priorities 'a great start in life', 'every child young person and family safe healthy and strong, every school a great school, every child/young person in education every day, all young people informed active and engaged. Early intervention and partnership working will be central to our approach.

5.23. We are committed to closing the gap in school attainment and work closely with Sheffield schools and other partners to achieve this. We are also committed to support families and are developing a range of family interventions to improve parental engagement, aspirations and family learning. Sheffield was recently recognised with the prestigious UNICEF Baby Friendly award.

#### 5.24. Housing and a Better Environment

5.25. The council fully endorses the aspirations set out in the 'Housing and a Better Environment' section of the Commission's report and has identified 'A Great Place to Live' and 'An Environmentally Responsible City' as key outcomes.

5.26. In respect of housing we are taking action to increase the availability of affordable homes in the city through the Housing Strategy. We will build 75 new council homes over the next three years, have increased council action to bring empty properties back into use and have brought the management of the council housing service back into the council allowing us to maintain a first class housing service and make the best use of the Council's role as landlord to help people achieve their full potential.

5.27. We will work to aid the development of other sources of affordable housing in the city and will pursue innovative approaches to access funding required to deliver our ambitions, however, we recognise that this is likely to require partnership with central Government.

5.28. In respect of Air Quality we have developed a new Air Quality Action Plan which outlines how we will tackle air quality issues to 2015. We

have lobbied the Department for Transport about the high levels of air pollution from the M1 Motorway around Tinsley.

#### 5.29. A Safe City

5.30. The council fully endorses the aspirations set out in the 'A Safe City' section of the Commission's report and has identified 'Safe and Secure Communities' as a key outcome for the city.

5.31. Sheffield has recently been recognised as having the lowest level of violent crime amongst England's Core Cities and the council has promoted rehabilitative programmes and has recognised the importance of a front line visible presence and community policing through supporting Police Community Support Officer posts. An agreement between the Council and Police Commissioner has been reached to secure funding for the PCSOs for the next two years.

5.32. We will refresh the city's approach to crime and community safety and will work with the Police and Crime Commissioner to achieve this.

5.33. We support 20mph speed limits in residential areas, however, in the current financial climate it is not affordable to roll them out across the city. Presently 20 mph speed limits are planned for Lowedges, Woodthorpe, Upperthorpe, parsons Cross West, Spink hall, Stocksbridge, Charnock and Steel Bank.

#### 5.34. Transport for All

5.35. The council fully endorses the aspirations set out in the 'Transport for All' section of the Commission's report. On the transport issues identified in the report we work in partnership with the South Yorkshire Passenger Transport Executive and we are committed to continuing to work with them to achieve these aspirations.

#### 5.36. What Citizens and Communities Can Do

5.37. The council fully endorses the aspirations set out in the 'What Citizens and Communities Can Do' section of the report and have identified enabling individuals and communities as one of the council's values in the Corporate Plan.

5.38. We will continue to work with the Sheffield Executive Board to promote active citizenship within the city and hope to promote improved partnership working at a local level through the new Local Area Partnerships.

5.39. We are committed to giving everyone in Sheffield a voice in local democracy and will take action to ensure everyone in Sheffield has a voice and are attempting to ensure that changes to the electoral registration process do not risk denying people the opportunity to vote.

## **6. Funding**

6.1. The Council budget for 2013/14 was approved on 1st March 2013 and has provision for £1m for the Council to support the recommendations of the Fairness Commission.

6.2. So far, this fund has identified and invested in two projects:

- £25,000 on increased communications on welfare reforms to raise awareness for those people who are going to be affected by the welfare reform programme introduced by Government.
- £5,000 on a project to investigate the market for high-cost credit in Sheffield and propose an intervention that provides a more affordable alternative that is at sufficient scale to make a difference to the problem and is sustainable over the long term, without public subsidy.

6.3. These two issues form part of the Fairness Commission's recommendations on social security and on credit. Work is continuing on looking at allocating this funding, including on increasing the pay of apprentices on the Sheffield 100 programme by 15%; supporting the advice sector to transform advice provision in the city from a large number of neighbourhood centres to a single streamlined provider; and how to ensure all citizens have a voice particularly in relation to changes to the electoral registration process.

## **7. Legal Implications**

7.1. The Fairness Commission was an independently chaired group set up by the Council. The Council did not delegate any of its decision making powers to the Commission, and is not be legally bound by any of the recommendations the Commission made. Where the Council chooses to implement a recommendation this would be the subject of a further decision taken in the usual manner and in line with the Council's constitution / Leader's Scheme of Delegation.

7.2. Where the Council chooses to implement a recommendation that would require authority to take action this would be the subject of a further decision taken in the usual manner and in line with the Council's constitution / Leader's Scheme of Delegation.

## **8. Financial Implications**

8.1. The Council's response to the Fairness Commission is based on the current allocation of resources within the Council. This report is not seeking authority for new or additional expenditure.

- 8.2. The Commission sets out a number of areas where the Council and other organisations might need to reconsider how they allocate their resources. The Council will be feeding the Commission's work in to future budget planning discussions to ensure that the fairness agenda and the recommendations are part of those budget discussions.
- 8.3. The £1m funding for the Council's Fairness Commission Fund was allocated as part of the budget decisions taken for 2013/14.

## **9. Equalities Implications**

- 9.1. The overall impact of the Council's response to the Fairness Commission is anticipated to be positive. The Fairness Commission was set up to make a non-partisan strategic assessment of the nature, extent, causes and impact of inequalities in the City and to make recommendations for tackling them.
- 9.2. Equalities and inclusion issues are a fundamental part of the Fairness Commission's report. The Commission's work included an call for evidence open to everyone in Sheffield. A list of the groups and people who responded is in appendix C of the Commission's report and on the website. The work included small sessions with specific groups of people (e.g. Sheffield 50+ and the BME network.) The full list of these meetings is in appendix D of the Commission's full report. The emerging conclusions of the Commission's work were presented and discussed at a public meeting in September 2012 attended by approximately 90 people.
- 9.3. The Council's response states that it "wants to make a real impact on unfairness in the city and will drive this through long term change to address the root causes of unfairness and inequalities. We will principally look to do this through our core strategies on:
- Attainment
  - Skills & Economy
  - Jobs & Employment
  - Health
  - Housing
  - Environment
  - Tackling Poverty
- 9.4. The Council is aware of the differential impact that its actions can have on different groups of people. A commitment to fairness and Social Justice is at the heart of the Council's values. We believe that everyone should get a fair and equal chance to succeed in Sheffield. We recognise that some people and communities need extra help to reach their full potential, particularly when they face multiple layers of disadvantage and discrimination. Equalities and inclusion issues have been considered from the beginning of the process to establish a Fairness Commission
- 9.5. The Council did not delegate any of its decision making powers to the Commission, and is not legally bound by any of the recommendations the

Commission made. Where the Council chooses to implement a recommendation this would be the subject of a further decision taken in the usual manner and in line with the Council's constitution / Leader's Scheme of Delegation.

9.6. Where the Council chooses to implement a recommendation that would require authority to take action this would be the subject of a further decision taken in the usual manner and in line with the Council's constitution / Leader's Scheme of Delegation. This would include an assessment of the equalities implications. Where implementation would not require further authority to take action this should use an existing EIA or build upon an existing EIA.

9.7. The Council's response is based on the current allocation of resources. The Commission sets out a number of areas where the Council and other organisations might need to reconsider how they allocate their resources. The Council will be feeding in the Commission's work in to future budget planning discussions to ensure that the fairness agenda and the recommendations are part of those discussions. This will need to be subject to a future EIA.

## **10. Other implications**

10.1. Implementation of the Fairness Commission recommendations is anticipated to have positive implications for Equality of Opportunity; Tackling Health Inequalities; Environmental and Sustainability; Economic impact; and Community safety.

## **11. Alternative Options Considered**

11.1. An alternative option in responding to the Fairness Commission report would be to make fewer commitments on the Council's approach to implementing the Commission's recommendations. However, the Council wants to make a real impact on unfairness in the city.

11.2. At the other end of the spectrum an option would be to commit to implementing all of the Fairness Commission's recommendations immediately. However, this option would have significant financial implications. The Fairness Commission recommendations are deliberately aspirational and some can only be achieved over the longer term.

11.3. The proposed response provides a balance between beginning the implementation process and the financial implications. The Council will be feeding the Commission's work in to future budget planning discussions to ensure that the fairness agenda and the recommendations are part of those budget discussions.

## **12. Reasons for Recommendations**

12.1. The recommendations demonstrate the Council's commitment to fairness and tackling inequalities in the city. The proposed response includes the action the Council is taking on each of the recommendations that are relevant to the organisation.

### **13. Recommendations**

13.1. Cabinet is asked to:

1. Note the Fairness Commission's report Making Sheffield Fairer and thank Professor Alan Walker and the other Commissioners for all their hard work in producing a comprehensive document
2. Agree the attached proposed response
3. Agree to incorporate the 10 principles of the Sheffield Fairness Framework within the Council's next Corporate Plan

## **Appendix A**

### **Text for letter from Cllr Julie Dore to Alan Walker, Chair of the Fairness Commission**

Dear Alan

#### **Sheffield City Council response to Fairness Commission**

On behalf of the Council I would like to thank you and all of the Commissioners for the time and effort that they have contributed to producing the Commission's report. The Commission sets out an ambitious vision for the city which the Council wants to do all it can to help achieve. Fairness is inherently complex and we recognise that today's analysis of which communities experience the greatest inequalities will not necessarily be the same as that in 5 or 10 years time.

The Council wants to make a real impact on unfairness in the city and will drive this through long term change to address the root causes of unfairness and inequalities. We will principally look to do this through our core strategies on:

- Attainment
- Skills & Economy
- Jobs & Employment
- Health
- Housing
- Environment
- Tackling Poverty

These areas broadly align to those chapters of the Commission's report where the council has a leadership role in the city, either through delivering services or through using its wider influence in the city. Our approach also encompasses our work on ensuring equality of opportunity for all and promoting equality.

In general we believe our approach in these areas will help to address the root causes of unfairness and inequality. We will however, keep them under constant review to ensure that they show the clear impact the approaches are having on the fairness agenda.

#### **Sheffield Fairness Framework**

The 10 principles of the Sheffield Fairness Framework outlined in the Commission's report provide helpful guidelines to help make the city a fairer one. The Council will be developing a new Corporate Plan and will incorporate the 10 principles within this new Plan.

## **Our response to the recommendations**

The Council has a potential role to play in a large number of the Commission's recommendations. Attached is a response covering what the Council will be doing on the recommendations relevant to its work.

The response is based on the current allocation of resources. The Commission sets out a number of areas where the Council and other organisations might need to reconsider how they allocate their resources. The Council will be feeding in the Commission's work in to future budget planning discussions to ensure that the fairness agenda and the recommendations are part of those discussion.

As you have said the Commission's report is not relevant solely to the Council (although clearly the Council has a key role) and we will look to work with other organisations where this will have a greater impact on reducing inequalities in Sheffield.

### Health and Wellbeing

The council fully endorses the aspirations set out in the Health and Wellbeing for All section of the Commission's report and has identified 'Better Health and Wellbeing' as a key outcome. We are committed to tackling health inequalities and the public health strategy will outline our planned actions to achieve this.

Fundamentally, fairer societies are healthier societies. It is unsurprising therefore that the ten principles laid out by the Commission are entirely consistent with public health principles, and with the approach that the Council is seeking to take to public health. And looking at it from the other perspective: Public Health is fundamentally about reducing inequalities in health, which is fundamentally a fairness issue.

The Council concurs with the Commission's report that there is a key role in this for the Health and Wellbeing Board. We also see a key role for the City's Health Inequalities Board, which reports to the Health and Wellbeing Board and is currently being refreshed to reflect the new health and social care landscape. This Board led by the Council but involving all relevant partner agencies, is charged with making progress with the health inequalities outcome in the draft health and wellbeing strategy, and will be producing an annual action plan to achieve that.

### Fair Access to High Quality Jobs and Pay

The council fully endorses the aspirations set out in the 'Fair Access to High Quality Jobs and Pay' section of the Commission's report and has identified 'Focusing on Jobs' and 'Being Business Friendly' as two of the four central priorities of the organisation. We will realise this ambition primarily through the vision set out in the recently launched Economic Masterplan.



Low levels of economic growth have resulted in increased levels of unemployment in the city in recent years. We are particularly concerned about the impact on young people and have developed numerous immediate initiatives to stimulate immediate job creation in the city. This includes the Sheffield Apprenticeship programme to target support at young people who have not previously been successful in accessing education, employment or training.

We believe that creating a high skilled, high wage economy will be central to giving people fair access to high quality jobs and pay. In our City Deal we have developed an innovative apprenticeship scheme which will allow training to be shaped by the needs of local businesses, giving the greatest opportunity to develop these programmes into long term jobs and growth in the city. Through our Keep Sheffield Working Fund, we are promoting new key initiatives to help grow small and medium businesses in the city grow the economy and create skilled jobs.

The council has recently introduced the Living Wage for all council staff and will work with partners across the city to promote it.

We are committed to do all we can to support the economy and are continuing to develop initiatives both to increase the number of good jobs in the city and ensure that everyone has the opportunity to access them.

#### Fair Access to Benefits and Credit

The Council fully endorses the aspirations set out in the 'Fair Access to Benefits and Credit' section of the Commission's report and has identified 'Tackling Poverty and Increasing Social Justice' as a key outcome.

At both a national and local level there have been increases in the cost of living, which combined with the impact of reductions to the welfare budget and current levels of unemployment means concerns about the level of poverty are rising. The Council will develop actions aimed at making the biggest impact on poverty in the city.

We have redesigned the provision of advice services in the city to develop a single Citizens Advice Bureaux and law centre to support people dealing with the impact of welfare cuts.

Whilst the increasing cost of energy is largely outside the control of the council we are doing what we can to support people to bring their bills down. We held a successful Big Sheffield Switch and developing the Green Deal to support Sheffield people to take action to bring their bills down.

We are committed to developing the availability of affordable credit within the city and are working with the Sheffield Executive Board to develop an ambitious project to achieve this. We hope that this will help to tackle the growing industry of payday lenders in the city and support national action to

regulate payday lenders. We believe that pursuing this twin-track approach enables Sheffield to show leadership in this area.

### Aspiration and Opportunities for All

The council fully endorses the aspirations set out in the 'Aspiration and Opportunities for All' section of the Commission's report and has identified 'Successful Children and Young People' as a key outcome.

Our ambition for Sheffield is that every child, young person and family achieves their full potential by raising expectations and attainment and enabling, enriching experiences. We will achieve this through focusing on achieving the following priorities 'a great start in life', 'every child young person and family safe healthy and strong, every school a great school, every child/young person in education every day, all young people informed active and engaged. Early intervention and partnership working will be central to our approach.

We are committed to closing the gap in school attainment and work closely with Sheffield schools and other partners to achieve this. We are also committed to support families and are developing a range of family interventions to improve parental engagement, aspirations and family learning. Sheffield was recently recognised with the prestigious UNICEF Baby Friendly award.

### Housing and a Better Environment

The council fully endorses the aspirations set out in the 'Housing and a Better Environment' section of the Commission's report and has identified 'A Great Place to Live' and 'An Environmentally Responsible City' as key outcomes.

In respect of housing we are taking action to increase the availability of affordable homes in the city through the Housing Strategy. We will build 75 new council homes over the next three years, have increased council action to bring empty properties back into use and have brought the management of the council housing service back into the council allowing us to maintain a first class housing service and make the best use of the Council's role as landlord to help people achieve their full potential.

We will work to aid the development of other sources of affordable housing in the city and will pursue innovative approaches to access funding required to deliver our ambitions, however, we recognise that this is likely to require partnership with central Government.

In respect of Air Quality we have developed a new Air Quality Action Plan which outlines how we will tackle air quality issues to 2015. We have lobbied the Department for Transport about the high levels of air pollution from the M1 Motorway around Tinsley.

### A Safe City

The council fully endorses the aspirations set out in the 'A Safe City' section of the Commission's report and has identified 'Safe and Secure Communities' as a key outcome for the city.

Sheffield has recently been recognised as having the lowest level of violent crime amongst England's Core Cities and the council has promoted rehabilitative programmes and has recognised the importance of a front line visible presence and community policing through supporting Police Community Support Officer posts. An agreement between the Council and Police Commissioner has been reached to secure funding for the PCSOs for the next two years.

We will refresh the city's approach to crime and community safety and will work with the Police and Crime Commissioner to achieve this.

We support 20mph speed limits in residential areas, however, in the current financial climate it is not affordable to roll them out across the city. Presently 20 mph speed limits are planned for Lowedges, Woodthorpe, Upperthorpe, parsons Cross West, Spink hall, Stocksbridge, Charnock and Steel Bank.

#### Transport for All

The council fully endorses the aspirations set out in the 'Transport for All' section of the Commission's report. On the transport issues identified in the report we work in partnership with the South Yorkshire Passenger Transport Executive and we are committed to continuing to work with them to achieve these aspirations.

#### What Citizens and Communities Can Do

The council fully endorses the aspirations set out in the 'What Citizens and Communities Can Do' section of the report and have identified enabling individuals and communities as one of the council's values in the Corporate Plan.

We will continue to work with the Sheffield Executive Board to promote active citizenship within the city and hope to promote improved partnership working at a local level through the new Local Area Partnerships.

We are committed to giving everyone in Sheffield a voice in local democracy and will take action to ensure everyone in Sheffield has a voice and are to attempting to ensure that changes to the electoral registration process do not risk denying people the opportunity to vote.

#### **Council Fairness Commission Fund**

The Council has allocated a £1m fund to support the Council implement the Commission's report. So far some of this funding has been used on the following work:

- Social security - Communications on changes to the welfare system
- Affordable Credit – a project led by Sheffield First Partnership to look at the size and type of the market for affordable credit in the city and
- Living wage - Increasing the pay of apprentices on the Sheffield 100 programme by 15%
- Advice – supporting the advice sector with short term funding to transform advice provision in the city from a large number of neighbourhood centres to a single streamlined provider

We will continue to develop our approach to this funding to help achieve the Fairness Commission's ambitions. One area we are looking at is how to ensure all citizens have a voice particularly in relation to changes to the electoral registration process.

Finally I'd like to thank you and all the Commissioners again for all your hard work.

Yours sincerely

Cllr Julie Dore  
Leader, Sheffield City Council

## Appendix B

### List of Commissioners

The members of the Fairness Commission are:

- Professor Alan Walker (Chair), Sheffield University and Sheffield Health and Social Care NHS Foundation Trust
- Lee Adams, joined when Deputy Chief Executive, Sheffield City Council
- David Child, Sheffield Chamber of Commerce
- Jeremy Clifford, Editor, The Star
- Councillor Jillian Creasy, Leader of the Green Group, Sheffield City Council
- Bishop Steven Croft, Diocese of Sheffield
- Councillor Julie Dore, Leader of Sheffield City Council
- Professor Del Fletcher, Sheffield Hallam University
- Jessica Greenhough, Sheffield Young Advisors
- Kate Housden, Third Sector Assembly
- Professor Rebecca Hughes, University of Sheffield
- Councillor Mazher Iqbal, Cabinet Member for Communities and Inclusion, Sheffield City Council (from May 2012)
- Morgan Killick, Social Entrepreneur
- Elizabeth Lawrence, TUC Region
- Dr Tony Maltby, Sheffield 50+
- Abtisam Mohammed, BME Network
- Councillor Shaffaq Mohammed, Leader of the Liberal Democrats, Sheffield City Council
- Dr Tim Moorhead, GP and Chair of Sheffield Clinical Commissioning Group
- Tony Pedder, Sheffield Teaching Hospitals
- Councillor Mick Rooney, Cabinet Member for Communities, Sheffield City Council (to May 2012)
- Steve Slack, Centre for HIV and Sexual Health
- Tony Stacey, South Yorkshire Housing Association
- Jacquie Stubbs, Partners for Inclusion
- Dr Jeremy Wight, Director of Public Health

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